



Courage & Compassion

2021 Texas Health Nurse Annual Report

A Message From the CNOs



In 2021, our Texas Health Resources nurses again showed their strength, skill and compassion as they confronted COVID-19. With the knowledge gained in 2020, adoption of the COVID-19 vaccine and a strong resilience forged in the daily challenges of the pandemic, Texas Health nurses faced the year with great determination and a powerful commitment to their patients and each other. Texas Health has been blessed to have such an outstanding team of nurses at the heart of the organization's fight against COVID-19. We hope you will share our pride as we highlight some of Texas Health's courageous and caring nurses in our 2021 Texas Health Nurse Annual Report.

Sincerely, **Texas Health Chief Nursing Officers**



Melissa Winans



Vicki Brockman



Kendra Slatton



Julie Balluck



Elizabeth Asturi



Scott Domingue



Mary Robinson



Kim Nguyen



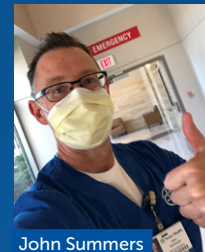
Pam Duffey



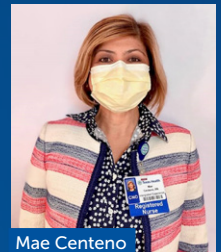
Toya White



Cindy McCarthy



John Summers



Mae Centeno



Laura Massey



Dort Foglia



Gretchen Hunt



Shonna Bracco



Tonya Sosebee



Jennifer Chavez

Elizabeth Asturi, M.S.N., R.N., NE-BC
Texas Health Presbyterian Hospital Dallas

Julie Balluck, M.S.N., R.N., NEA-BC
Texas Health Harris Methodist Hospital Hurst-Euless-Bedford

Shonna Bracco, D.N.P., R.N., NEA-BC, CSSGB
Texas Health Arlington Memorial Hospital

Vicki Brockman, D.N.P., R.N., NEA-BC
Texas Health Harris Methodist Hospital Cleburne

Mae Centeno, D.N.P., APRN, ACNS-BC
Texas Health Resources Virtual Care

Jennifer Chavez, D.N.P., R.N., ACNP-BC, NEA-BC, CCRN
Texas Health Harris Methodist Hospital Fort Worth

Scott Domingue, M.B.A., B.S.N., R.N., NEA-BC, CMSRN
Texas Health Resources Behavioral Health Services

Pam Duffey, D.N.P., R.N., NEA-BC
Texas Health Specialty Hospital

Dort Foglia, Ph.D., R.N., NEA-BC
Texas Health Frisco

Gretchen Hunt, M.S.N., R.N., ACNS-BC, NEA-BC
Texas Health Harris Methodist Hospital Southwest Fort Worth

Laura Massey, M.H.A., B.S.N., R.N., CPN
Texas Health Presbyterian Hospital Plano

Cindy McCarthy, D.N.P., M.H.A., M.B.A., R.N., NEA-BC, CEN
Texas Health Harris Methodist Hospital Stephenville

Kim Nguyen, Ph.D., M.B.A., R.N.
Texas Health Resources Central Staffing Office and Patient Logistics

Mary Robinson, Ph.D., R.N., NEA-BC
Texas Health Resources Reliable Health

Kendra Slatton, D.N.P., R.N., NEA-BC
Texas Health Harris Methodist Hospital Alliance

Tonya Sosebee, M.S.N., R.N., NEA-BC
Texas Health Harris Methodist Hospital Azle

John Summers, B.S.N., R.N., M.A., CPPS
Texas Health Presbyterian Hospital Allen

Toya White, J.D., M.B.A., M.S.N., APRN, FNP-C, CBN
Texas Health Presbyterian Hospital Kaufman

Melissa Winans, D.N.P., M.B.A.-H.C.M., M.S.N., R.N., NEA-BC, FACHE
Texas Health Presbyterian Hospital Denton

Vaccines Provide a Shot of Hope



Having finished the most challenging year of our professional lives, Texas Health nurses began 2021 with the hope of how COVID-19 vaccine could curb the pandemic. Nurses from throughout the organization, including many from System Services, provided vaccines at clinics throughout our communities. By the end of the year, Texas Health had administered more than 320,000 doses of the lifesaving vaccines to employees, volunteers and community members.



