



MAKING AN IMPACT

2023



TEXAS HEALTH NURSE ANNUAL REPORT



A MESSAGE FROM OUR CNO

Mary Robinson

Ph.D., R.N., NEA-BC | CHIEF NURSING EXECUTIVE

2023 WAS
A YEAR OF
IMPACT FOR
TEXAS HEALTH
RESOURCES
NURSES IN
PUTTING
PATIENTS
FIRST!

From meeting and exceeding Net Promoter Score® goals to achieving the top 25th national percentile for central line-associated bloodstream infections, Texas Health nurses succeeded in positively affecting quality care, the patient experience and the nursing practice environment. They were intentional in using data, communication and evidence-based processes to advance our goals. At the same time, Texas Health nurses know that our metrics are not just statistics; they represent the experiences and health of our patients and communities. In all of our care settings, nurses were committed to providing high-quality, safe care with compassion and heart. Join me in celebrating Texas Health nurses' impact and accomplishments in the 2023 Texas Health Nurse Annual Report. »

Texas Health Chief Nursing Officers

Elizabeth Asturi

M.S.N., R.N., NE-BC

Texas Health Presbyterian Hospital Dallas

Julie Balluck

D.N.P., R.N., NEA-BC

Texas Health Harris Methodist Hospital
Hurst-Euless-Bedford

Shonna Bracco

D.N.P., R.N., NEA-BC

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

Alayna Chambers

R.N.

Texas Health Harris Methodist Hospital Southlake



Elizabeth Asturi



Julie Balluck



Shonna Bracco



Vicki Brockman



Mae Centeno



Alayna Chambers



Jennifer Chavez



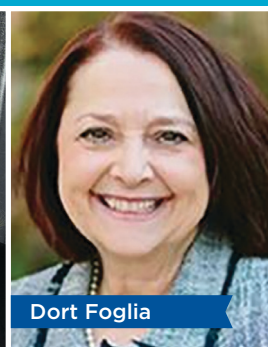
Scott Domingue



Lori Donovan



Pam Duffey



Dort Foglia



Sandip Gill

Jennifer Chavez

D.N.P., R.N., ACNP-BC, NEA-BC

Texas Health Harris Methodist Hospital Fort Worth

Scott Domingue

D.N.P., M.B.A., R.N., NEA-BC

Texas Health Resources Behavioral Health Services

Lori Donovan

M.S.N., R.N., NEA-BC

Texas Health Harris Methodist Hospital
Southwest Fort Worth

Pam Duffey

D.N.P., R.N., NEA-BC

Texas Health Specialty Hospital

Dort Foglia

Ph.D., R.N., NEA-BC

Texas Health Hospital Frisco

Sandip Gill

M.H.A., B.S.N., R.N., NEA-BC

Texas Health Presbyterian Hospital Flower Mound

Texas Health Chief Nursing Officers

Tami Hlus

D.N.P., R.N., NEA-BC, FACHE
Texas Health Hospital Rockwall

Laura Massey

D.N.P., M.H.A., 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

Kari McCord

M.S.N., RNC-OB, C-EFM, NE-BC
Texas Health Presbyterian Hospital Allen

Rona Ng'ethe

D.N.P., M.S.N., R.N., CNML
Texas Health Center for Diagnostics & Surgery

Kim Nguyen

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



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

Toya White

J.D., M.B.A., M.S.N., APRN, FNP-C, CBN, FACHE
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

Nursing by the Numbers

10,479 Registered nurses*

1,757 Nursing Career Advancement Program (NCAP) participants

9 Health Science Fellows

474 Advanced practice nurses*

146 Faith Community Nurses

17 TCU Evidenced-based Practice Fellows

7

Magnet® - designated hospitals:

Texas Health Arlington Memorial
Texas Health Dallas
Texas Health Denton
Texas Health Fort Worth
Texas Health Hurst-Euless-Bedford
Texas Health Plano
Texas Health Southwest Fort Worth

10

Pathway to Excellence® - designated hospitals:

Texas Health Allen
Texas Health Alliance
Texas Health Azle
Texas Health Center for Diagnostics & Surgery
Texas Health Cleburne
Texas Health Frisco
Texas Health Kaufman
Texas Health Rockwall
Texas Health Specialty Hospital
Texas Health Stephenville



Texas Health Frisco

Pathway to Excellence® in 2023

Presented by the American Nurses Credentialing Center, the Pathway to Excellence Program® is the premier designation for healthy work environments. The program recognizes healthcare and long-term care organizations for positive practice environments where nurses excel.

