

SUMMARY OF QUALIFICATIONS

Independent and high-level reasoning nurse leader desiring advancement in leadership with over 18 years of critical care nursing experience of the neonate and acutely ill infants in Level III NICUs. Two years of experience working in the clinical educator role assisting staff in developing their nursing career through professional development. 6 years' experience as a unit manager for a Level III Neonatal Intensive Care Unit plus 3.5 years as a unit manager for a combined Women and Children's unit.

EDUCATION

<u>Grand Canyon University, Phoenix, AZ</u>	MSN/MBA	July 2027
University of Texas at Tyler, Tyler, TX	Bachelor of Science in Nursing	May 2008
<u>Baylor University, Waco, TX</u>	Bachelor of Business Administration	May 2001

WORK EXPERIENCE

UT Health East Texas Tyler, Tyler, TX July 2023 to Present

Clinical Manager - Neonatal Intensive Care Unit and Women's and Children's Unit

- Oversight of 72 direct reports
- Coordinates staff development and assist in goal setting to support the mission and vision of the organization and enhance patient care in collaboration with the healthcare team
- Responsible for management of clinical functions in NICU and Women & Children's Unit to include strategic development, budgeting, productivity, and program development
- Develops and reviews current policies, procedures and guidelines, implements changes to maintain standards of practice, compliance with regulatory agencies, and evidence-based practice recommendations
- Coordinates and oversees Neonatal QAPI initiatives and Neonatal Oversight Committee
- Coordinates Pediatric Section Meeting
- Partner with other disciplines by serving on hospital committees as needed
- Program Manager of NICU Level III Designation Program – Led coordinated effort for initial Level III NICU Designation
- Serves as NRP Instructor
- Manage information systems related to clinical, inventory, payroll, and financial data
- Serves as a liaison between associates, providers, and leadership
- Facilitates collaboration between sister organizations in standardization of policies, procedures, and protocols

CHRISTUS Good Shepherd Medical Center, Longview, TX February 2020 to July 2023

Clinical Director – NICU/Women and Children's Care Center

- Oversight of 78 direct reports
- Coordinates staff development and assist in goal setting to support the mission of the ministry
- Responsible for management of clinical functions in NICU and Women and Children's Care Center
- Develops and reviews current policies, procedures and guidelines, implements changes to maintain standards of practice, compliance with regulatory agencies, and evidence-based practice recommendations
- Coordinates and oversees Women and Children's Division QAPI initiatives
- Partner with other disciplines by serving on hospital committees
- Program Manager of NICU Level III Designation Process – Led coordinated initial Level III NICU Designation
- Serves as NRP and STABLE Instructor
- Manage information systems related to clinical, inventory, payroll, and financial data
- Serves as a liaison between associates, providers, and leadership
- Provides support as an Infor Superuser to leadership and associates
- Facilitates collaboration between sister ministries to utilize staff sharing and assist in standardization of policies, procedures, and protocols

CHRISTUS Good Shepherd Medical Center, Longview, TX

February 2019 to February 2020

RN Lead - NICU

- Coordinates staff development and assist in goal setting to support the mission of the ministry
- Responsible for management of clinical functions in NICU
- Develops and reviews current policies, procedures and guidelines, implements changes to maintain standards of practice, compliance with regulatory agencies, and evidence based practice recommendations
- Coordinates and oversees NICU QAPI initiatives
- Partner with other disciplines by serving on hospital committees
- Assists with coordination and facilitation of NICU Level III Designation Process
- Serves as NRP and STABLE Instructor
- Manage information systems related to clinical, inventory, payroll, and financial data
- Serves as a liaison between associates, providers, and leadership
- Provides support as an Infor Superuser to leadership and associates
- Facilitates collaboration between sister ministries to utilize staff sharing and assist in standardization of policies, procedures, and protocols

CHRISTUS Good Shepherd Medical Center, Longview, TX

March 2017 to February 2019

Clinical Educator - NICU

- Development and Implementation of RNR and new hire orientation for the NICU
- Develops and reviews current policies, procedures and guidelines, implements changes to maintain standards of practice and evidence-based practice recommendations
- Tracks RN unit competencies and certifications to maintain compliance
- Assisted with facilitation of the achieving NICU Level III Designation
- Serves as NRP and STABLE Instructor
- Serves as a liaison between associates and leadership

CHRISTUS Good Shepherd Medical Center, Longview, TX

June 2008 to March 2017 Level III

Staff RN III - Neonatal Intensive Care Unit, Transport team

- Staff RN Clinician in Level III NICU caring for the micro-preemie as early as 22 weeks gestation
- Attend and admit high risk deliveries
- Relief Charge RN
- Preceptor
- Delivery of care focused on the model of family-centered care
- Facilitate communication between families and providers
- Secretary of the Unit Based Council
- Serviced on various committees including clinical ladder and peer review

Good Shepherd Medical Center, Longview, TX

May 2007 to May 2008

Nurse Extern - Intermediate Care Unit

- Focus of care of mid-level acuity patient learning how to complete through assessments and basic patient care

Credentials

Registered Nurse, Texas – June 2028 – May 2027
Certified Neonatal Intensive Care Nursing (NCC) – October 2010 – December 2028
Certified Nurse Executive (ANCC) – December 2025 – December 2030
BLS Certification – August 2006 – May 2028
NRP Instructor Certification – March 2017 – March 2028
STABLE Certification – August 2008 – April 2028

Awards and Honors

CHRISTUS Health Care Systems Leader Foundations – Graduate 2019
CHRISTUS Good Shepherd Mentorship Program – Graduate 2018
University of Texas at Tyler Sigma Theta Tau – Leadership Intern 2008
University of Texas at Tyler Longview – Most Professional Graduate Nurse 2008
University of Texas at Tyler Longview – Dr. Marion Rowe Award 2008

Activities

NICU Unit Practice Council – 2008 – 2015 (Secretary from 2008 -2012)
Staff Advisory Committee – 2012-2014
Clinical Ladder Committee – 2010-2014
Member of NICU Reunion Planning Committee – 2009 – 2023
Member of Sigma Theta Tau – Leadership Extern (2008-2009)
Practice and EBP Council Facilitator – 2018 to 2020