



MAKING A DIFFERENCE

2022 NURSING ANNUAL REPORT

HARRISHEALTH SYSTEM

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A MESSAGE FROM OUR CHIEF NURSING EXECUTIVE

This year's nursing annual report theme is "Making a Difference." Our nursing leaders have strived to promote and enculturate a professional work environment that is safe and respectful, and one that allows nurses control over their practice.

In building such an environment, Harris Health nurses possess the autonomy and confidence to make a difference in our patient's health, as well as with each other.

I am proud of the accomplishments below, which contribute to a healthy work environment:

- We brought in a nursing consultant to implement a "SelfCare for HealthCare" program to facilitate retention, engagement and work-life balance. In ensuring self-care for ourselves, we achieve better mental, physical and spiritual health to provide better care, outcomes and satisfaction for our patients.
- Nurses are empowered to escalate and report safety concerns to their managers. I also appreciate receiving reports directly through the "AskJackie" email box.
- Allowing nurses to practice at the top of their license. By this, we expanded our nurse residency program with a third fall cohort as we grow our future nurses. Some of our new nurses changed careers from being a health educator and respiratory therapist to becoming a registered nurse through the Reach for the Stars Nursing Scholarship Program. Ben Taub has also expanded their

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advanced practice registered nurses with six acute care nurse practitioners working in the inpatient setting.

- Finally, we should all be proud about our exceptional shared governance structure, which is a “jewel” in my mind. Many healthcare organizations struggle to achieve it, but we have established a robust program across all the pavilions. Within the Communities of Practice, nurses are encouraged to provide their voice, and we are the better for it.

Harris Health Nurses are Making a Difference! In fiscal year 2022, we cared for 40,562 cases occupying a hospital bed, birthed 4,839 babies, completed at least 18,207 time outs for surgical cases and saw 1,662,493 patients in the clinics.

It is my honor to publish Nursing’s 2022 report, which is a testament of your commitment to nursing excellence. Thank you for your continued support of our most trusted profession and commitment to our mission and vision in caring for our patients and fellow employees every day!



Jacqueline “Jackie” Brock, DNP, RN, NEA-BC, TCRN
Executive Vice President/Chief Nursing Executive



“In fiscal year 2022, we cared for 40,562 cases occupying a hospital bed, birthed 4,839 babies, completed at least 18,207 time outs for surgical cases and saw 1,662,493 patients in the clinics.”

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MAKING A DIFFERENCE ACROSS THE SYSTEM

Opening the Lois J. Moore Center for Nursing Excellence

On August 10, 2022, Harris Health Nursing hosted the ribbon-cutting ceremony for the newly renovated Lois J. Moore Center for Nursing Excellence (CNE). The building became available when the Eligibility Center staff formerly housed here converted to working remotely during the pandemic.

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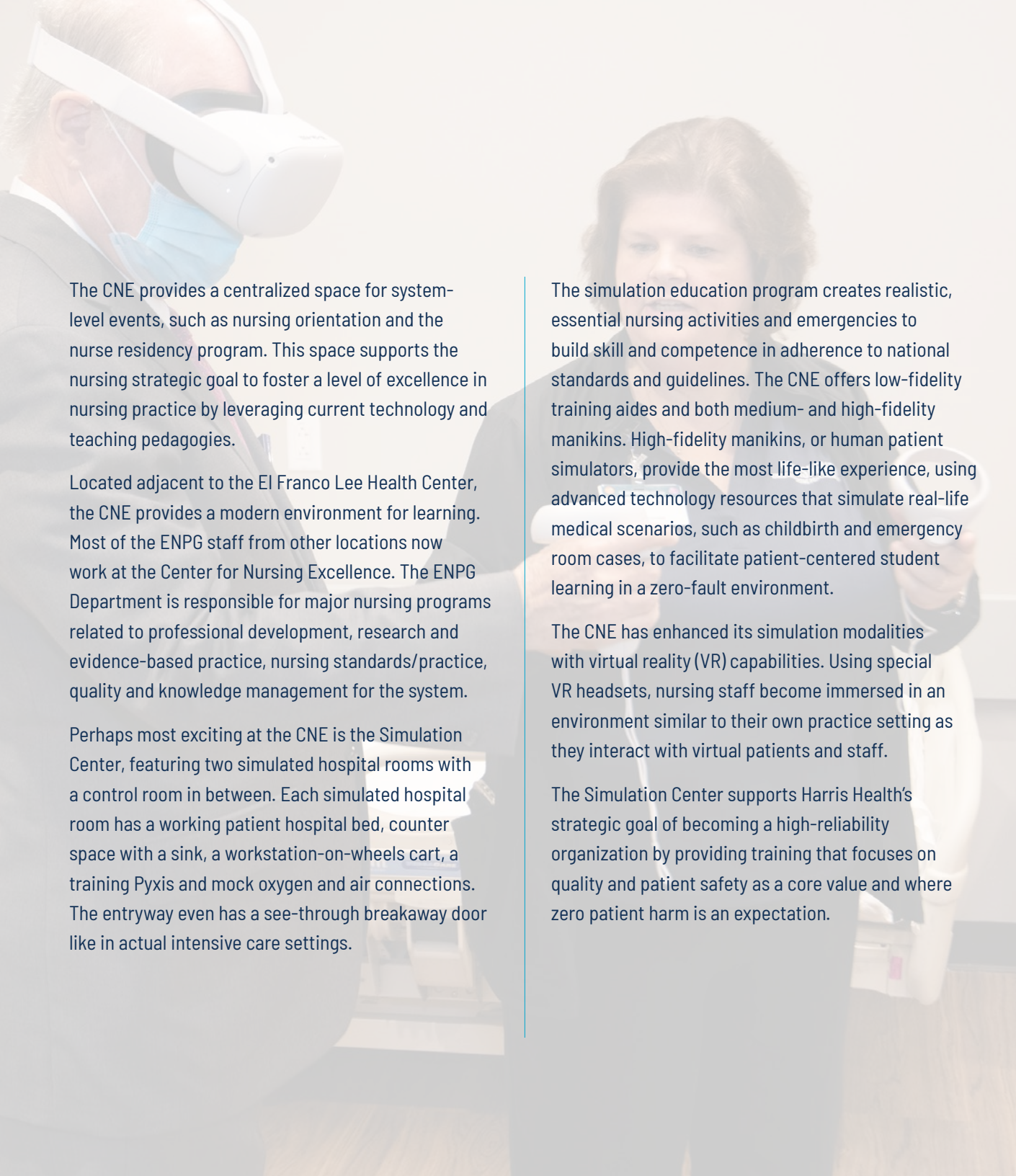
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The CNE provides a centralized space for system-level events, such as nursing orientation and the nurse residency program. This space supports the nursing strategic goal to foster a level of excellence in nursing practice by leveraging current technology and teaching pedagogies.

Located adjacent to the El Franco Lee Health Center, the CNE provides a modern environment for learning. Most of the ENPG staff from other locations now work at the Center for Nursing Excellence. The ENPG Department is responsible for major nursing programs related to professional development, research and evidence-based practice, nursing standards/practice, quality and knowledge management for the system.

Perhaps most exciting at the CNE is the Simulation Center, featuring two simulated hospital rooms with a control room in between. Each simulated hospital room has a working patient hospital bed, counter space with a sink, a workstation-on-wheels cart, a training Pyxis and mock oxygen and air connections. The entryway even has a see-through breakaway door like in actual intensive care settings.

The simulation education program creates realistic, essential nursing activities and emergencies to build skill and competence in adherence to national standards and guidelines. The CNE offers low-fidelity training aides and both medium- and high-fidelity manikins. High-fidelity manikins, or human patient simulators, provide the most life-like experience, using advanced technology resources that simulate real-life medical scenarios, such as childbirth and emergency room cases, to facilitate patient-centered student learning in a zero-fault environment.