2

Texas Health Resources hospitals were **designated** as Pathway to Excellence hospitals in 2023

3

Texas Health Resources hospitals were **redesignated** as Pathway to Excellence hospitals in 2023

- Texas Health Frisco
- Texas Health Rockwall

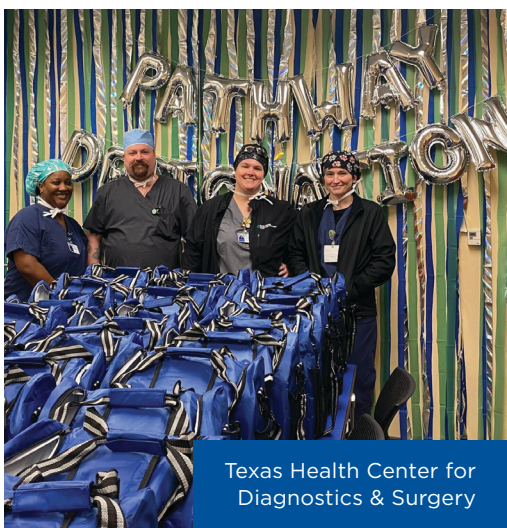
- Texas Health Stephenville **FIFTH TIME**
- Texas Health Alliance **THIRD TIME**
- Texas Health Center for Diagnostics & Surgery **THIRD TIME**



Texas Health Rockwall



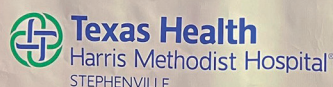
Texas Health Alliance



Texas Health Center for Diagnostics & Surgery



Providing the highest quality health care, delivered by nurses who are supported to be the very best that they can be.



Texas Health Stephenville



Research, Innovation and New Knowledge Symposium

A total of 120 nurses and others attended the 10th Annual Research, Innovation and New Knowledge Symposium on Nov. 10 at Texas Health Dallas. Texas Health nurses presented and listened to projects on topics that ranged from congestive heart failure to delirium prevention, aromatherapy and even dog videos.



« Nursing Congress

In 2023, delegates to Texas Health Nursing Congress provided the voice of nursing feedback to leaders and others on key topics across the system and heard regular updates on the latest models of care and more. The roughly six-hour sessions were held four times in 2023.

Nursing Congress also contributed feedback on the system threat alert; improving practices for giving patients new medications; spiritual and dietary inclusivity; and ways to disseminate Words Matter practices across all departments. Under its charter, Nursing Congress supports shared decision-making and collaboration for implementing the Texas Health Strategic Plan and the Nursing Operational Plan.

After deciding this year to make officer positions two-year posts, the following 2023 leaders remain in place for 2024:

- **Chair, Kelly Johnson, B.S.N., R.N.,** Texas Health Denton
- **Vice chair, Joell Tadlock, B.S.N., R.N., CCRN,** Texas Health Stephenville
- **Secretary, Whitney Mota, B.S.N., R.N.,** Texas Health Arlington Memorial
- **Membership chair, Eliza Stevens, B.S.N., R.N.,** Texas Health Dallas

» Magnet® Conference

More than 90 Texas Health nurses attended the ANCC National Magnet Conference® and ANCC National Pathway to Excellence Conference® in Chicago.



DFW Great 100 Nurses



PATRICK ADWELL



MICHELLE BESHEARS



KRISTI BONNY



SHONNA BRACCO



STASIA CRUNK



RACHEA' CUNNINGHAM



TUYET-TRAM DANG



PAMELA DUFFEY



LAUREN FISCHER



STACYE GREER



KARLA GUIER



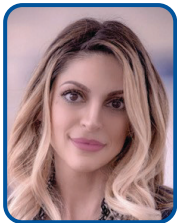
JENNIFER HAY



AMY HODGES



BONNIE JAMES



RANA LYN KAIDBEY



NIKI KILLINGSWORTH



RACHEL MCDOWELL



MONICA MCENTIRE



KIMBERLIN MOORE



GIFT NELSON



MORGAN NOLAN



PBLOMAH NYUMAH



PAUL PALERMO



ANN QUINLAN



KAREN SCHMIDT



JACQUELINE SENIOR



JAMI SNAWDER




C. STEIB



LUANN WEBSTER



HOLLY YANNETTA



Throughout 2023, Texas Health nurses made an impact on improving quality care, the patient experience and the nursing practice environment.

Making an Impact

CLABSI Success: Reaching the 25th Percentile



Caregivers at Texas Health Rockwall celebrated two years with zero CLABSIs in September.