“ Seeing the expressions on the patients’ faces as they come in has been great. They’re excited, and I’m excited. I was motivated to volunteer because this is a community effort, and I love giving back to the community.”

Sonia Sims, M.S.N., R.N., SANE, ONC, SANE-A
Texas Health System Services

“ In the beginning, it was very exciting. The people we were seeing really wanted it and had been waiting for it. More recently, we’ll see people who say, ‘I was on the fence but then I saw everyone I know get vaccinated, plus you’re right here on the corner, so I decided to come in.’”

Ejeanee Queen, M.S.N., APRN, FNP-BC
Texas Health Resources



Relying on Each Other



COVID-19 continued to impact our communities in 2021, and the delta variant filled our intensive care units with largely unvaccinated patients. Nurses relied on their skills, faith and each other to continue to provide safe, quality care for patients. They showed great resilience, confronting the pandemic with strength and grace.



“ We have an amazing team of nurses, and the pandemic has shined a spotlight on their compassion for patients, families and each other.”

Lynette Campbell, M.S.N., R.N., CCRN
Intensive Care Unit/Progressive Care Unit
Texas Health Alliance

“ We are constantly asking how each other is doing. If one nurse is struggling, the unit will help, so the environment is less stressful and patient care does not suffer.”

Brandon Shobe, M.S.N., R.N., AGNP-C
Intensive Care Unit/Progressive Care Unit
Texas Health Alliance

“ COVID-19 has quadrupled the workload and responsibilities [for Employee Health nurses]. We are handling it the way nurses always do—we pivot, we change and we roll with the punches.”

Ronda Dillard, B.S.N., R.N., COHN
Texas Health Cleburne



“ The work we do every day has the power to transform human lives and experiences. I get an opportunity to learn and be a part of someone else’s story in a tangible way. I keep going because those around me at work help strengthen me unknowingly, just by me watching them walk their own paths with such courage.”

Tabitha Che Bell, B.S.N., R.N., MSCRN
Texas Health Plano



“ What has kept me going is when they recover—just seeing, ‘Wow, this patient was intubated, and now I’m talking to my patient.’ It makes me realize this is what I’m here for — to see people get better, to feel like I’m a part of something greater.”

Priscilla Darko, R.N.
Texas Health Dallas



Igniting Innovation and Research



Despite the demands of the pandemic, nurses continued to use innovation and research in 2021 to advance quality care. The challenges of COVID-19 required creativity and problem-solving like never before, and Texas Health nurses were up to the task. Plus, nurses developed and used their research skills to study the impact of the pandemic on patient care.

Christine Elling, a member of the inaugural class of Texas Health's Health Science Fellowship, conducted research on the impact of visitor restrictions on the perceptions of postpartum women and nurses, as well as the impact on selected outcomes immediately after birth.

“Patients in the study were disappointed in their children not being able to come meet their new sibling in the hospital, and some women were frustrated that their mother was not able to be there for the birth. On the positive side, patients stated that they appreciated the time to bond as a new family unit without the distractions of visitors. My hope is that the study results will help guide leaders in implementing visitation policies in the future.”



Christine Elling, M.S.N., RNC-OB
Texas Health Denton

Joell Tadlock was named the 2021 Pathway to Excellence® Nurse of the Year by the American Nurses Credentialing Center. Tadlock was selected for this international award from hundreds of Pathway organizations globally. From serving on the hospital's Research, Innovation and New Knowledge Committee to participating in the inaugural class of Texas Health's Health Science Fellowship, Tadlock made a significant contribution in using innovation to advance various programs at the hospital and systemwide.



“*The Health Science Fellowship challenged me to think about things in a different light. The instructors were great, and I was in class with some of Texas Health's finest inquiring minds.*”

Joell Tadlock, B.S.N., R.N., CCRN
Texas Health Stephenville

To improve quality and safety, and provide an equitable growth opportunity for all nurses, Texas Health began implementing a standardized charge nurse role at the end of 2021. The charge nurse role is often the first step to becoming a nurse leader, and Texas Health is committed to providing an equitable opportunity for all interested nurses to become a leader at Texas Health.