The CNE has enhanced its simulation modalities with virtual reality (VR) capabilities. Using special VR headsets, nursing staff become immersed in an environment similar to their own practice setting as they interact with virtual patients and staff.

The Simulation Center supports Harris Health’s strategic goal of becoming a high-reliability organization by providing training that focuses on quality and patient safety as a core value and where zero patient harm is an expectation.



Lois J. Moore Center for Nursing Excellence Highlights

- Nearly 9,000 square feet of classroom and meeting space
- A large classroom, with space for 80+ students, that can be divided into two smaller classrooms
- A computer lab with 20 desktops
- A conference room for up to 30 attendees
- State-of-the-art simulation center
- Furniture storage and training supply rooms
- Separate staff and student break areas
- A Mother’s room
- Microsoft Outlook room scheduling
- Virtual meeting capabilities
- Free employee parking

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Pain Assessment and Reassessment Process Improvement: A Multidisciplinary Initiative

In 2022, a workgroup consisting of operational nursing leaders from all levels, nurse educators, clinical nursing informaticists and other nurses from Nursing Quality, Information Technology and Accreditation collaborated on a corrective action plan to improve compliance with the pain assessment and reassessment process following medication intervention. Nursing Quality facilitated the action plan in response to a May 2022 DNV survey finding.

The action plan contained several components including subgroups working on changes to the pain management policy, nursing documentation, learning module and compliance reporting. The subgroup spearheaded by clinical nursing informatics greatly streamlined nursing documentation workflows and revised the nursing flowsheet to align with DNV requirements.

Clinical Informatics also created an electronic report that showed pain assessment and reassessment nursing documentation compliance by pavilion, unit and individual nurses. Being able to pull data so easily

allows leaders to remain aware of their units' progress on a daily, weekly and monthly basis and to educate nursing staff in as close to real time as possible.

The successful implementation of the corrective action plan was due to the workgroup and subgroups meeting frequently to ensure that all goals were met within the required deadlines. Communication was key as unit leaders reviewed the changes to the pain assessment policy and documentation workflows on a weekly basis for three weeks during unit huddles.

Strong work from the multidisciplinary team, nursing leaders and front-line staff resulted in positive outcomes for the following measures for both Ben Taub and LBJ hospitals from June to December:

- Pain pre-assessment compliance improved by a combined 4.51%
- Pain re-assessment compliance improved by a combined 38.65%

“Through this initiative, our team provided patients with compassionate, timely, high-quality care while also creating a platform for improvement and innovation.”

Edward Donel, MBA, BS, RN, CPHQ, CPPS, NE-BC
Director of Nursing Quality, Safety and Outcomes

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HARRIS HEALTH BEN TAUB HOSPITAL

Delivering Outstanding Patient Outcomes

Ben Taub Hospital improved patient experience and quality outcomes through an interprofessional approach by creating a practice environment that supports collaboration, shared decision-making and innovation. The chief nursing officer was the organizational change agent and identified key patient outcome drivers to improve.

Workgroups involved hospital administration, nursing, pharmacy, physician leadership, the patient experience department and direct-care providers. To improve the patient experience, the workgroups developed interprofessional initiatives such as Meds to Beds, PEERS (Patient Experience, Engagement, Resources and Strategies) meetings and Commit to Sit, which positively impacted the overall hospital rating.

The CNO worked directly with each stakeholder group to influence organizational change that transcended the traditional scope of nursing. Frontline nurses from high-performing units attended PEERS meetings and shared their best practices related to patient experience.

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	2021	2022
HAPI	23	15
CLABSI	32	14
CAUTI	36	13
Falls with injuries	79	14

Ben Taub Nurse-sensitive Outcomes

Once these targeted initiatives were implemented, the overall inpatient score increased from 81.9 in 2021 to 86.2 in 2022, an increase from the 84th to the 94th percentile.

Identifying hospital-acquired pressure injuries (HAPI), central line-associated blood stream infections (CLABSI), catheter-associated urinary tract infections (CAUTI) and falls with injury as nurse-sensitive indicators affecting patient outcomes, Ben Taub put several strategies in place to prevent these adverse events. Pavilion-specific taskforce groups met monthly to identify interventions to address these events and share best practices across inpatient units. The CNO organized daily huddles with nurse leaders and collaborated with physicians to reduce line days for central lines and urinary catheters. Ben Taub significantly improved the nurse-sensitive outcomes in 2022, exceeding internal benchmarks.

At the end of fourth quarter, Ben Taub identified an uptick in the number of patients attempting to elope from the emergency center and implemented multiple tactics to keep patients safe. Leadership had glass doors installed and secured the ambulance bay doors to prevent patients from eloping.

They had seating areas redesigned to improve visibility. Hospital administration allocated additional staffing to increase supervision of patients in the emergency center. This included adding security officers to maintain visibility at all exit doors and more psychiatric technicians, nurses and ancillary staff to closely monitor high-risk patients. These measures helped to significantly reduce patient elopements. In the fourth quarter of 2021, there were 10 successful elopements. In the third quarter of 2022, there was only one, with two months of the quarter at zero.

Building Resilience Through Team Transformation and Shared Governance Councils

After the height of the COVID-19 pandemic, building a resilient team was the top priority for Ben Taub’s chief nursing officer. In collaboration with Human Resources, the CNO organized a specialty training program, Team Transformation, for different levels of nursing leadership. Team Transformation sessions focused on several strategies to promote a positive team climate. Fostering psychological safety was a major focus of this training.

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The new psychiatric unit in the Ben Taub Emergency Center provides a safe, calming environment for high-risk patients.



“When I think about the hospital, I think of you—not the building, not the address. You are Ben Taub Hospital.”

Antoinette “Toni” Cotton, MHA, BSN, RN, NEA-BC
Chief Nursing Officer, Ben Taub Hospital

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“It’s our people practicing our mission that sets us apart from other medical sites in our community.”

Antoinette “Toni” Cotton, MHA, BSN, RN, NEA-BC
Chief Nursing Officer, Ben Taub Hospital

Nurse leaders received training and resources to promote psychological safety for themselves as well as for their team. At the end of the training, several leaders said they felt more comfortable and less fearful of speaking up. Leaders also shared their personal visions and commitments with the team, creating an opportunity for team members to get to know one another more personally and build connections.

Additionally, to encourage shared decision-making between nurse clinicians and nurse leaders and to emphasize the importance in sustaining transformational change, the CNO stressed promoting community of practice (CoP) involvement. The CoP is the unit-level shared governance (SG) structure for frontline nurse reporting up to the Pavilion Nurse Clinician Council (PNCC). PNCC members also functioned as the unit champions for the SelfCare for HealthCare program specifically designed to address burnout and promote resiliency. Based on the recommendations from PNCC members, the CNO piloted a no-fly zone to provide uninterrupted shift reporting between units. PNCC members explored

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throughput challenges and revised the process for handoff reporting from the EC to inpatient units. The CNO identified the lack of a forum for nurse managers to voice their concerns and, as a result, established a Nurse Manager Council focused on sustaining and enhancing the culture of nursing excellence and promoting professional development for nurse managers. The council recently explored the training needs for nurse managers and escalated the training gaps to Human Resources. Ben Taub now has distinct SG councils for clinical resource nurses, directors and administrative directors of nursing. These councils serve as a forum for information sharing, deliberation and pavilion-based decision-making about strategic nursing initiatives, clinical and operational issues and quality improvement for nursing.

Caring for Women with Opioid Use Disorder

Fear and anxiety can be overwhelming for women who become pregnant while also struggling with substance use disorder. They want to engage in prenatal care, but worry about law enforcement, child protective services and being judged by healthcare providers.

