

Memorial Hermann Northeast Nursing Accomplishments Report

Fiscal Years 2024-2025: July 1, 2023-June 30, 2025



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Message from the Senior Vice President and System Chief Nursing Executive

Dear Colleagues, Patients, Families, Friends and Community Members:

Of all the satisfactions that come with my job, the days when I get to spend time focusing on our amazing caregivers at Memorial Hermann campuses are among the most rewarding.

I think of the patient care technician I shadowed, who told me she felt like a true part of the team and shared her dream of going to nursing school. The charge nurse who stopped me in the hall to express her thanks for Memorial Hermann’s investment in staff.

I witness first-hand our nurses’ sense of pride in being part of a major health care system that serves the community within and beyond hospital walls as well as their excitement at limitless possibilities for career growth, advanced education and professional involvement.

I hear our teams talk about the tremendous support they get from their peers, their professional colleagues and the system itself.

That sense of pride and excitement tells me that Memorial Hermann has the right people, the right processes and the right tools in place to realize our strategic nursing vision: Grow, Reimagine, Excel.

- And I’m reminded of what this pride, excitement, energy and dedication can accomplish:
- Magnet® recognition from the American Nurses Credentialing Center (ANCC) for nine of our facilities—a leader among health care systems in the U.S. Two more campuses are earning the ANCC’s *Pathway to Excellence*® designation. Of note is Memorial Hermann Cypress Hospital, which achieved Magnet® with Distinction with its initial accreditation—a rare achievement for first-time applicants and the only hospital in Texas to do so.
 - A dynamic shared-governance system at our facilities, which supports a system-level congress elevating the voice of nursing, has resulted in significant achievements including workflow and patient-care advances.
 - Career advancement for nurses, including LVNs who have become RNs, and RNs who have earned advanced credentials and moved into exciting and challenging new specialties.
 - Implementation of **Epic**, a comprehensive systemwide electronic medical records system that helps nurses deliver highest-quality, personalized care to every patient.

And we accomplished so much more. This is just a sampling of the accolades and achievements that have made Memorial Hermann an industry-leading exemplar in the nursing profession. We are creating a system where nurses don’t just work, they thrive.

Together, we grow, reimagine and excel. Together we advance exemplary nursing practice and extraordinary professionalism. Together, we make a difference in the lives of our patients, their families and our community, now and for generations to come.

Appreciatively,



Bryan Sisk, DNP, MPH, RN, NE-BC, CENP
Senior Vice President and System Chief Nursing Executive
Memorial Hermann Health System

Message from the Vice President and Campus Chief Nursing Officer

To Our Remarkable Team at Memorial Hermann Northeast Hospital:

It is with great pride and gratitude that I share the Memorial Hermann Northeast Hospital Nursing Annual Report for Fiscal Year 2025.

The accomplishments highlighted in this report are a testament to the dedication, compassion and clinical excellence of our nursing teams. During this time, we have deepened our commitment to professional growth, innovation and the delivery of safe, high-quality, patient-centered care.

- Among this year’s notable achievements:
- Our nurses launched three nurse-led research studies, with one study already completed, plus numerous poster and podium presentations.
 - BSN rates increased from 67% to 69% and our certification rates rose from 24% to 28%, emphasizing our commitment to life-long learning and career growth.
 - We proudly earned our fourth Pathway to Excellence® designation, reinforcing the supportive, empowering environment we continue to cultivate.
 - Our ICU team achieved the prestigious Gold Beacon Award, the only hospital in the Memorial Hermann family to do so, while our IMU team earned the Silver Beacon Award. These national recognitions speak to the outstanding care we deliver each day.
 - We worked to improve the patient experience and other quality metrics by increasing rounding and implementing new ideas to meet the evolving needs of our patients.
 - Northeast recorded one of the highest retention rates among staff across the entire Memorial Hermann System, highlighting our culture of excellence and engaged staff.
 - We also invested in the future of nursing, graduating 88 nurse residents through our Nurse Residency Program and welcoming 855 students for clinical placements at our hospital.
 - In partnership with Aldine Independent School District and with the help of a grant from Bloomberg Philanthropies, Memorial Hermann launched the Health Education and Learning (HEAL) High School, which provides meaningful educational pathways to prepare students for health care jobs after graduation.