“*I took on the challenge of being a charge nurse early in my career because I wanted to be able to fully realize my leadership potential. The role is a good stepping stone into the world of leadership, and I knew from the start that the charge nurse role would teach me a lot of lessons that would help me be a better leader in the future.*”

Julius Solis, M.S.N., R.N., CEN
Texas Health HEB

“*I really learned the strength of collaboration as a charge nurse. We worked with every department, and I started to develop those relationships outside of the department and understand the full progression of care for the patient.*”

Manny Beltran, M.B.A., B.S.N., R.N., CEN
Texas Health Frisco



Working as a Team

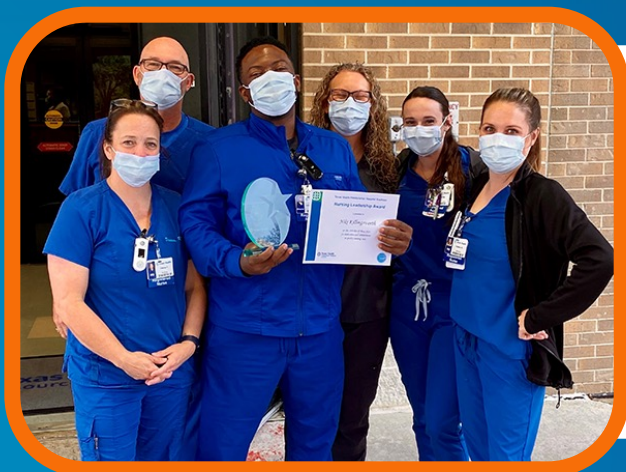


Throughout 2021, teamwork was the foundation that kept nurses strong and focused. The support nurses received from each other on their unit, from leadership at their hospital and even from their sister hospitals helped them successfully confront another year of COVID-19. The bonds developed during the pandemic bring the promise of an even stronger foundation for the future.

In units throughout Texas Health hospitals, nurses leaned on each other to stay strong.

“ I enjoy my work family. I have made many friends who have supported me through a lot. I enjoy being a person who others can depend on.”

Jacob Berry, R.N.
Texas Health Southwest Fort Worth



Nurses throughout Texas Health were honored through the 2021 Clinical Excellence Awards. Niki Killingsworth, B.S.N., R.N., director, Emergency Department, Texas Health Kaufman, received the Clinical Excellence Award in the Nursing Leadership category. He is joined by members of the Emergency Department team.

Hit with an extremely high population of unvaccinated COVID-19 patients in August and September, Texas Health Azle responded with quick thinking, all hands on deck and help from sister hospitals.

“ It has taken a village to manage through this situation, and our team continues to rally with the incredible response given by the Texas Pulmonology and Critical Care Consultants to manage our critical care needs. It is a truly remarkable response by the Texas Health Azle team in delivering safe and reliable care during an unprecedented surge.”

Tonya Sosebee,
M.S.N., R.N., NEA-BC
Texas Health Azle



As house supervisor at Texas Health Allen, Dana Froberg helps hospital operations run smoothly. COVID-19 added extra challenges to her role, but she remained a calming presence at the hospital. Froberg credits teamwork for keeping her motivated throughout the pandemic.

“ I spend most of the day out in the hospital, and I love that I get to work with every unit. We have great trust and camaraderie; we work very well together.”