This was the case with “Sarah,” who came to the Ben Taub Women and Infant Services maternal substance use program for help. She was desperate to stop using IV fentanyl, a synthetic opioid 50-100 times stronger than morphine.

Sarah received comprehensive health and obstetric evaluations and a treatment plan developed by an interdisciplinary team including OB triage, the perinatal special care unit, labor and delivery and the mother-baby unit. Working together, the Addiction Medicine psychiatrist and the Maternal-Fetal team offer patients like Sarah medications for opioid use disorder, such as methadone or buprenorphine, while closely monitoring mom and baby. They also provide extra support and care for emotional and medical issues, including infections and/or cardiac conditions that are common in these cases.

Once their physical health is addressed, women may take advantage of residential treatment at Santa Maria Hotel, as well as maternal perinatal treatment (MPAT) at the Ben Taub OB high-risk clinic that continues up to a year after the baby is born. This unique MPAT treatment model involves many specialized teams and peer support to best prepare patients for delivery.



After delivery, the neonatal and postpartum nursing and physician teams work closely to ensure babies who may experience withdrawal or abstinence symptoms receive the gold standard of care. Patients like Sarah may be eligible for a special suite in the nursery where they provide the primary care for their babies.

Thanks in part to funding from the Maternal Opioid Misuse (MOM) model awarded by the Centers for Medicare and Medicaid Innovation, the Ben Taub Women and Infant Services team proudly offers essential services and resources to improve maternal health outcomes in Texas, where overdose is a leading cause of maternal mortality in the year following childbirth.

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periOperative Optimization Strategies

The Ben Taub periOperative team implemented several strategies to improve throughput and patient safety outcomes, including extending hours in the post-anesthesia unit (PACU) to 6 p.m., which decreased surgical delays from 1-2 p.m., and created more PACU space to allow gastrointestinal patients to recover. The new space decompressed the patient load and opened up PACU beds for other surgical populations. The team also assigned more operating rooms to service lines with high volume to reduce avoidable surgical delays. Additionally, the team implemented a Gemba board to discuss workflow issues and engage team collaboration with supply chain, sterile processing and OR teams. Gemba board use increased the visibility and performance of key performance indicators.

The periOperative team initiated additional strategies to promote staff and leadership engagement by preventing burnout. periOperative leaders hosted an Unplugged Luncheon that provided an open forum to share thoughts and experiences. The periOperative team conducted weekly staff meetings, explored staff concerns and provided feedback. Weekly recruitment meetings with Human Resources assisted in improving the turnover rate.

PACU staff identified key words that positively influenced patient perception and incorporated them in their communication with patients. This practice significantly improved the patient experience score: PACU achieved an overall 90.5 percentile rating in 2022, up from 87.2 percentile in 2021.

The GI team met the goal the first case on-time starts for the past 24 months through effective communication and collaborating with the GI Lab nurses, the anesthesia team and physicians. Improved communications prompted an initiative that focused on clarifying bowel preparation, whereby nurses called patients two days prior to their procedure to explain the process, and then conducted readiness assessments and escalated issues for any patients who were not ready. The GI team also decided to place inpatient cases as the first case over outpatient cases. This reduced delays in starting the first case.

Ben Taub GI Endoscopy collaborated with LBJ Endoscopy to schedule more than 600 patients from LBJ to Ben Taub to decrease patient wait times for GI procedures. Cross-scheduling these patients increased the average daily GI procedures from 18 to 27.

“Every year, we find a better way to improve patient care and shape our own practice. Thank you for another extraordinary year. Onward!”

Antoinette “Toni” Cotton, MHA, BSN, RN, NEA-BC
Chief Nursing Officer, Ben Taub Hospital

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HARRIS HEALTH LYNDON B. JOHNSON HOSPITAL

Building the New LBJ Hospital 2028, Building our Community

The LBJ leadership team initiated planning for the LBJ hospital expansion project. Realizing the importance of collaborating with the local community, the team formed the LBJ Community Alliance to assemble community leaders from northeast Houston who would be willing to engage in dialogue geared to addressing both community issues and opportunities for growth and development.

In addition to the expanded hospital campus, LBJ leaders also broke ground on a new parking garage for the hospital. The seven-story structure will provide shaded parking and more convenient, much-needed employee access to the hospital.

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“We understand the importance of including the community we serve in planning and designing their new LBJ.”

Derek Curtis, DNP, MA, RN, NEA-BC
Chief Nursing Officer, LBJ Hospital

Fun at Work: Food Feeding Frenzy

LBJ nursing teams along with their interdisciplinary partners went head-to-head in a timed sandwich-making contest, pitting 16 departments and nursing units against each other. Each department created catchy team names, like Shaker Baker Sandwich Maker and Classy Cold Cuts. Over the course of the contest, four of the 16 teams made it to the finals. The Emergency Center team and team Sammich Stackers succeeded in making the most sandwiches in support of feeding our community.

Contest organizers committed to build 750 sack lunches for distribution to community partner, Destined for Empowerment. Destined for Empowerment Community Development Corporation is a nonprofit organization based in Houston, Texas, that focuses on the promotion of community welfare for Harris Health’s most vulnerable patient populations. Over 200 of our hospital staff participated. Thanks to US Foods and PepsiCo Inc., who sponsored the event.

In addition to giving back to the community through service, our Farmers Market offers fresh vegetables grown on the LBJ Community Farm and affordable meat, honey and eggs from the Houston area. The

Farmers Market also offers educational outreach by connecting our healthcare professionals with the local community. For example, the LBJ Stroke Committee hosted a fair to provide awareness on stroke recognition, prevention and stroke care.

Innovation and New Technology: LBJ Discharge Lounge

The LBJ Discharge Lounge was an innovative initiative geared toward optimizing patient throughput. LBJ Hospital faced inherent inefficiencies due to the hospital’s size and aging infrastructure. Several department representatives from the emergency center and acute care division met to discuss how to reduce boarding hours in the emergency center. The new discharge lounge offered the option to move discharged patients safely and efficiently to a designated area while they waited for transportation.

To ensure patient safety, nurses screen patients to assess if they are appropriate for the discharge lounge. Patients must be ambulatory, continent and not require oxygen or any ongoing medical treatment. The lounge is equipped with a TV, and a nursing staff member oversees the comfort and safety of patients.

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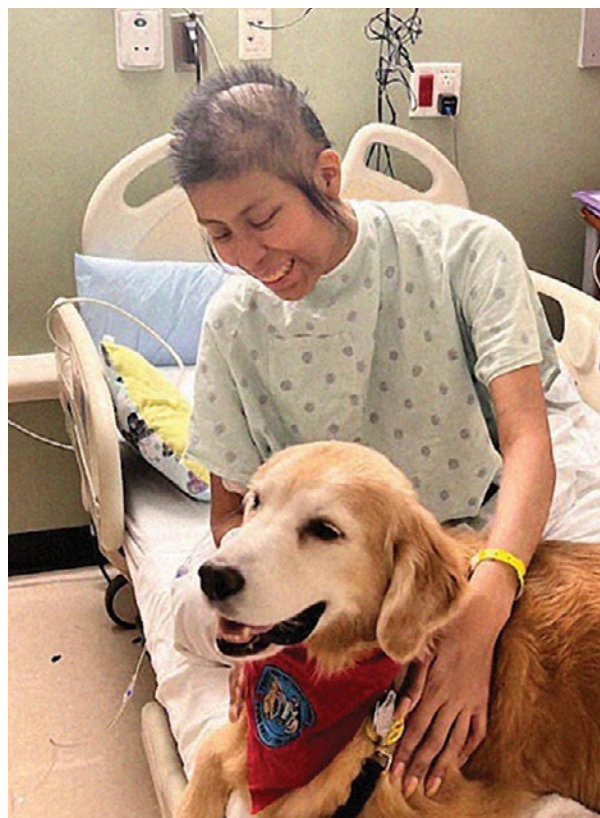
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The discharge lounge provides a safe, comfortable and convenient place for patients to relax while awaiting their ride home. It is one of several innovative strategies developed to improve the patient experience and enhance patient throughput.