Texas Health's Hospital Channel reached the top 25th national percentile for central line-associated bloodstream infections (CLABSIs) for the system's 2023 key performance indicator (KPI) year. This achievement was the result of dedicated, multidisciplinary teams that identified opportunities and implemented solutions that continue to reduce or eliminate CLABSIs systemwide.

A hospital workgroup that included chief nursing officers and other nursing leaders, infection preventionists and representatives from Clinical Learning, ITS and Supply Chain deployed key strategies in 2023 to help achieve this goal, including:

- Creating vascular access teams and CLABSI champions at additional hospitals to start and maintain peripherally inserted central catheter (PICC) lines
- Updating blood culture orders and workflow to reduce CLABSI rates related to improperly timed/ labeled blood cultures, and

reducing the number of central line draws to only those patients who meet specific criteria

- Adding quarterly system infection prevention inter-rater reliability (the degree of agreement among independent observers) tracers to validate monthly tracers
- Changing the frequency of line necessity checks to "each shift" instead of "daily"
- Using Teleflex chlorhexidine-impregnated lines
- Deploying the Comprehensive CLABSI Navigator in CareConnect One

With support from these strategies, **CLABSIs were reduced 33% systemwide** from the 2022 KPI year (OCT 2021 - SEPT 2022) to the 2023 KPI year (OCT 2022 - SEPT 2023).

Nurses from the Emergency Department and inpatient units at **Texas Health Arlington Memorial** met to better understand the challenges in each of their areas and develop a more seamless process for throughput.

Led by a **Texas Health Denton** nurse, a workgroup reviewed ICU Liberation Bundle data and developed strategies to help all Texas Health hospitals be more successful with the bundle.

Nurses at **Texas Health Stephenville** created a Code Blue Committee to strengthen Code Blue education throughout the hospital.



Texas Health Stephenville nurses created a Code Blue Committee.

Texas Health Fort Worth nurses helped the hospital earn The Joint Commission's Gold Seal of Approval® and the American Heart Association's Heart-Check mark for Comprehensive Cardiac Center Certification. The hospital was the second facility in Texas to achieve this level of distinction.

Texas Health **nurse scientists** conducted a research study on caregivers' commitment to work during the pandemic. The researchers titled their new theoretical model "Commitment to Stay During a Sustained Healthcare Crisis."

A unit-based council at **Texas Health Cleburne** developed a new discharge process to improve safety for patients discharged to a facility instead of home.

A system Safe Surgery Committee, led by **Texas Health Kaufman's** chief operating and nursing officer, updated the Reliable Care Blueprinting™ module for surgical counts, created clarifications in the CareConnect One workflow and reviewed technology options.

Nurses at **Texas Health HEB** launched the Making Memories program, designed to brighten the lives of patients through a meaningful gift or celebration.