Dana Froberg, B.S.N., R.N.
Texas Health Allen



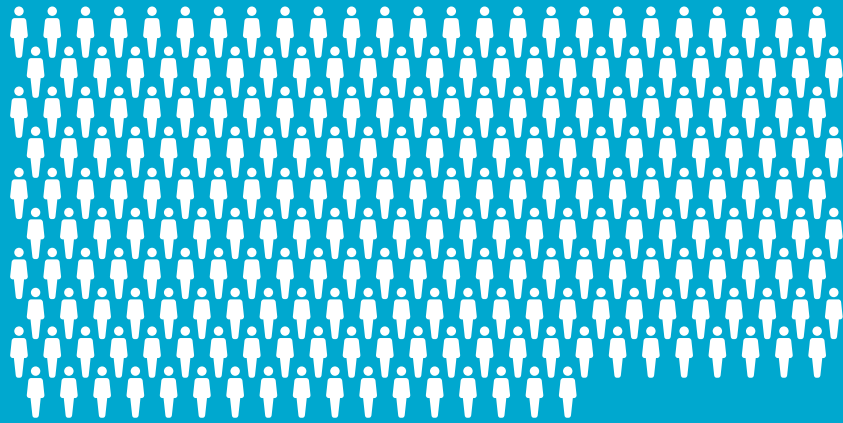
Nursing by the Numbers*



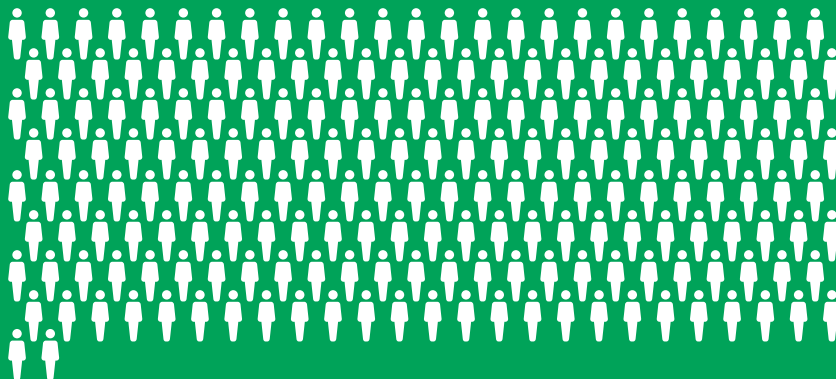
7,819 Registered Nurses



242 Nurse practitioners at Texas Health Physicians Group**



202 Faith Community Nurses



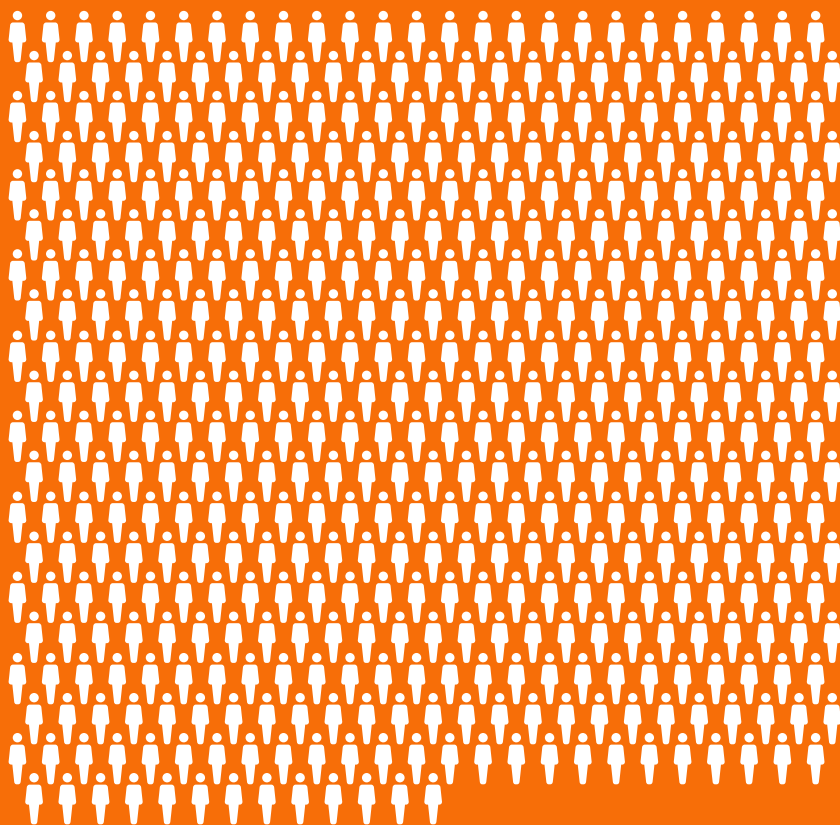
*Unless indicated otherwise, all data is for wholly owned hospitals