Healthy Work Environment: "Cuddles for Caregivers" Pet Therapy

Pet therapy is not only for patients, but also for caregivers. LBJ nursing staff received a special visit from furry friends from the nonprofit organization, Caring Critters. Caring Critters offered LBJ clinical staff the opportunity to interact with two American Kennel Club-certified therapy dogs. Pet therapy enhances morale, which facilitates a healthy work environment. This planned initiative promoted mutual caring, improved employee resilience and restored joy in work.



Pet therapy enhances morale, which facilitates a healthy work environment

"In our circle, it is our mission to create an environment where our staff feel safe, respected, valued and a sense of belonging to the LBJ family."

Derek Curtis, DNP, MA, RN, NEA-BC
Chief Nursing Officer, LBJ Hospital

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LBJ Receives the da Vinci XI Surgical Robot

The da Vinci XI surgical robot was built for precise laparoscopic surgeries to minimize patient impact and reduce blood loss and post-operative recovery times. Brought to LBJ Hospital in 2019 as part of a pilot program offered to safety-net hospitals, the robot allows for very precise work with articulate arms and multiple cameras.

When the robot arrived, nursing and medical staff conducted hands-on training and exercises to ensure staff were well trained before using the equipment on patients. This represents a valuable opportunity for physicians and nursing staff to work with state-of-the-art technology for the patients' benefit. This cutting-edge technology is currently being used in operating room 12.



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HARRIS HEALTH AMBULATORY CARE SERVICES

COVID-19 Vaccine Grant Increases Vaccine Confidence

The Centers for Disease Control and Prevention awarded Harris Health a COVID-19 Vaccine Outreach Grant to increase vaccine confidence. The outreach team received strategic communications training before having in-person conversations with patients prior to scheduled appointments. They built trust by listening carefully to understand each patient's barriers and concerns and, working with certified interpreters and community health workers, addressed common myths and misunderstandings and distributed printed educational materials in Spanish, Vietnamese and English.

Staff also participated in community resource events and health fairs to educate people on the importance of the COVID-19 vaccine. ACS offered the vaccine and booster through a partnership with the local health department. Staff used an electronic survey to collect data on vaccine hesitancy from all patient interactions.

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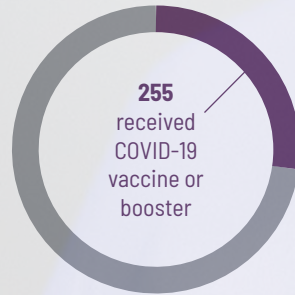


“Prevention of infectious diseases is most effective with timely vaccination. ACS Nursing developed effective outreach programs to aid in informed decision making for those in our community who are unsure about vaccines.”

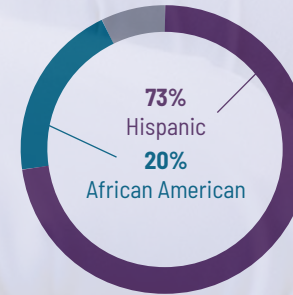
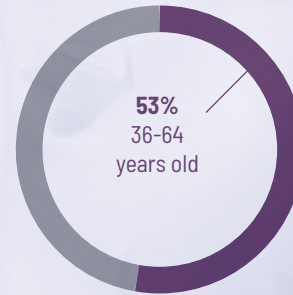
Matthew Schlueter, PhD, MBA, RN, NE-BC
Chief Nursing Officer, Ambulatory Care Services

By the Numbers (in the first six months)

932 Participants



Demographics



Top 3 Reasons for Hesitancy

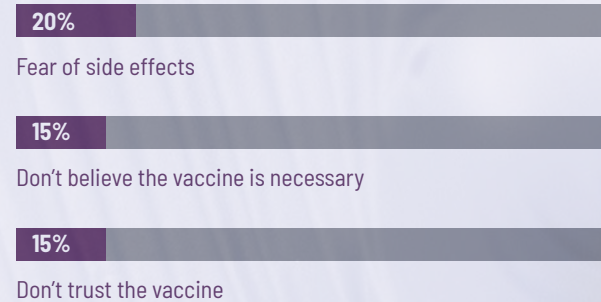


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A lack of transportation and knowledge on safety, efficiency and availability of the COVID-19 vaccine is still prevalent. Understanding these barriers helps to mitigate health disparities caused by social determinants of health. Furthermore, education empowers the medically underserved to manage their health and contributes to the overall advancement of health equity.

Pathway to Excellence Journey

Pathway to Excellence standards provide the framework for nursing and healthcare workers to achieve a positive practice environment. Ambulatory Care Services nursing leadership formally applied for Pathway to Excellence designation in June 2022. Before submitting the formal application, the department laid the groundwork for a robust shared governance structure, building a strong foundation for all the Pathway standards. Leadership implemented a strategic approach including setting a timeline and monthly pre-intent meetings with the American Nurse Credentialing Center. The organizational self-assessment and analysis identified practice gaps. ACS nurse leaders worked diligently to close the practice gaps by forming an ACS Staffing Advisory Committee and engaging staff in the SelfCare for HealthCare program to address physical and compassion fatigue.

Each ACS Health Center selected Pathway to Excellence Champions to serve as representatives, introducing a "Pathway Airplane" travel theme to garner engagement and scheduling monthly meetings to review and educate the Champions on the six Pathway standards. ACS Health Centers also added Pathway to Excellence to the Community of Practice and Pavilion Nurse Clinician Council meeting agendas. To further engage staff and have fun while learning, each ACS Health Center hosted monthly "Express Airline" and weekly "Passport" events where Pathway Champions used their creativity to present on each Pathway standard as they educated nurses, physicians, operations and ancillary staff who were encouraged to get their Pathway to Excellence ACS Passports stamped at each Pathway standard travel location.

A writing committee met regularly to collect and write stories to be included in the final submission. The full Pathway document will be submitted on June 1, 2023. ANCC will notify ACS if it will advance to the Nurse Survey portion of the designation process. ACS Nurse Leaders continue to cultivate a positive practice environment where nursing staff are empowered to create a culture of excellence.



"Our journey to become designated as a Pathway to Excellence organization will be an affirmation of what we already know: ACS nurses provide the highest quality nursing care in a highly supportive practice environment."

Matthew Schlueter, PhD, MBA, RN, NE-BC
Chief Nursing Officer, Ambulatory Care Services

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“Building leadership skills not only adds to our bench strength, but also provides our leaders growth and development opportunities, which ultimately supports their effectiveness, longevity and retention at Harris Health.”

Matthew Schlueter, PhD, MBA, RN, NE-BC
Chief Nursing Officer, Ambulatory Care Services

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Emerging Leaders Program

In December 2021, the ACS Specialty Care nursing leadership introduced a yearlong Emerging Leaders program to encourage professional development for its nurse managers. The program, launched in January 2022, builds upon participants' strengths to create a community of learning, based on the American Organization for Nursing Leadership competency framework and the American Academy of Ambulatory Care Nursing's Ambulatory Care Nurse Executive Toolkit. The intent was to identify talent and provide education, training and application of skills.

Twenty-three nurse managers participated in the first cohort. The curriculum covered a wide range of clinical operations management topics through a combination of hands-on activities, group discussions, team exercises, lectures, simulations, case studies and projects to prepare nurse managers for leadership positions, culminating in an individual capstone presentation to a group and senior nurse executives. Each session ended with a 15-minute discussion on "Cultivating a Just and Accountable Culture" led by a different participating nurse manager.