For more than 37 years, our hospital has been a vital part of the community, providing high-quality care close to home and advancing the health and well-being of the patients we serve. As we travel on our Journey to Magnet Excellence, my vision is to continue raising the bar of excellence and to be the preferred choice for career selection and patient care. Imagine having to have a waitlist for hiring and a campus so fully utilized that we need another expansion to support our growing community.

I look forward to serving alongside each one of you, getting to know you and supporting your proud tradition of nursing excellence. This will be an exciting time as we continue to shine and elevate our practice as nursing professionals.

Sincerely,



Juan Sanchez, DNP, MBA, RN, CLSSGB, CENP, NEA-BC
Memorial Hermann Northeast Chief Nursing Officer

Our Campus and Nurses



Memorial Hermann Northeast Nursing Professional Practice and Delivery Model

Recognizing the complexity and unpredictable nature of the work of nursing, Memorial Hermann Northeast developed a Nursing Care Delivery Model and Professional Practice Model to define how nurses practice, collaborate, communicate and develop professionally.

Campus Nursing Mission

- The mission of nursing at Memorial Hermann Northeast:
- To create exceptional patient experiences by fully recognizing our tremendous potential to positively impact the patient experience and outcomes and to inspire others to do the same.
 - To make a difference with the smallest acts of kindness and compassion through excellence in nursing practice, leadership, research, education, innovation and caring.

Nursing Vision

Excellence in Nursing

Nursing Professional Practice Model

Memorial Hermann Northeast’s PPM was developed by the System Nursing Excellence Collaborative Council to standardize all Memorial Hermann locations. In FY22, nurses at all levels throughout the system redesigned the Nursing PPM to create a model that describes professional nursing systemwide and guides nurses to provide and maintain safe, clinically competent nursing practice.



System Nursing Professional Practice Model

Core Values

Community

We serve our diverse community with a focus on quality and patient safety.

Compassion

Through diversity and inclusivity, we care for everyone with kindness and respect.

Credibility

We provide credible evidence and research to improve quality of care and patient outcomes.

Courage

We have courage to advance and grow professionally through leadership and governance.

Nursing Philosophy

- A PPM depicts nursing values and defines the structures and processes that support nurses to empower and optimize their own practices in the delivery of quality care.
- A PPM is a conceptual framework that enables nurses in our organization to envision and communicate their practices.

Nursing Care Delivery Model

Patient- and family-centered care is our nursing care delivery model. It allows our nurses to assess, plan and implement care by collaborating with diverse patient populations and their families to provide safe care in a high-reliability organization.

Vision

Excellence in nursing allows us to create healthier communities, now and for generations to come.

Theory of Human Caring: Jean Watson

A relational caring for self and others, based on a moral/ethical/philosophical foundation of love and values that is mutually rewarding to the patient and the nurse.



System Nursing Strategy

TIRR Memorial Hermann is part of a system nursing strategy based on three pillars: Grow, Reimagine, Excel. This strategy aims to create an innovative health care environment that will **grow** by attracting and retaining top talent, **reimagine** care at the bedside and **excel** to ensure world-class nursing for generations to come.



Grow Skills and Talent

- Optimize Clinical Education Efforts
- Advancement and Opportunities
- Talent Strategy
- Enhance Academic Partnership

Reimagine

- New Care Delivery Models
- Culture of Inquiry & Innovation
- Safety & Well-Being
- Build our Nursing Brand

Excel

- Nursing Professional Practice Model
- High Reliability/Zero Harm
- Industry Recognition
- Professional Governance & Advocacy

Transformational Leadership

Transformational leaders empower nurses to be innovative, accountable, collaborative, compassionate and results-oriented by advocating for resources, enhancing partnerships and achieving positive outcomes.

Nurses Day at the Capital

Memorial Hermann Northeast nurses joined others from the Memorial Herman Health System at Nurse Day at the Capitol in Austin on Jan. 29, 2025, to advocate for policies to improve health care and the nursing profession.