**As of Nov. 1

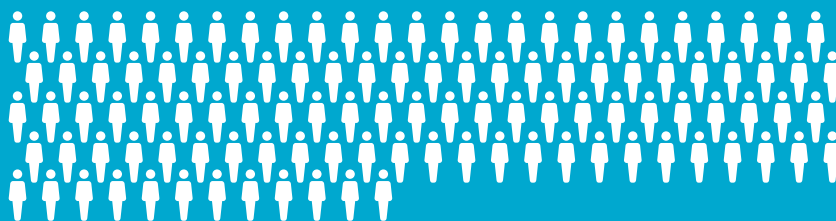
Nursing by the Numbers*



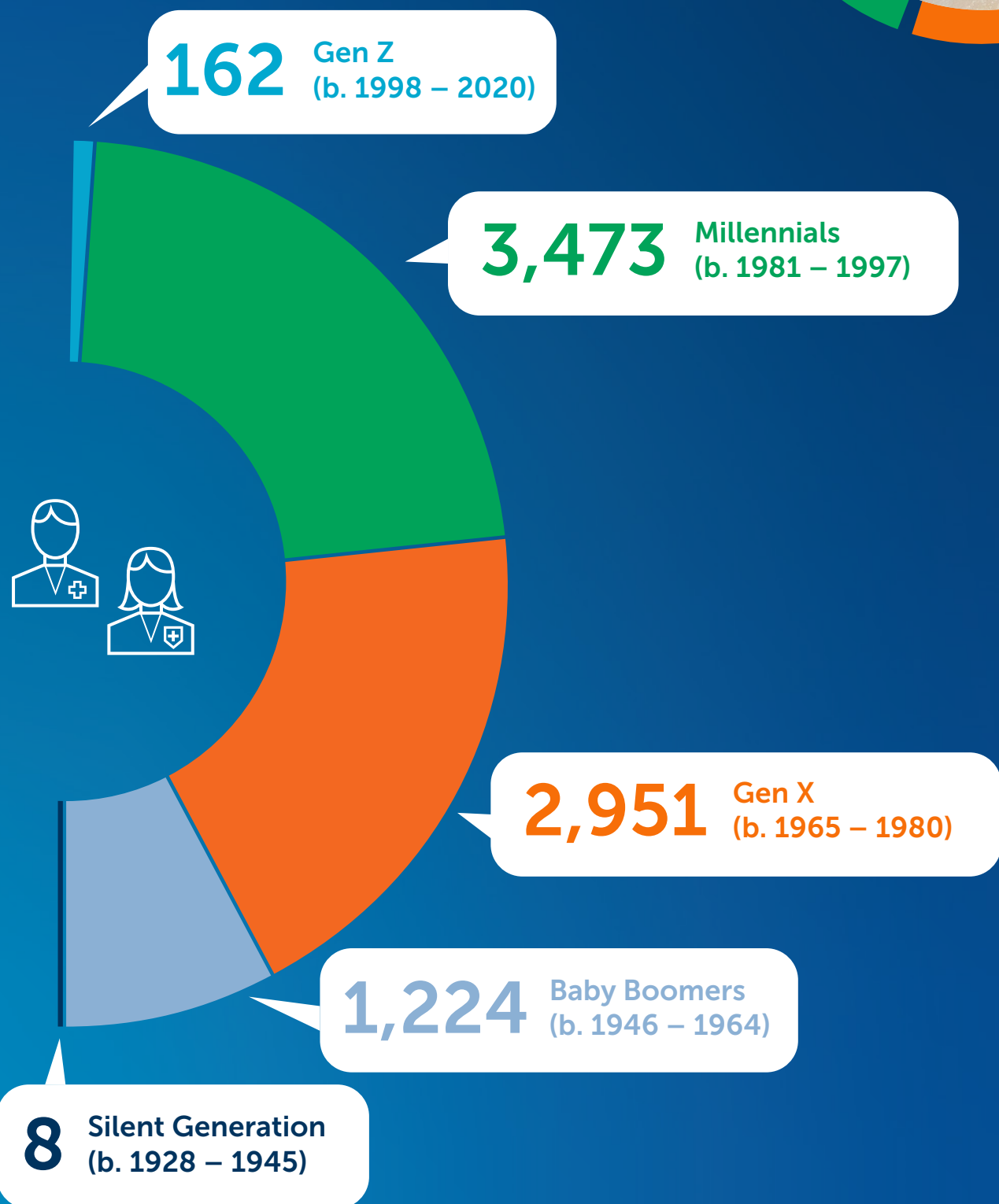
488 new graduate residency participants



112 APRNs



Nurses by Generation



Magnet[®] Designations

In 2021, Texas Health hospitals continued to pursue the prestigious designations awarded by the American Nurses Credentialing Center:



Texas Health Dallas received Magnet[®] re-designation.