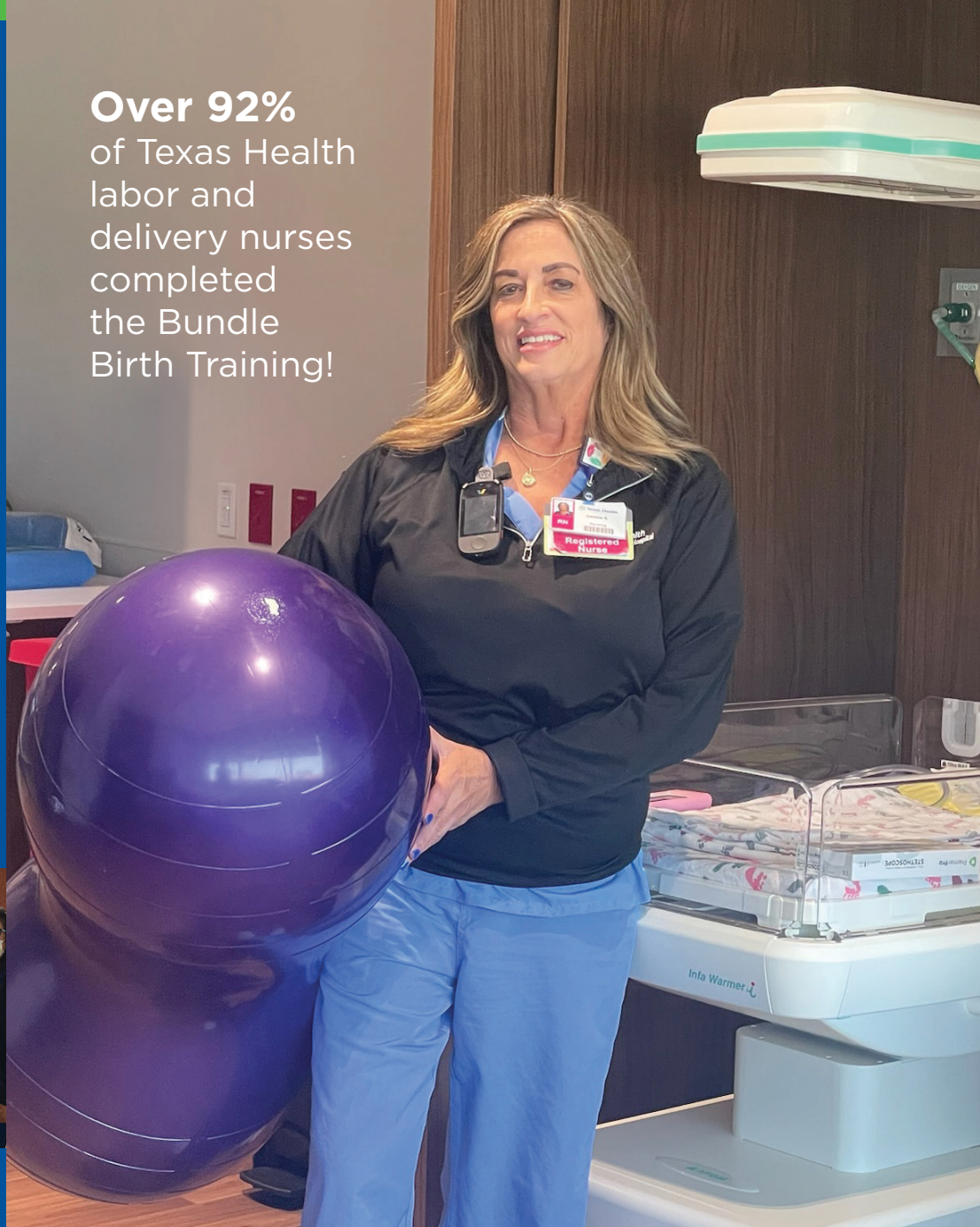


Nurses at Texas Health HEB launched the Making Memories program.

Texas Health Azle nurses were leaders in implementing Purposeful Presence strategies for improving the patient experience, including managing up and narrating care.

Nurses at **Texas Health Dallas** worked to improve the patient experience by participating in the Great Escape Room Challenge, an innovative educational event designed to help participants think through how to care for the whole patient.

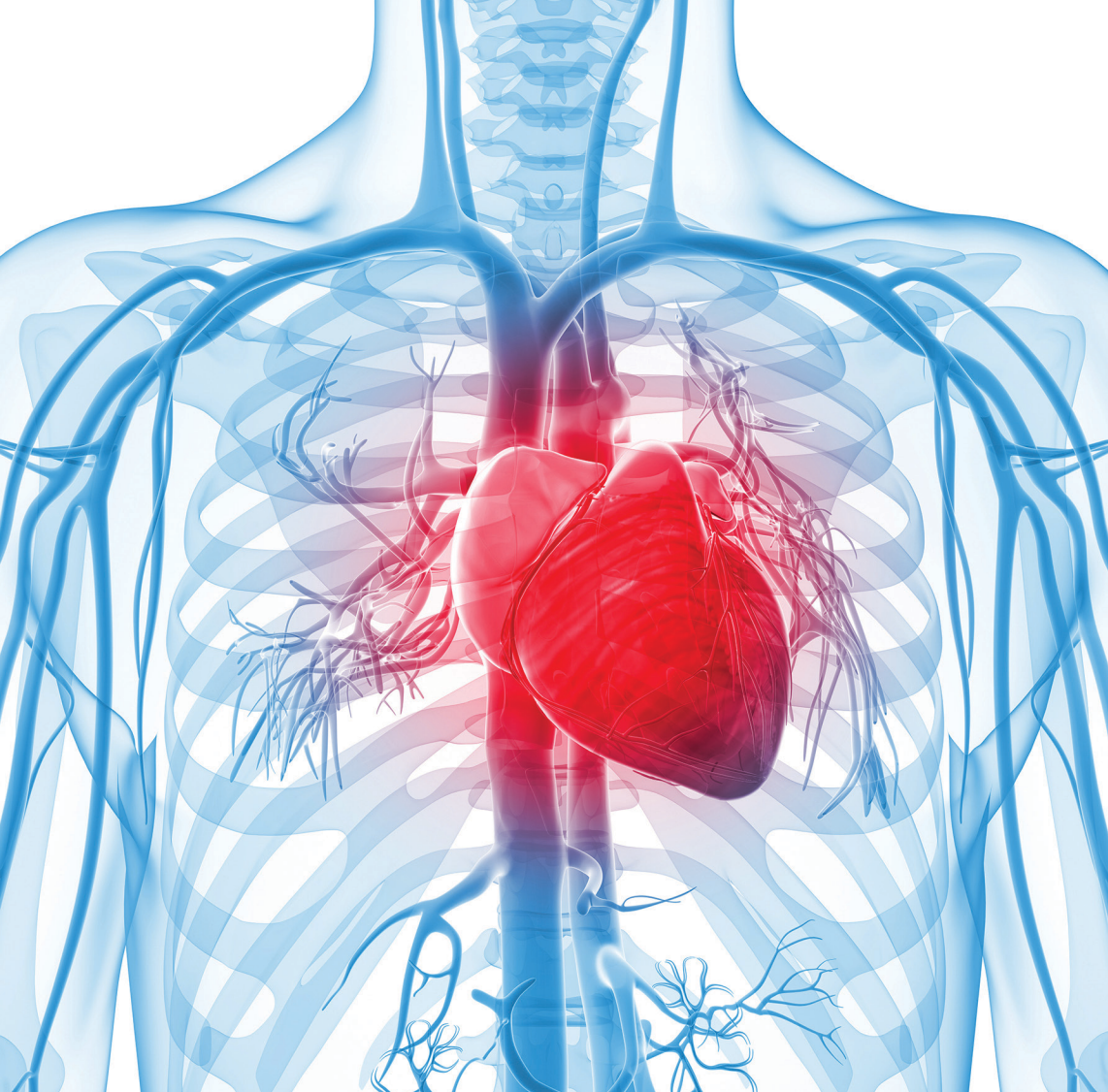
Over 92%
of Texas Health
labor and
delivery nurses
completed
the Bundle
Birth Training!