Our nurses’ presence at the Capitol helped raise awareness for the critical issues impacting our nursing community and contributed to meaningful dialogue with Texas legislators and policymakers

- Attendees representing Memorial Hermann Northeast were:
- **Charlotte Mathis**, MSN, BS, RN, AMB-BC
Magnet Project Manager
 - **D’Ann Bailey**, BSN, RN, CEN
Clinical Coordinator and
Emergency Convenient Care Center
 - **Heather Hammel**, BSN, RN, MEDSURG-BC, PCCN
Assistant Nurse Manager, Intermediate Care Unit
 - **Juan Sanchez**, DNP, MBA, RN, CLSSGB, CENP, NEA-BC
Chief Nursing Officer
 - **Kate Oware**, BSN, RN, Emergency Center
 - **Madison Waltmon**, RN, Emergency Center
 - **Maegan Harwell**, RN, Clinical Coordinator
Emergency Center



Professional Governance Councils and Congress

Through Professional Governance Councils, frontline nursing professionals participate in directing practice and leading the delivery of care across the Memorial Hermann Health System.

- The councils develop collaborative partnerships that include nurses and interprofessional colleagues to:
- Facilitate decision making and accountability
 - Improve patient experience and quality outcomes
 - Support a healthy workforce

In addition, councils establish or work with sub-groups to achieve strategic priorities. The Professional Governance Council Model establishes bi-directional communication among units, Memorial Hermann Northeast campus councils and Memorial Hermann system-level councils.

The System Professional Governance Congress provides guidance and support to campus-level Professional Governance Councils to support exemplary professional clinical practice. The Congress, facilitated by System Chief Nursing Executive Bryan Sisk, increases frontline staff ownership of decisions, enhances nursing professional development and produces superior nursing care strategies for high-quality patient outcomes.

Each year, two clinical nurses represent Memorial Hermann Northeast as members of this Council, ensuring the impact of this campus across the entire Memorial Hermann Health System. that share our passion for advancing health equity by increasing access to high-quality health care, reducing food insecurity, creating employment opportunities and much more.

- **Heather Hammel**, BSN, RN, PCCN
- **D’ Ann Bailey**, BSN, RN, CEN

Chief Nursing Officer Visibility

CNO Newsletter

Pathway & Magnet Bound, the CNO newsletter, provides the latest news on clinical care, nursing practice, accomplishments and improvements.

Coffee with the CNO and Unit Rounds

Coffee and conversation with the CNO create a connection with staff for open communications about nursing practice and other topics. The CNO visits departments individually to promote and maintain staff engagement and routinely makes rounds of patient care units during night shift to unite with frontline staff while they are working.

Professional Governance Collaborative Meetings

Monthly Professional Governance Collaborative meetings, attended by the CNO, provide forum for shared decision making between hospital council leaders and unit practice council leaders. This group provides meaningful discussion and collaboration regarding key issues and opportunities to make innovative improvements.

Night Council

To keep the night shift aware of all hospital activities and initiatives, a bimonthly Night Council meeting connects staff members directly with the CNO. The council focuses on advocating for the night shift with the goal of positively impacting staff and patients and removing barriers.

Preceptor Appreciation Lunch

Annually, the CNO and unit leaders provide lunch for all preceptors. These preceptors spend extra time training and coaching onboarding nurses, new graduate nurses and student nurses, helping them gain more knowledge at the bedside and grow professionally.

Charge Nurse Classes

Memorial Hermann Northeast offers quarterly classes for newly appointed charge nurses. The four-hour Essentials of Frontline Leaders: The Role of the Charge Nurse class provides the necessary skills and knowledge for charge nurses to be successful in their new role as transformational leaders.

Women Leaders of Memorial Hermann

Memorial Hermann Northeast participates in the Women Leaders of Memorial Hermann, which hosts events, including professional development, networking and community volunteer activities. In addition, members can participate in a mentoring program with senior leaders in the Memorial Hermann Health System.

Community Service Corps

The Memorial Hermann Community Service Corps connects the workforce with volunteer events that support community organizations aligned with our vision to create healthier communities, now and for generations to come. The CSC offers volunteer opportunities with community partners who share our passion for advancing health equity by increasing access to high-quality health care, reducing food insecurity, creating employment opportunities and more.