The primary goal of the program is to create an organizational culture that fosters effective communication, relationship-building and knowledge of the healthcare environment, as well as understanding the importance of patient safety and leadership.

Long-term expectations include increased employee engagement, reduction in employee turnover and improved patient outcomes. Survey results from December 2022 showed a satisfaction rate of 99% and retention rate of 87%. As a result, ACS Primary Care nursing leadership implemented the program for their nurse managers in February 2023.

Interdisciplinary Fall Prevention Committee Reduces Patient Falls

ACS revamped the Interdisciplinary Fall Prevention program and set an internal benchmark of 1.0 fall/10,000 patient visits. The ACS Fall Prevention Committee utilized the structure, process and outcome framework to exceed and sustain the goal. A Patient Safety Champions group including nurses, physicians and ancillary staff from across the ACS platform worked to increase awareness strategies and improve patient safety outcomes.



ACS executive leadership integrated the Patient Safety Champions throughout all clinics and departments, where they conducted monthly safety audits and identified strategies to mitigate barriers for fall prevention in collaboration with the Fall Prevention Committee. Patient Safety Specialists served as co-chairs, sharing their expertise in conducting safety assessments and evaluation of safety programs.

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“ACS has one of the lowest falls rates in the nation. Our Fall Committee has been exceedingly effective in implementing strategies to protect our patients.”

Matthew Schlueter, PhD, MBA, RN, NE-BC
Chief Nursing Officer, Ambulatory Care Services

These efforts led to important process changes:

- Monthly reviews of corrective action plans for effectiveness
- Tracking and trending events, contributing factors and severity of each patient fall
- Monthly clinical leaders’ presentation of electronic patient fall incidence reports to review challenges, best practices, inquiry findings and potential future mitigation actions
- Standard fall-risk assessment education to all staff across ACS
- Committee-inspired system-wide requirement for “Understanding Your Risk for Falls” SABA training annually and during new employee orientation, to begin March 2023

As of November 2022, ACS achieved seven consecutive months of exceeding the internal patient fall rate goal of 1.0 fall/10,000 visits. From January to November 2022, the ACS fall rate was 1.13 falls/10,000 patient visits, a significant improvement from the previous year.

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Harris Health Nursing Staff By The Numbers

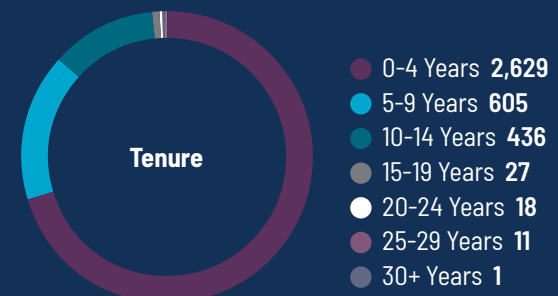
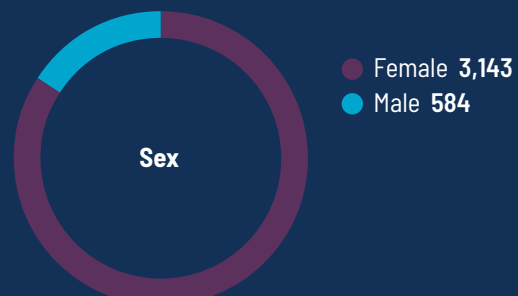
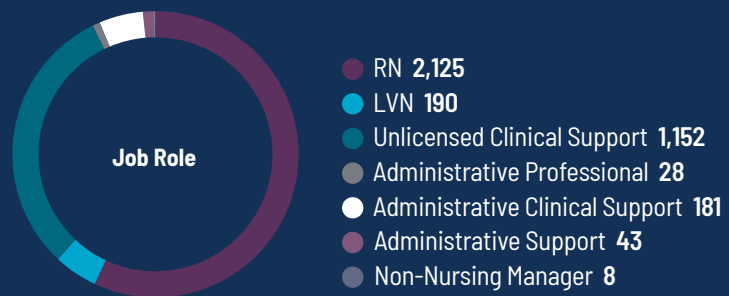
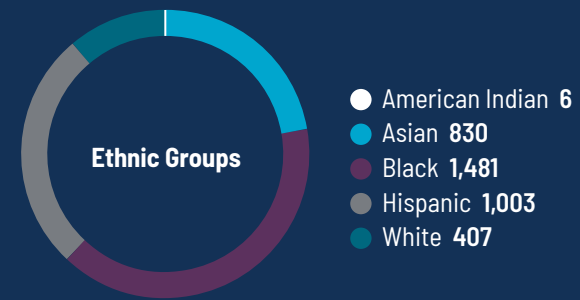
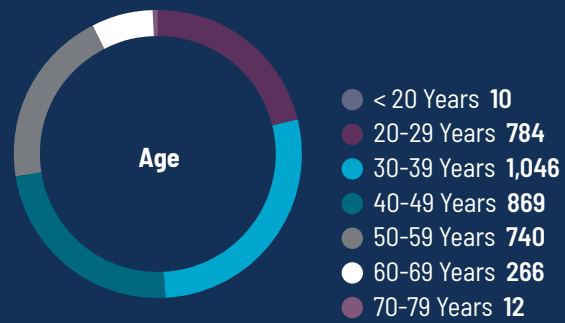
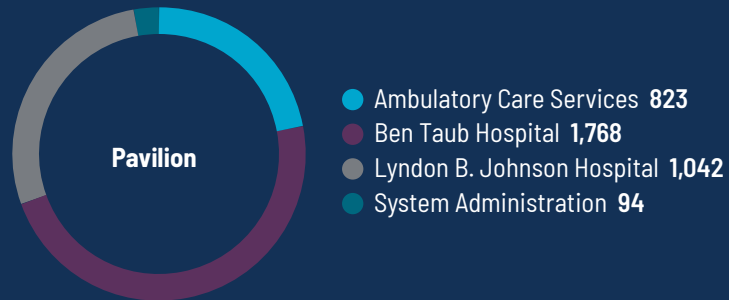


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PCA EXTERNSHIP

Graduates

Ben Taub Hospital

Alyssa Gonzalez
Amaro Hinojosa
Nandi James
Melanie Meza
Netralle Odems
Elizabeth Ramos
Jarshea Cne Sauls
Tamieka Stewart
Sylvia Wiley
Adrianna Diaz Ordaz

Lyndon B. Johnson Hospital

Sara Benitez
Lourdes Sabrina Flores
Jaimie Michelle Mejia
Olubanke Owoyemi
Healthier Rachal
Brendy Saldivar
Kennon Sanders
Kellye Wright
Merle Lakey

REACH FOR THE STARS SCHOLARSHIP

Bachelor of Science in Nursing

Ben Taub Hospital
Monica Manthey

Lyndon B. Johnson Hospital
Jennifer Vo



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NURSE RESIDENCY

Spring 2022

Ben Taub Hospital

ACUTE CARE
 Brittany Hines
 My Ngoc Hoang Nguyen
 Nkechinyere Odinma

CRITICAL CARE
 Lucero Castillo
 Valentina Ojeah

EMERGENCY
 Araceli Gonzalez

WOMEN, INFANTS AND CHILDREN
 Nejra Cilas

Lyndon B. Johnson Hospital

ACUTE CARE
 Juyely Chacon
 Nakezia Houston

CRITICAL CARE
 Ashely Cooper
 Fatima S. Khan

EMERGENCY
 Kelsey Beeler
 Paola Hause
 Kendra Milton

WOMEN, INFANTS AND CHILDREN
 Christina Franklin
 Zyiane Meads
 Kennedy Morgan

Summer 2022

Ben Taub Hospital

CRITICAL CARE
 Judith Colon
 Victory Ebonka
 Lyndsey Lagria
 Sandra Owoade
 Megan Washington