Texas Health Plano received Magnet[®] re-designation.



Texas Health Southwest completed a successful site visit and is waiting on their formal results.



Texas Health Hurst-Euless-Bedford and **Texas Health Denton** submitted their initial designation document.



Pathway to Excellence[®] Designations



In 2021, Texas Health hospitals continued to pursue the prestigious designations awarded by the American Nurses Credentialing Center:



Texas Health Azle and ***Texas Health Specialty Hospital*** submitted their re-designation document and were surveyed in late 2021.

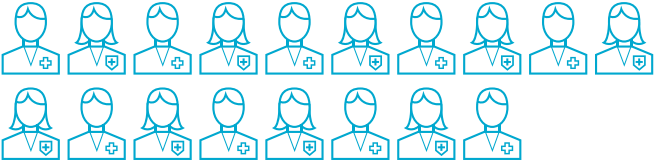
Nursing Research



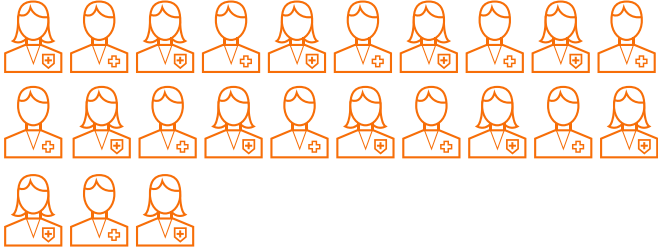
11 research studies in various phases



18 Texas Health Health Science Fellows



23 TCU Evidence-Based Practice Program Fellows (14 graduated, 9 in next cohort)



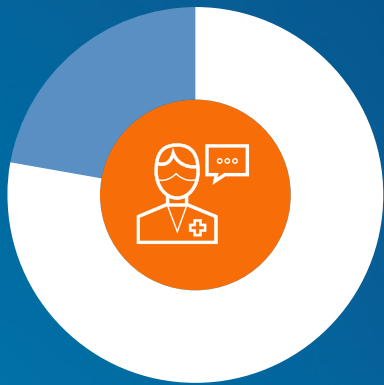
Patient Satisfaction



Percentage of patients who answered that their nurses "always":

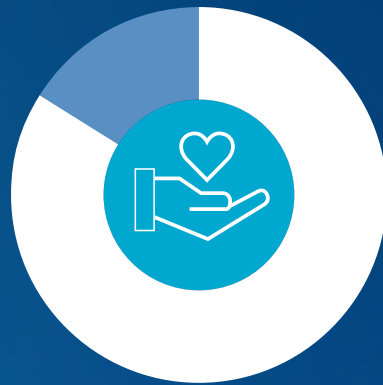
Communicated well overall

78%



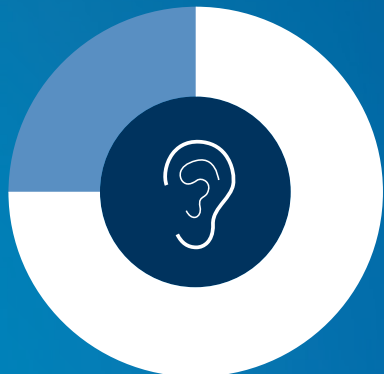
Treated me with courtesy and respect

84%



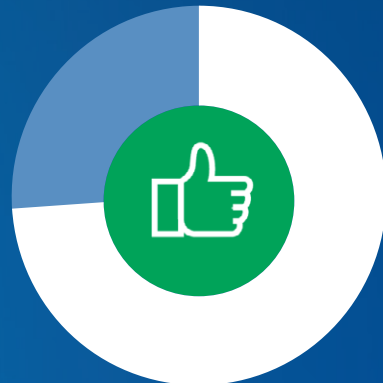
Listened carefully to me

75%



Explained in a way I could understand

74%



Nursing Career Advancement Program*



Level III



288

Level IV



727

Level V



101

Level VI



12

*Through Sept. 30

2021 DFW Great 100 Nurses



700 Texas Health nurses have been named to the **DFW Great 100 Nurses** list since the program began in 1997. We are proud to have 33 recognized in 2021.