Structural Empowerment

Structural empowerment creates a positive culture of open and effective communication with collaborative members of the health care team. This facilitates quality patient care with education and empowering nurses to invest in personal and professional commitment to the organization and the community.

Professional Governance: Collaboration at Its Finest

In FY24, Memorial Hermann Northeast enhanced the Professional Governance Council lineup by adding a Falls Council, which includes staff from Nutrition, Nursing, Respiratory Therapy, Physical Therapy and Occupational Therapy. The council developed an audit process that has proven to be effective in fall prevention; it was later adopted systemwide.

In FY25, a collaboration with Chaplain Services offered Schwartz Rounds as part of the Professional Governance initiative. This collaboration allowed staff to engage more actively in Schwartz Rounds and facilitated robust discussions about patient care.

Community Service Corps: Community Workforce Development

In FY24, Memorial Hermann received a \$31 million grant from Bloomberg Philanthropies to create a partnership that would bring health science high school into the community. In collaboration with the Aldine Independent School District, Memorial Hermann Northeast participated in the development of HEAL (Health Education and Learning) High School, offering tracks in nursing, pharmacy, respiratory care and physical and occupational therapy. HEAL High School welcomed its first students in August 2024.



To foster the development of Memorial Hermann Northeast staff, Professional Excellence Director Leanne Beaudet, MSN, RN, EMT-LP, CEN, TCRN, NPD-BC, secured a \$100,000 workforce grant to offer onsite Lone Star College nursing courses, including HESI Prep, TSI Prep, EKG Telemetry, Basic College Math, Medical Terminology and Introduction to Health Science and Diseases.



Professional Development: Excellence by the Numbers

In FY24, the Professional Development Team at Memorial Hermann Northeast successfully onboarded 267 employees, including 86 new hires in the Nurse Residency Program and three in the ICU Fellowship. Student Placement Coordinator Danita Broussard, MSN, RN, welcomed 855 students to the campus, leading to a total of 65,557 clinical hours. Additionally, in collaboration with our academic partners, Memorial Hermann Northeast established our first Dedicated Education Unit on the Cardiac Unit.

In FY25, the Professional Development Team successfully onboarded 225 employees, including 60 new hires in the Nurse Residency Program and five in the ICU Fellowship. During the year, the campus welcomed 884 students to the campus, including 142 students from HEAL High School.

Exemplary Professional Practice

Exemplary professional practice involves collaborating with physicians, nurses, patients and communities to identify health care needs, using resources to deliver high-quality patient care and achieving operational excellence while advancing health outcomes.

Certified RN: Bringing Certifications Home

Because Memorial Hermann Northeast values certified nurses who are clinical specialists and adhere to the highest standards in their respective practice areas, the organization offers fee reimbursement for all nursing specialty certification exams. It also participates in the American Nurses Credentialing Center's Success Pay Program®, allowing nurses to take additional specialty certification exams without incurring fees.

In FY24, Surgical Services Educator Jessica Braatz, BSN, RN, CNOR, collaborated with the American Society of Peri-Anesthesia Nurses to offer an on-campus review course for the Certified Post Anesthesia Nurse and Certified Ambulatory Peri-Anesthesia Nurse certifications. A total of 75 nurses from across the city and state attended the course.

Also in FY24, Emergency Center Educator Kelley Molandes, MSN, RN, partnered with the Emergency Nursing Association to offer a Certified Emergency Nurse course on campus. This first-ever course drew 50 nurses from Memorial Hermann Northeast and sister campuses to the two-day training. As a result of these initiatives, our certification rate rose from 24.74% in FY24 to 26.56% in FY25.



Advanced Degrees

Memorial Hermann supports employees in advancing their careers through educational opportunities. In FY22, the system increased education benefits for those pursuing advanced degrees. This program offers financial assistance to help employees achieve their career goals while addressing individual needs and contributing value to the organization.

Benefits for covered expenses are available each fiscal year to both part-time and full-time clinical employees. In addition, the system introduced a student loan repayment program for employees who have already completed their education. This program, administered through a third-party vendor, assists in repaying educational loans from federal, state and private sources. It is also available each fiscal year to part-time and full-time clinical employees.