Working to lower C-section rates

Texas Health focused on reducing the C-section rate for women who had not previously given birth as one of the system's 2023 key performance indicators. The risks of complications for both mother and baby are higher with a C-section, and major abdominal surgery requires a longer recovery than a vaginal birth. Subsequent births are more likely to require C-sections.

Texas Health initiated strategies in 2023 that are ongoing, including providing education classes for all Texas Health labor and delivery nurses to help equip them to facilitate vaginal births.



Texas Health Southlake nurses helped the hospital achieve a high performance rating from *U.S. News & World Report* for back surgery (spinal fusion), hip fracture, hip replacement and knee replacement.

Texas Health Allen nurses helped the hospital earn The Joint Commission's Gold Seal of Approval® and the American Heart Association's Heart-Check mark for Advanced Primary Stroke Center Certification.

Nurses at **Texas Health Southwest** developed a teatime ritual to build camaraderie and meaningful connections with each other.



Nurses at Texas Health Southwest built camaraderie through teatime.

Launching a new Heart Failure Care Journey

Texas Health launched a new Heart Failure Care Journey in 2023 to help reduce hospitalizations and improve quality of life by standardizing evidence-based care processes across the entire organization. An interdisciplinary team of more than 90 people, including nurses, helped design the journey.

The Heart Failure Care Journey applies best practices from evidence-based medicine, meeting or exceeding national standards. It incorporates improvements in technology and processes, plus care team education on the best practices.

Heart failure metrics were part of Texas Health's 2023 key performance indicators, and the work is ongoing.

Advanced practice nurses at **Texas Health Physicians Group** participated in the APP Advisory Group, helping to launch a clinical support curriculum for newly onboarded primary care advanced practice providers.

With support from nurses, **Texas Health Flower Mound** earned a high performance rating from *U.S. News & World Report* for hip replacement, kidney failure, knee replacement and pneumonia.

Texas Health Plano nurses advanced stroke care, helping the hospital earn Det Norske Veritas Comprehensive Stroke Center Certification for the second time.

Family nurse practitioners at **Texas Health Breeze Urgent Care** helped launch Texas Health Quick Care video visits, a virtual, on-demand care option providing convenient, timely access and more control to the consumer.

Nurses in the **Virtual Channel** developed a unique unit-based council that includes not only nurses but also representatives from throughout the channel.



Nurses in the Virtual Channel developed a unique unit-based council.

Texas Health Specialty Hospital nurses refined processes to identify patients' skin issues upon admission, so they could be addressed early.

Reducing sepsis

With the adoption of sepsis mortality as a key performance indicator (KPI) in 2016 and the establishment of the Comprehensive Sepsis Workgroup in 2018, Texas Health has increased awareness and made improvements over time to drive sustainable, positive patient outcomes. Texas Health's sepsis mortality rate decreased from 11.23% in 2015 to 6.5% for the 2023 KPI year (October 2022 – September 2023).