WOMEN, INFANTS AND CHILDREN
 Ragan Weeks

Lyndon B. Johnson Hospital

CRITICAL CARE
 Teresa Cruz
 EMERGENCY
 Breonna Burns

WOMEN, INFANTS AND CHILDREN
 Jasmine Robinson

Fall 2022

Ben Taub Hospital

ACUTE CARE
 Chinenye Okechukwu Ogori

Lyndon B. Johnson Hospital

ACUTE CARE
 Ijeoma Akunne

NURSING CLINICAL ADVANCEMENT

Nurse Clinician III

Ambulatory Care Services

Sheeja Padavil
 Jessica Smith

Ben Taub Hospital

Melissa Strauss
 Ammu Arun
 Mary Ann Pavilonia
 Pooja Bhakta

Lyndon B. Johnson Hospital

Precious Henderson
 Alexander Yotin

Nurse Clinician IV

Ben Taub Hospital

Sini Eapen

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PEER-REVIEWED PUBLICATION

Guo, Y., Pattavana, F., Siangco, C., Ngo-Huang, A., Fu, J., Hui, D., & Bruera, E. (April 2022). Overall survival among patients with cancer and pressure injury and its association with Braden Scale score. *J Palliat Med*, doi: 10.1089/jpm.2021.0645.

PODIUM PRESENTATIONS

International

Bonuel, R., Ortiz, H., Liong, A., & Elkamand, B. (2022). Practice makes perfect: A professional development series. Sigma Theta Tau 33rd International Nursing Research Congress. (Virtual Oral Presentation).

Hernandez, A., & Mozell, K. (2022). Hiring new graduate nurses during a pandemic? Oh my! Sigma Theta Tau International Creating Healthy Work Environments Conference. Washington, DC.

Kirksey, K., Suico, R., Wilson, T., & Windle, P. (2022). The power of engagement: Integrating clinical inquiry and transforming healthcare. Sigma Theta Tau International Creating Healthy Work Environments Conference. Washington, DC.

Marquez-Bhojani, M., Dufrene, C., Padilla, M., & Tzeng, H. (2022). Older adults' exercise regimens to prevent falls before and during COVID-19 pandemic in southern U.S. 33rd International Nursing Research Congress. Sigma Theta Tau International. Edinburgh, Scotland.

Suico, R., Cera, E., Lara, L., Mathew, B., Ramirez, D., Santos, E., Windle, P., & Kirksey, K. (2022). Engaging, sustaining, and advocating for nurses during an unprecedented pandemic. Sigma Theta Tau International Creating Healthy Work Environments Conference. Washington, DC.

National

Johnson, J. (2022). Perils and pitfalls of the Pathway journey. Pathway Program Guidance: The Journal Virtual Workshops.

Marquez-Bhojani, M., Dufrene, C., Padilla, M., & Tzeng, H. (2022). Exploring community-dwelling older adults' participation in exercise activities to prevent falls during COVID-19 pandemic. 36th Annual Southern Nursing Research Society Conference. New Orleans, LA.

McFarlane, K., & Phan, G. (2022). Answering the call: Getting non-clinical nurses ready for the emergency department. Emergency Nursing 2022 Conference. Denver, CO.

Wiener, B., Arnold, K., Barriault, D., Chacko, M., Lincoln, M., Quintero, M., Suico, R., Wilson, T., & Kirksey, K. (2022). Traditional approaches versus complementary/alternative therapies to manage breakthrough atrial fibrillation. 6th Edition of Nursing World Conference. Orlando, FL.

Regional

Fransaw, J. (2022). Prayer versus CAM therapies in mitigating COVID-19-associated challenges and enhancing adaptive resilience. Harris Health System INSPIRE Nursing Symposium.

Kilbourn, S., & Smith, I. (2022). Reflections on clinical simulation: Past, present & future. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Kone, T. (2022). Creating a happiness culture. Harris Health System INSPIRE Nursing Symposium. Houston, TX. (Invited plenary session speaker).

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Lundeen, S. (2022). Transfiguring interprofessional collaboration to transform patient care. Harris Health System INSPIRE Nursing Symposium.

Moss, E. (2022). Working around workarounds: Raising awareness of patient safety events. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Schlueter, M. (2022). Recruiting the right nurse is like finding Nemo. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Suico, R. (2022). Engaging, sustaining and advocating for nurses during an unprecedented crisis. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Vela, G., & Rahman, F. (2022). Transcatheter aortic valve replacement: Interdisciplinary perspectives. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

POSTER PRESENTATIONS

National

Bonuel, N., Ortiz, H., & Phan, G. (2022). Improving intravenous pump-induced errors. 43rd PNA National Convention. New York City, NY.

Donel, E., Rossi, M., & Moore, L. (2022). Centralizing a nurse-sensitive scorecard to transform decision-making within a safety net system. NAHQ Conference (Virtual Poster).

Phan, G., Bonuel, N., Ortiz, H., Elkamand, B., & McFarlane, K. (2022). System-wide practice change on improving blood culture volume collection. 43rd PNA National Convention. New York City, NY.

Smiley, K., Chapa, M., Haynes, A., Kerbow, K., Ramirez, C., Suico, R., & Kirksey, K. (2022). Nurse-driven modalities to enhance patient care delivery during the COVID-19 pandemic. AAACN Annual Conference, Las Vegas, NV.

Regional

Andrus, A., Glover, M., & Yusuf, K. (2022). Putting your best foot forward. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Anyanwu, E., Calco, M., Dao, L., Dauphin, S., Huynh, T., Patel, K., & Rosa, P. (2022). Sleep, pain and their effects on length of hospital stay: An evidence-based approach. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Bayaborda, H., Boldt, R., O’Kaitland, A., & Wechsler, A. (2022). Implications of mother-infant separation during COVID-19. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Chacko, M., Arnold, K., Goldberg, A., Nugent, K., Suico, R., Wilson, T., & Kirksey, K. (2022). Multidimensional factors that impact nurses’ sense of engagement, resilience and intent to stay employed. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

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Fields, T., Greer, K., Mani, J., & Umheni, K. (2022). Becoming adept at bowel prep: Optimizing cleansing for colonoscopy. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Gonzales, I., Acosta, A., Barber, D., Nunn, K., Quintero, M., Rico, S., & Umheni, K. (2022). Enhancing first case on time starts: Innovative solutions. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Kirksey, K., Bush, A., Cummings-Thompson, E., Lara, L., Ramirez, D., Sucio, R., & Windle, P. (2022). Comprehensive HIV prevention for transgender persons: An evidence-based approach.

Lara, L., Chihani, E., Pious, P., Thomas, M., Suico, R., & Kirksey, K. (2022). Integrating educational pedagogies to enhance quality of pre-colonoscopy bowel preparation. Harris Health System INSPIRE Nursing Symposium. Houston, TX

Marquez-Bhojani, M. & Sandridge, J. (2022). Nursing ethics seminar: A monthly collaboration showcasing nursing advocacy. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Peterson, M., Katigbak, K., Johnston, N., Myre, R., Miller, S., Iweanya, V., & Kirienko, V. (2022). Impact of COVID-19 on new graduate ICU nurses' education and competency: An evidence-based approach. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Taylor, L., Bossier-Bearden, M., Chacko, M., Gaston, D., Gillamac, B., Guevara P., Huang, H., Lincoln, M., Suico, R., Thomas, T., Wilson, T., & Kirksey, K. (2022). Moth-infant dyad during COVID-19: An evidence-based perspective. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

Wiener, B., Arnold, K., Quintero, M., Barriault, D., Chacko, M., Lincoln, M., Suico, R., Wilson, T., & Kirksey, K. (2022). Traditional approaches versus complementary/alternative therapies to manage breakthrough atrial fibrillation. Harris Health System INSPIRE Nursing Symposium. Houston, TX.