Health Access and Engagement

Memorial Hermann's comprehensive and continually expanding Health Access and Engagement program features the Councils, a Strategic Roadmap, and four key pillars: Community, Health, People, and Research. Our commitment to access and engagement is aimed at helping everyone—patients, employees, physicians and community members—feel welcome, respected, seen and understood within our health system.

At Memorial Hermann Northeast, we celebrate everyone who walks through our doors. This commitment is demonstrated through a variety of engagement events organized by : Marco Ollervides, Heather Hammel and Natalie Cavazos. One notable annual event is the raising of the pride flag, which symbolizes our embrace of diversity and inclusion for everyone at Memorial Hermann Northeast.

Employee Engagement Groups

Employee Engagement Groups (EEGs) create a space for employees and physicians who share common characteristics, along with allies who are dedicated to supporting their causes. Together, they collaborate with leadership and stakeholders to transform our organizational culture into one that fosters engagement and inclusivity to help all employees and physicians feel engaged, heard and valued. EEGs also offer cultural insights in tackling the health barriers that may impede the community's access to quality health care and well-being resources.

New Knowledge, Innovations and Improvements

Advancing quality health care, nurse engagement and community health requires promoting awareness and communication of evidence-based practice, research and new technology to create innovative solutions.

Memorial Hermann Northeast fosters a culture of inquiry and provides an infrastructure that empowers nurses to participate in and lead quality improvement projects, evidenced-based practice and research.

Clinical Initiatives Council

The Clinical Initiatives Council fosters a spirit of clinical inquiry across all disciplines by promoting evidence-based practice, quality improvement and research with the goal of advancing health and improving the quality of care.

At meetings every other month, the council provides updates, identifies opportunities for collaboration, offers mentorship opportunities and disseminates nurses' research project findings.

Between meetings, members attend Schwartz Rounds, a program that provides regularly scheduled opportunities for health care providers to openly discuss the social and emotional stress faced by caregivers.

During the year, the Clinical Initiatives Council created a QR code request form for staff who have project or research ideas, but who are unsure how to start. During FY24 and FY25, four nurse-led studies received approval by the campus Institutional Review Board, and more than 10 evidence-based practice projects were underway or in the initial development phase.

Completed nurse-led studies:

- *Fidget Toys: The Value of Movement in Professional Development* by Charlotte Mathis, MSN, RN, AMB-BC; Pam Jones, MSN, RN, NPD-BC; and D' Ann Bailey, BSN, RN, CEN was presented as a poster presentation at the 17th Annual Memorial Hermann The Woodlands EBP and Research Celebration, November 2024.
- *The Impact of Dedicated Education Unit on the Clinical Judgment/Self Efficacy of First-Year Associated Degree Nursing Students* by Danita Broussard, MSN, RN, and Charlotte Mathis, MSN, RN, AMB-BC, was presented as a podium presentation at the 17th Annual Memorial Hermann The Woodlands EBP and Research Celebration, November 2024.

- *The Creation of a Novel Training and Orientation Program for New Nurse Managers: An Innovative Systemwide Initiative* by Alicia Carrier, MSN, RN, MEDSURG-BC, NPD-BC.



Completed QI/EBP projects:

- *Dialysis Coordination and Efficiency Pilot* by Ericka Clevenger, BSN, RN, and Mitchell Blien, BSN, RN, PCCN
- *Recipe for Success: Standardizing Workflow in the Endoscopy Preop Area* by Amanda Enerson, MSN, RN; Stephanie Cazaubon, RN; endo technician Caleb Perry; Sarah Shannon, RN; Lee Ann Johnson, RN; Lola Brooks, MSN, RN, MEDSURG-BC; and Art Shumate, MSN, RN, CNOR

Several Memorial Hermann Northeast quality improvement projects and nearly 75 posters were accepted for the 2025 Robust Process Improvement Expo. On Feb. 28, 2025, judges awarded prizes in each of four categories. Memorial Hermann Northeast nurses earned the following awards:

Clinical Excellence (2nd Place)

Building Confidence and Self-Efficacy through Online Education and High-Fidelity Simulation by Danita Broussard, MSN, RN; Kakeya James, MSN, RN, MEDSURG-BC; and Alesha Williams, BSN, RN, MEDSURG-BC