The workgroup's efforts focus on using evidence-based approaches to sepsis care to reduce length of stay and overall cost of care and improve outcomes. The workgroup and the System Sepsis Quality Improvement Steering Committee are interdisciplinary system teams with representation from nursing, pharmacy, clinical informatics, quality, medical staff physicians and other stakeholders. These groups meet monthly to discuss best practices and review sepsis cases for shared learning.

They also focus on tracking clinical outcomes, sepsis core measures, deployment of tools (such as the Epic Sepsis Model), ongoing refinement of sepsis order sets and implementation of new care workflows.



Perks of being a Texas Health Nurse

In addition to traditional benefits like medical, dental and vision, Texas Health offers the following benefits and resources to help nurses do their

life's best work.



Custom Texas Health Nurse Residency program



Strong shared governance, with opportunities to be involved in decision-making through unit-based councils, hospital councils and Nursing Congress



Nursing Career Advancement Program (NCAP), providing recognition and financial rewards for nurses' dedication to their hospital, profession and education



Tuition reimbursement for up to \$5,250 per year for clinical and nonclinical degrees



Student loan repayment program, offering \$50 per month toward student loans



Permanent charge nurse roles designed to help nurses advance in their careers



Employee Assistance Program providing up to eight free counseling sessions per issue, per year



Be Healthy Wellness Program, with up to \$300 in rewards available

2023 Articles Featuring Texas Health Nurses

- *Heart disease linked to high rate of pregnancy deaths*
Ashley LaSerra, R.N., Texas Health Fort Worth
- *Too many stars to count*
Melanie Howard, B.S.N., R.N., Texas Health Seay Behavioral Health Plano
- *Culture Corner: Ryan Reed*
Ryan Reed, B.S.N., R.N., NE-C, Texas Health Stephenville
- *Gregory Brossett named Safety MVP*
Gregory Brossett, B.S.N., R.N., CEN, Texas Health Fort Worth
- *NCAP project earns international recognition*
Clara Boyles, B.S.N., R.N., CCRN, Texas Health HEB
- *The love of a wife for her husband*
Tess Bernadas, B.S.N., R.N., CMSRN, Texas Health Plano
- *Expanding mental health in Arlington*
Cecilia Mora, B.S.N., R.N., Texas Health Behavioral Health Center Arlington
- *Counting on safe surgeries*
Toya White, J.D., M.B.A., M.S.N., APRN, FNP-C, CBN, chief operating and nursing officer, Texas Health Kaufman
- *Falling short*
Kendra Slatton, D.N.P., R.N., NEA-BC, chief nursing officer, Texas Health Alliance
- *No stranger to trauma care*
Ann Quinlan, M.S.N., R.N., TCRN, Texas Health Fort Worth
- *A seamless Code Blue*
Mindy Lam Borja, R.N., Texas Health HEB
- *Advocating for patients, staff*
Shonna Bracco, D.N.P., R.N., NEA-BC, CSSGB, Texas Health Arlington Memorial
- *Handmade hat comforts patient with Down syndrome*
Cheryl Sullivan, B.S.N., R.N., CCRN, Texas Health Southwest
- *Nurses in top form*
Melissa Winans, D.N.P., M.B.A.-H.C.M., R.N., NEA-BC, FACHE, Texas Health Denton, and
Joni Padden, D.N.P., APRN, BC, CPHIMS, Texas Health
- *Why I am a certified nurse: Jeanette Tatarenko*
Jeanette Tatarenko, B.S.N., R.N., CMSRN, Texas Health Plano
- *Collaborating for a seamless transition*
Susan Carter, B.S.N., R.N., OCN; Wayne Rejcek, B.S.N., R.N., CEN; and Shonna Bracco, D.N.P., R.N., NEA-BC, CSSGB, Texas Health Arlington Memorial
- *Staying engaged through NCAP*
Candace Harris, M.S.N., R.N., PCCN, Texas Health Fort Worth
- *Confidence during Code Blues*
Ryan Reed, B.S.N., R.N., NE-BC; Cindy McCarthy, D.N.P., M.H.A., M.B.A., R.N., NEA-BC, CEN; Joell Tadlock, B.S.N., R.N., CCRN; Allisha Stephens, M.S.N., R.N.; and Traci Parr, M.S.N., R.N., Texas Health Stephenville
- *'A beautiful, chaotic circus'*
Vicki Currin, B.S.N., R.N.; Toni Pinyan, B.S.N., RNC-OB, CEFM; and Sean Wyatt, B.S.N., R.N., CNOR, Texas Health Cleburne