“Our clinical inquiry review panel (CIRP) is dedicated to the spirit of clinical inquiry. The vast dissemination of nurse-led scholarship in 2022 reflects Harris Health’s culture of excellence.”

Suzanne Lundeen, PhD, RNC-OB, NEA-BC
Administrative Director of Nursing, Women and Infant Services, Harris Health Ben Taub Hospital/Interim CIRP Chair

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NEW DEGREES

Ambulatory Care Services

Bachelor's Degree in Nursing

Rosalin Abrego
Brittney Bennett
Paula Braden
Treshay Hall
Mayra Lopez
Rolanda Mouton
Alma Payton
Darrel Phillips
Stacey Washington
Sharon White

Doctorate in Nursing Practice Degree

Lori Timmons

Master's Degree in Nursing

Lingasperi Govender
Eric Vistan

Ben Taub Hospital

Associate Degree in Nursing

Ralph Clary

Bachelor's Degree in Nursing

Chinwe Akukoro
Megan Clark
Tamara Cooper
Monica Manthey
Flora Murage
Misha Nguyen

Master's Degree in Nursing

Giji Alex
Jerry Gonzales
Seema Joseph

Lyndon B. Johnson Hospital

Bachelor's Degree in Nursing

Ravyn Clarence
Lakosha Dwellingham
Molcey George
Glenda Haynie

Veronica Hernandez
Antonia Otero
Gabriela Oxford
Shannon Stephens
Christine Vo
Lesha Williams

Master's Degree in Nursing

Helaine Buchanan
Kristen Fraser
Divya Jose

System Administration

Bachelor's Degree in Nursing

Maria Daher
Cecilia Lorcy

Master's Degree in Nursing

Delena Reeves
Shelitrice Walton-Johnson

Master's Degree in Business Administration

Cassandra Coney-White
Lourie Moore

CERTIFICATIONS

Ambulatory Care Services

Addictions Nursing

Rachel Ibanez

Ambulatory Care Nursing

Erwin Niel Espinueva
Mireya Gonzalez
Angela Gorrell
Andrea Haynes
Adriana Sterling
Valencia Thomas
Lorena Veliz
Dia Vinod
Raquel Wright

Case Management

Daniel Martinez

Lei Runnels

Nursing Leadership

Precious Udensi

Urology Nursing

Melanie Williams

Ambulatory Surgical Center

Ambulatory Care Nursing

Sheeja Padavil

Nursing Professional Development

Alexis Turner

Post-anesthesia Nursing

Myles Matherne

Ben Taub Hospital

Advanced Practice Nursing – Acute Care

Sini Eapen

Ambulatory Care Nursing

Venus Trammer

Case Management

Sarah Evans
Tasha Millet
Seena Shinu

Critical Care Nursing

Charmmie Agriam
Bini Antony
Eloise Jem Barcelona
Daphne Bustamante
Justin Davis
Veronika Davis
Amaechi Ezemba
Jarod Go
Ramesh Kirshnan
Andrew Krance
Anish Salex Mathew
Rinelle Myre
Ngon Nguyen
Boma Olade
Sheny Ordonez
Rachael Price
Jonathan Richard
Simsola Sule
Joshua Ugat

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Dialysis Nursing

Mc Alden Chu

Emergency Nursing

Robyn McKeever

Kieukhanh Nguyen

Jennifer Tran

Jacqueline Velez

Medical Surgical Nursing

Oladayo Bello

Jennifer Gastineau

Margaret Grue

Jessica Haroldson

My Le Nguyen

Mathew Pulakkavan

Neonatal Nursing

Lauren Ainsworth

Nursing Leadership

Ibrahim Abdallah

Sarah McNiel

Rhonda Selman

Nursing Professional Development

Janette Buenavista

Stacie Marion

Obstetrics Nursing

Susamma Thomas

Oncology Nursing

Yolanda Ganious

Progressive Care Nursing

Guadalupe Galvan

Porsha Ferguson

Randle

Radiologic Nursing

Amanda Boling

Trauma Nursing

Elias Gomez

LBJ Hospital

Ambulatory Care Nursing

Aghogho Idiaghe

Cardiovascular Nursing

Eva Garcia

Critical Care Nursing

Kyanna Green

Dialysis Nursing

Theresa Dam

Emergency Nursing

Emily Bish

Melissa Cather

Regina Fenner

Elisa Fredella

Melody Holliday

Ifrah Raja

Scott Myron

Megan Swanson

Flight Nursing

Jessica Hernandez

Healthcare Quality

Safiya Tobias

Infusion Nursing

Benjamin Wylie

Maternal-Child Nursing

Tymara Thomas

Medical-Surgical Nursing

Edith Eghomwanre

Tresaka Fields

Krystal Nunn

Neonatal Nursing

Robert Miller

Nurse Leadership

Yvana Gauthier

Obstetrics Nursing

Glorio Barocio

Oncology Nursing

Shilpa Patel

periOperative Nursing

Albert Cortez

Post-anesthesia Nursing

Iris Vaquero

Progressive Care Nursing

Netsanet Asefa

Rosa Hernandez

Trauma Nursing

Christopher Walzer

Wound Care Nursing

Linh Le

System Administration

Emergency Nursing

Erica Reyes

Forensic Nursing

Monica Clark

Michelle Cotton

Elizabeth Guzman

Infection Prevention

Yolanda Wall

Nursing Informatics

Eric Barnhouse

Nursing Leadership

Edward Donel

Nursing Professional Development

Lori Cummings

Susan Kilbourn

Kathleen Mozell

Tynikka Thibodeaux

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CHIEF NURSE EXECUTIVE COIN OF EXCELLENCE

The Chief Nurse Executive Coin of Excellence was established in 2019 to provide tangible recognition and appreciation to those who have demonstrated exemplary performance in nursing or in support of nursing.

For outstanding support, long hours and “off duty” time expended in establishing and implementing contracts to bring in agency nursing personnel:

Dr. Art Brace, President,
Harris Health System Board of Trustees

Dr. Esmaeil Porsa, President and CEO,
Harris Health System

Mr. Louis Smith, Chief Operating Officer,
Harris Health System

Mr. Michael Hill, Chief Strategy and Integration Officer,
Harris Health System

Mr. King Hillier, Vice President,
Public Policy and Government Relations

Monica Carbajal, Vice President, Contract
Administration, and her team in the Contracting
Department

Jack Adger, Assistant Purchasing Agent, and his team

in the County Purchasing Department

Sara Thomas, Attorney, and her team in the Legal
Department

Carolynn Jones, Chief Compliance and Risk Officer,
and her team in the Corporate Compliance Department

For outstanding support and quick actions to implement incentive programs to support the nursing teams:

Samantha Raffield, Director of Payroll Services, and
her team in the Payroll Department

Victoria Nikitin, Chief Finance Officer, and her team in
Finance

Omar Reid, Chief People Officer, and his team in
Human Resources/Talent Acquisition Management

For outstanding support for all frontline nursing staff at each pavilion:

Dr. Glorimar Medina, EVP, Ben Taub Hospital

Ms. Trisha Darnauer, EVP, Ben Taub Hospital

Dr. Jennifer Small, EVP, Ambulatory Care Services

For outstanding support in assisting with quickly onboarding a very large number of crisis nurses:

Miguel Gonzalez, Administrative Director, HRIS Work
Analytics

Sherry Paz, LMS Administrator, IT Education

Consuelo Saldana, LMS Administrator, Learning and
Development

Lisa Iglehart, IAM Business Analyst Lead, HIS ERP
Systems

Michelle Moore, Director, IT Instructional Design, IT
Education

THE BEE AWARD

Ambulatory Care Services

Sarisah Chisholm, El Franco Lee Health Center

Monique Dockery, Northwest Health Center

Maria Munoz, LBJ Infusion Center

Dorina Paredes, Vallbona Health Center

Veronica Zavala, Riverside Dialysis

Ben Taub Hospital

Petra Goss, 5F/ 5G

Lavender Greer, 3B

Oladapo Longe, Psychiatric Inpatient Unit

Margaret Mahon, Emergency Center

Valencia Reggans, 6E MICU

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Karen Simpson, BTMH IOP Clinic

Bindhu Varghese, 5E IMU

Lyndon B. Johnson Hospital

Angeli Andres, 2C

Geena Antony, 4B

Guadalupe Prasad, NICU

Evelyn Shamburger, 3A

Eboni Waid, 2C

Willa Washington, 4B

LUMINARY AWARDS

Ambulatory Care Services

Diamond – Baytown Health Center

Sapphire – Vallbona Health Center

Emerald – Northwest Health Center

Ben Taub Hospital

Diamond – 5C Med/Surg

Sapphire – 5F Med/Surge & 5G Med/Surg

Emerald – 6F Coronary Care Unit

Lyndon B. Johnson Hospital

Diamond – 3C IMU/Med/Surg/Tele

Sapphire – 2B IMU/Med/Surg/Tele

Emerald – 4A IMU/Med/Surg/Tele

CLINICAL LEADERSHIP AWARD

Angel Esquivel, BSN, RN

Nurse Clinician III, 3B Surgical IMU, LBJ Hospital

Sonia Riley, MSN, RN, CMSRN

Nurse Clinician III, 5C Medical Surgical Unit, Ben Taub Hospital

Jessica Smith, MSN, RN, OCN

Nurse Clinician III, Procedural Support, Ambulatory Care Services

INSPIRE AWARD

Shangrila Bicol, BSN, RN, CMSRN

Nurse Clinician III, 5A Medical/Surgical Unit, Ben Taub Hospital

Theresa Wilson, MSN, RN, NPD-BC

Director of Nursing, NICU, LBJ Hospital

THE DAISY AWARD

Health Impact's Daisy Nurse Leadership Award for Advancing Policy (National)

Vanessa Barriera, BSN, RN, SANE-A

Forensic Nurse Examiner, Harris Health System

Daisy Team Award

Executive Nursing Practice Group-Nursing Practice Division - Team Lead: Rizalina Bonuel, PhD, RN, ACNS-BC

El Franco Lee Health Center - Team Lead: Precious Udensi, MSN, RN, NE-BC

Nursing Operations - Team Lead: Fallon Wiley, MSN, RN-BC, NE-BC

Occupational Health - Team Lead: Donna McKee, MHA, BSN, RN, NE-BC

Transfer Center - Team Lead: Jazzie Jurisprudencia-Ampig, MSN, RN

Daisy Leadership Award

Rita Mack, MSN, RN, AMB-BC

Clinical Resource Nurse, Outpatient Center, Ambulatory Care Services

Crystal Butler, MSN, RN, CCRN

Nurse Manager, 6F Coronary Care Unit, Ben Taub Hospital

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GOOD SAMARITAN EXCELLENCE IN NURSING AWARD

Ambulatory Care Services

Anny Abraham, RN, MSN, CLNC

Anita Bates, BSN, RN

Juan Beltran, BSN, RN

Sonja Eckford, MS, BSN, RN, AMB-BC

Jennifer Edwards, MSN, MEDSURG-BC, CDCES

Karla Faz, MSN, RN

Maya Glover, MSN, RN, AMB-BC

Lingasperi Govender, BSN, RN, AMB-BC

Aghogho Idiaghe, MSN, RN, AMB-BC

Toni Isaacs, MSN, RN, AMB-BC

Andria Linares, ADN, RN

Rita Mack, MSN, RN, AMB-BC

Jini Manavalan, MSN, RN-BC

Maribel Opong, BSN, RN

Regina Salandy, ADN, RN

Ellen Soyombo, MBA, MSN, RN, CDE, AMB-BC

Dia Vinod, ADN, RN

Ben Taub Hospital

Susamma Babu, BSN, RN

Janette Buenavista, BSN, RN, C-NNIC, RNC-NIC

William David, MHA, RN-BC, CEN, TCRN, NEA-BC

Sini Eapen, MSN, RN, CCRN, CCRN-K

Yolanda Ganius, BSN, RN, CMSRN, CVRN, OCN

Barieene George, BSN, RN, CCRN

Sarah Musgrave, BSN, RN

Lucy Pynadath, RN, OCN

Maureen Ramos, MSN, RN, CEN, NE-BC

Truc-Nhi Tran, Truc-Nhi, BSN, RN, CMSRN

Lyndon B. Johnson Hospital

Joseph Adekola, BSN, RN

Linda Akanu, MSN, RN, CEN

Elizabeth Brewer, MSN, RN, CEN, TCRN

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

Reba Carethers, MSN, APRN, CCRN

Ikechukwu Dike, BSN, RN

Nyingi Nene Efebo, BSN, RN

Tresaka Fields, BSN, RN, CMSRN

Jon Fry, BSN, RNC-NIC

Carolyn Gafford, MA, BSN, RN, NE-BC

Myishea Gilliam, BSN, RN

Isabel Gonzales, BSN, RN, CNOR

Michelle Hanks, MS, BSN, RN, CCRN

Casey Hogan, MSN, RN, CEN, TCRN

Jordan Irish, BSN, RN, CEN, TCRN

Macy Jahns, BSN, RN, CEN

Mohamed James, BSN, RN

Heejun Kang, ADN, RN

Purity Kaniu, BSN, RN

Nohemi Ledezma, BSN, RN, PCCN

Dulce Luna, BSN, RN

Chinwe Madu, BSN, RN

Christina Tran McClain, BSN, RN

Mercelyn Mejia, BSN, RN, PCCN

Juliet Onuoha, BSN, RN

Katiana Oro, BSN, RN

Laura O’Rosky, BSN, RN, CEN, TCRN

Ma Soledad Osorio, BSN, RN

Mary Ann Padua, BSN, RN, CMSRN

Myrna Punsalan, BSN, RN

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Phoebe Rodwell, BSN, RN

Shannon Stephens, BSN, RN, CEN

Jennifer Turner, BSN, RN, PCCN

Khaleela Umheni, MSN, RN, CNOR

Deandria Winchester, BSN, RN, PCCN

Rosie L. Woods, BSN, RN

System

Rukayat Idris, MSN, RN

Jessica Sennett, MSN, RN, MEDSURG-BC, NPD-BC

HOUSTON CHRONICLE SALUTE TO NURSES TOP 150 AWARD

Top 15

Sini Eapen, BSN, RN, CCRN-K

Ida Fabular Cruz, BSN, RN-BC

Alice Kohler, DNP, CCRN, CPAN, NE-BC

Top 150

Marilyn Blalock, ADN, RN

David Burnett, MSN, RN-BC

Pamela Davis, MSN, RN, NP-BC

Tresaka Fields, BSN, RN, CMSRN

Susan Kilbourn, MSN, RN, CCRN, CHSE

Stephen Mora, MBA, BSN, RN, CAISS, TCRN

Cheryl Oliver, MSN, M.A.C.E., RN-BC, NP-BC

Maricela Ortega, BSN, RN

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

Gloria Ramirez-Scully, BA, ADN, RNC-OB

TEXAS NURSES ASSOCIATION 2022 OUTSTANDING NURSES

Ashley Susik-Floyd, ADN, RN, CEN TCRN, NC III

Mark Fanning, MSN, RN, NE-BC

Herbert Ortiz, MSN, RN, CCRN-K, NE-BC



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