Operational Excellence and Leadership (2nd Place)

Decreasing Turnaround Time with the Communication Process for Routine Ordered Physician Consultations, by Ashley Albarran, MSN, RN

Operational Excellence and Leadership (3rd Place)

A Successful Approach to Organizing, Communicating and Driving Vizient Results by Troy Felix, MSN, RN, RRT, WCC

Empirical Outcomes

By utilizing empirical outcomes, nurses can advance their practice, achieve positive patient and nursing satisfaction and improve nurse-sensitive quality indicators to ultimately improve patient health.

The true measure of success for any nursing division resides in measurable, quantitative results shown in its quality data. The skill, education and experience of professional nurses, coupled with Memorial Hermann's significant investments in nursing technology and resources, have led to increasingly better outcomes for patients and a more satisfying work environment for caregivers.

Memorial Hermann Northeast benchmarks nurse-sensitive quality indicators against facilities of the same bed size utilizing the National Database of Nursing Quality Indicators (NDNQI®). These indicators include falls with injury, catheter-associated urinary tract infections, central line-associated blood stream infection, hospital-acquired pressure injuries, and peri-operative measure sets.

Memorial Hermann Northeast's goal for FY26 is to utilize empirical outcome data that leads the nation in quality indicators and to achieve the hospital's first Magnet® designation, the highest recognition for nursing excellence.

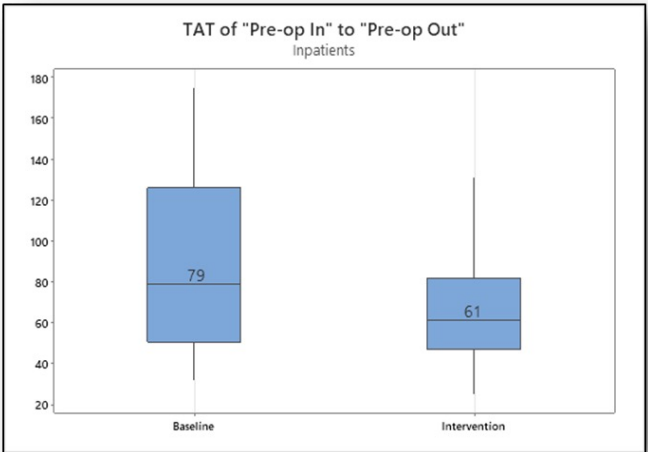
Standardizing Workflow in the Endoscopy Preoperative Area

Staff in the endoscopy preoperative area recognized an opportunity to optimize the inpatient preop process for nursing staff and designed a program to improve the existing system.

The project created a standardized preop process for endoscopy patients and set a goal for patient readiness, where no such benchmark standard had existed. By creating a standardized workflow, the project created efficient employee cross training and orientation. A combination of 1) implementing standardized patient preparation worklists, 2) improving communication through TeamSTEPPS briefing and debriefing and 3) consolidating supply inventory practices resulted in substantial gains in efficiency, team communication and financial benefits.

The unit met project benchmarks for success and unit education throughout the project, yielding significant improvements:

- Cost savings of \$1.20 per patient as validated by comparison with previous quarter and same-timeframe during the previous year
- 22% improvement in the time from patient arrival to departure
- Reduction in variation for endoscopy patient preparation



Developing a standardized preop process positively impacted the area's turnover process and improved staff, physician and anesthesia provider satisfaction. Using value stream mapping, inventory reduction and standard work, the project team streamlined the preop workflow, reduced patient prep time and reduced costs. Collaboration between multidisciplinary teams and the use of robust process improvement tools were keys to the project's success.

Team members were Amanda Enerson, MSN, BSN, RN; Stephanie Cazaubon, RN; endo technician Caleb Perry; Sarah Shannon, RN; Lee Ann Johnson, RN; Lola Brooks BSN, RN; and Art Shumate, MSN, RN, CNOR.