- *Making memories*
Nurses at Texas Health HEB
- *'Ready for anything'*
Sabrina Vallecillo, B.S.N., R.N., and **Gene Stover, M.H.A., B.S.N., R.N., CEN,**
Texas Health Neighborhood Care & Wellness Prosper
- *L&D nurses give birth on same day, in same room*
Yessenia Camacho and **Nicholl Garrison,** Texas Health Denton
- *New standing order empowers nurses to discontinue telemetry*
Tricia McCaslin, M.S.N., R.N., CNE, Texas Health Frisco, and **Gretchen Hunt, M.S.N., R.N., ACNS-BC, NEA-BC,**
Texas Health Southwest
- *ICU celebrates one year without CLABSI*
Elizabeth Asturi, M.S.N., R.N., NE-BC, and **Joshua Tippy, M.S.N., R.N., NE-BC,** Texas Health Dallas
- *This nurse's instincts saved a patient's life*
Isela Hooker, B.S.N., R.N., Texas Health Frisco
- *Texas Health nurse wins award*
Calee Muldrow, B.S.N., R.N., CEN, Texas Health Dallas
- *Sonia Sims recognized*
Sonia Sims, M.S.N., R.N., CA-SANE, OCN, Texas Health
- *Deep in the heart of Cleburne and Texas Health*
Shannie Richardson, R.N., Texas Health Fort Worth
- *From nursery to nursing*
Luke Kern, B.S.N., R.N., Texas Health Southwest
- *Our Texas Health Promise story: A virtual baptism*
Cynthia Garcia, R.N., Texas Health Denton
- *Inspiration behind Texas Health's Great 100 Nurses*
- *Hospital Council recognizes Texas Health employees*
Gereldene Dodson, R.N., Texas Health Kaufman, and **Beth Stewart, B.S.N., R.N., CEN,** Texas Health HEB
- *Listening, learning and leading*
Julie Balluck, D.N.P., R.N., NEA-BC, Texas Health HEB
- *Nurse scientists develop model on commitment to stay*
Patricia Newcomb, Ph.D., R.N., CPNPret; Regina Urban, Ph.D., R.N.; and **Jo Nell Wells, Ph.D., R.N.,** Texas Health
- *LaDawna McKinney named Safety MVP*
LaDawna McKinney, R.N., Texas Health Dallas
- *'Prayer changes things'*
Melissa Torres, M.S., B.S.N., R.N., Texas Health Stephenville
- *Teatime builds camaraderie*
JeanMarie Kmetz, B.S.N., R.N., Texas Health Southwest
- *Texas Health Denton hosts NICU reunion*
Texas Health Denton nurses
- *Putting intensive care unit patients on the fast track*
Chelsea Zepeda, M.S.N., R.N., NEA-BC, CCRN-K, Texas Health Denton
- *Health Science Fellowship celebrates third cohort*
- *Easing into NCAP*
Lisa Byers, R.N., Texas Health Alliance