Elizabeth Asturi



Bryan Bailey



Amy Blann



Clara Boyles



Joseph Brookshire



Jennifer Burrough



Zylo Corley



Scott Domingue



Samantha Doup



Hazel Edwards



Scott Flockhart



Felicita Garcia



Christine Harms



Doug Johnson



Arynah Juma



Kimberly Knight



Cristy LePori



Cheryl Mart



Jasmine Matawaran



Stephanie Mather



Jennifer Meckley



Courtney Molinar



Michelle Pecenka



Betsy Richter-Gifford



Jamie Schweitzer



Kaylene Smith



Terry Spidell



Klava St. John



Phoebe Sumena



Joseph Tran



Kellye Wheeler



Melissa Winans

Growth Opportunities for Nurses



See more on the Nursing Resource Center

Tuition reimbursement for RN-to-BSN programs



Nursing Career Advancement Program (NCAP)

Fuel 50 – Help with career development and job transitions



Reimbursement for nurse specialty certification exams

Standardized charge nurse role, providing an equitable opportunity for all interested nurses to take a first step in becoming a leader at Texas Health



In the Spotlight



Texas Health Fort Worth Nurses Support Planning for New Surgical Tower

Nurses representing areas from throughout Texas Health Fort Worth supported the design and planning for the hospital's Jane & John Justin Patient Surgical Tower. The largest construction project in the history of the Texas Health system, the nine-story bed tower will add 144 patient beds, 15 surgical suites, and new pre-operative and post-operative services areas. Nurses played key roles on four workgroups, supporting the physical design of the building, selecting new equipment, creating training and education, and planning for moving departments and patients. "Nurses have great insight on the most efficient and safest ways to care for patients, so their input has been vital," said Debbie Phillips, M.S., R.N., FNP-C, NE-BC, associate chief nursing officer. The tower is scheduled to open in April 2022.



Nurses who supported the design and planning for the hospital's new tower include (front row) Jamie Yergenson, B.S.N., R.N., CMSRN; Taren Crawford, M.S.N., R.N., CNOR; Victoria Cervantes, R.N.; Debbie Phillips, M.S.N., R.N., FNP-BC, NE-BC; (back row) Yvonne Allen, M.S.N., R.N.; Joe Gambill, B.S.N., R.N., CNML; Jason Spock, M.S.N., R.N.; Francis Tamanaha, M.S.N., R.N., CMSRN, CNL; Jessica Colson, M.S.N., R.N., CCRN; and Jonni Alvarez, M.S.N., R.N., CMSRN ONC, NE-BC.

In the Spotlight



Texas Health Arlington Memorial Team Improves Management of Emergent Intubations

Texas Health Arlington Memorial nurses played a key role on a multidisciplinary team that standardized best practices for safer airway management of emergent intubations. The team standardized crash carts throughout the hospital, implemented a pathway using the Safer Airway model for emergent airway management, which provided a team intubation strategy, and implemented a Safer Airway checklist. By the second quarter of 2021, 100% of hospital departments had implemented Safer Airway procedures and standardized crash carts. The project has made a significant impact on improving patient care: While the hospital experienced six airway events in the first quarter of 2020, the hospital had zero events in the second quarter of 2021.



Members of the multidisciplinary team include Susie Fisher; Joni Belz, B.S.N., R.N., CEN, TCRN; Damon Solko, M.H.A., B.S.N., R.N., CCRN-A; Jennifer Hiler, B.S.N., R.N.; Robin White, RRT, RCP; Ken Rothfield, M.D.; Megan Hammerberg, B.S.N., R.N., CCRN; Lori Dachroeden, M.S.N., R.N., CPHQ, LBBP-C; Terry Beske, B.S.N., R.N., CCRN; Lachesha Sanders; and Veronica Clark-Warr, B.S.N., R.N.



When a crippling winter storm hit North Texas in February 2021, Texas Health nurses went into action, helping in big and small ways throughout the system — all while maintaining quality care for patients. Pictured above, Texas Health Fort Worth Labor and Delivery nurses stayed overnight at the hospital during the storm but found time to have some fun amid the challenges.