- *Three El Centro Eagles fly at Texas Health*
Vanessa Lozado, B.S.N., R.N.; **Kari McCord, M.S.N., RNC-OB, C-EFM, NE-BC;** and **Andrea Ansley, M.S.N., R.N., NE-BC,** Texas Health Plano
- *Why I am a certified nurse: Jill Votano*
Jill Votano, B.S.N., R.N., CPAN, Texas Health Frisco
- *Virtual Channel tunes in to shared governance*
Lily Mabiru, M.S.N., RN-BC, and **Mae Centeno, D.N.P., APRN, ACNS-BC,** Virtual Channel
- *Living her dream*
LaVerne Lott, R.N., Texas Health Frisco
- *Kari McCord named CNO at Texas Health Allen*
Kari McCord, M.S.N., RNC-OB, C-EFM, NE-BC, Texas Health Allen
- *Educating the community on suicide prevention*
Scott Domingue, D.N.P., M.B.A., R.N., NEA-BC, Acute Care Behavioral Health
- *Passionate about nursing*
Tami Hlus, D.N.P., R.N., NEA-BC, FACHE, Texas Health Rockwall
- *An arranged marriage and a fulfilling life*
Jiby Joseph, R.N., Texas Health Flower Mound
- *NICU Barbie world*
Kathryn Callahan, B.S.N., RNC-NIC, Texas Health Southwest
- *A Texas Health family affair*
Bailee Nichols, R.N., Texas Health Dallas, and **Dawn Nichols, M.S.N., R.N., NEA-BC,** Texas Health Frisco
- *A lot can change in 50 years*
Margie Ybarra, B.S.N., R.N., Texas Health Rockwall
- *Making clinical education easier, more accessible*
Sue Moore, M.S.N., R.N., and **Earika Harris, M.S.N., R.N., CMSRN,** Texas Health
- *Judy Reames named Safety MVP*
Judy Reames, R.N., Texas Health Allen
- *New birthing education*
Mandi Goodwin, R.N., RNC-OB, Texas Health Stephenville, and **Debbie Stobaugh, R.N.,** Texas Health Denton
- *Nurse honored after saving fellow diner's life*
Josh Majorka, R.N., Texas Health Arlington Memorial
- *Minimizing patient's exposure to corn allergens*
Deana Carter, B.S.N., R.N., Texas Health Flower Mound
- *Stephenville nurse, patient form 'unbreakable bond'*
Mindy Rodriguez, M.S.N., R.N., CEN, TCRN, Texas Health Stephenville
- *Taking the next step*
Sophia Herrera, R.N., Texas Health Arlington Memorial
- *Eighteen graduate from fellowship*
- *Nurses gather to share research*
- *Units collaborate for patient safety*
Alisha Holecek, B.S.N., R.N., and **Melissa Kadi, R.N.,** Texas Health Denton
- *Caring out loud*
Brenda Esparza, B.S.N., R.N., CMSRN, Texas Health Azle, and **Cassandra Snyder, B.S.N., R.N.,** Texas Health Fort Worth

- *A team approach to reducing sepsis*
Ashley Henriquez, M.S.N., R.N., CNL, Texas Health Dallas; **Malika Qureshi, B.S.N., R.N.**, Texas Health HEB; **David Wolf, M.S.N., R.N., CNL**, Texas Health Frisco
- *Ringin in hope*
Shanee Hayes, M.S.H.A., M.B.A., B.S.N., R.N.; **Jennifer Kinney, B.S.N., R.N.**; **Betsy Landis, M.P.H., B.S.N., R.N.**, Texas Health Plano
- *Taking a broader view of healthcare*
Sarah Beard, M.S.N., R.N., Texas Health Resources
- *Building confidence*
Julie McCasin, M.S.N., R.N., CMSRN, Texas Health HEB, and **Tawanda Dickman, M.S.N., R.N., CEN**, Texas Health Azle
- *Stepping it up for health*
Kerrie Fragoso, R.N., Texas Health Arlington Memorial
- *Surgery Time Out prevents error*
Carrie McFarland, B.S.N., R.N., CMSRN, and **Tammy Luther, M.S.N., R.N.**, Texas Health Frisco
- *Women leading the way in gynecologic robotic surgery*
Martha Hagos, R.N., and **Elizabeth Asturi, M.S.N., R.N., NE-BC**, Texas Health Dallas
- *Warming up to an exceptional experience*
Tonua Carnley, B.S.N., R.N., CMSRN, Texas Health Cleburne
- *Lori Donovan named CNO at Texas Health Southwest*
Lori Donovan, M.S.N., R.N., CNOR, NEA-BC, Texas Health Southwest
- *Making the rounds to build trust and loyalty*
Chelsea Reilly, B.S.N., R.N., CMSRN, Texas Health HEB
- *Caring for Helen in the Escape Room Challenge*
Josh Tippy, M.S.N., R.N., NE-BC, Texas Health Dallas
- *The call of the call light*
Victoria Deen, B.S.N., R.N., CEN, Texas Health Arlington Memorial
- *'I immediately recognized him'*
Bobbi Hardman, M.S.N., APRN, CEN, CCAP, Texas Health Azle
- *Research project: Lowering readmissions*
Reina Rhodes, B.S.N., R.N., PMH-BC, Texas Health HEB
- *New repository to support research on disparities*
Patty Newcomb, Ph.D., R.N., Texas Health, and **Kathy Pugh, M.S.N., R.N., CMSRN, CNL**, Texas Health Fort Worth
- *Catching on to leadership, teamwork and NCAP*
Kelly Johnson, B.S.N., R.N., CCRN, Texas Health Denton
- *Why I am a certified nurse: Andrew Hoesel, B.S.N., R.N., CEN*
Andrew Hoesel, B.S.N., R.N., CEN, Texas Health Dallas
- *UBC develops cross check for discharge process*
Tonua Carnley, B.S.N., R.N., CMSRN, and **Melissa Medina, B.S.N., R.N., CMSRN**, Texas Health Cleburne