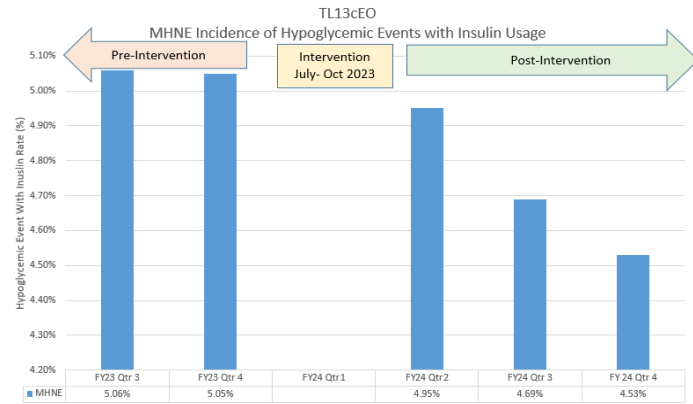
Reducing Hypoglycemic Events

Memorial Hermann Northeast staff identified another area for improvement in Vizient quality data rankings regarding hypoglycemia, a patient safety indicator. In 2024, the campus developed a task force of nurse leaders, pharmacy, quality, physicians, dietary, nutrition and clinical nurses to improve data in this area.

Beginning with a review of hypoglycemic events and related literature, the task force found opportunities in protocol changes and moving bedtime insulin administration to earlier in the evening, in line with evidence-based practices. The group brought the idea to the Professional Governance Council for input from frontline staff, and the council recommended a time that allowed for the insulin to be administered with dinner that was conducive to nursing workflow.

Interventions included education, adoption of recommended best practice and key stakeholder buy in.

- The task force gathered evidence from the Academy of Nutrition and Dietetics, Evidence Analysis Library and the American Diabetes Association.
- The group presented up-to-date evidence-based practice to Pharmacy and Therapeutics and the Medical Executive Committee pharmacy.
- Physicians received information on the new insulin reduction protocol.
- In-unit nursing staff and the Professional Governance Council provided input on changing administration times for long-acting insulin to ensure medication administration with a snack.
- Data was benchmarked using Vizient.

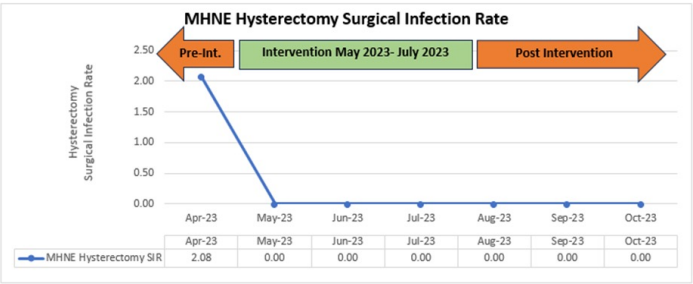


Task force members were **Alicia Carrier** BSN, RN, MEDSURG-BC, NPD-BC; **Marie Hoyt**, RN; **Jennifer Weideman**, PHarmD, BCPS; **Blessy Paul**, BSN, RN, MEDSURG-BC; **Lisa Bush**, MBA, BSN, RN; and **Lauren Ladd**, MS, RD, CNSC, LD.

Reducing surgical site infections through updated best practice guidelines.

Surgical site infections (SSIs), a key concern in hysterectomy procedures, can be prevented with evidence-based prevention strategies.

An interprofessional task force, including clinical nurses, education specialists, managers, a director, an infection preventionist and a quality specialist, analyzed the increase in hysterectomy SSIs at Memorial Hermann Northeast. Their review and direct observation led to an educational intervention focused on improving vaginal and abdominal skin preparation, using guideline reviews, mannequin demonstrations and just-in-time training. Implementation of these best practices and staff education resulted in a significant reduction in hysterectomy SSI rates.



Team members were **Annie Trostel**, MPH, CIC; **Jessica Braatz**, BSN, RN, CNOR; **Tiffany Carlson** MBS, MS; **Maura Quiroz**, RN, CNOR; **Eugene Adams**, BSN, RN; **Phillip Mumford**, MBS, MHA, RCIS; and **Amy Kimes**, MSN, RN, CAPA, CPHQ.

Excellence in Nursing

Nursing awards and recognition are a significant part of professional development. As our nurses continuously strive to excel in their profession, we want to acknowledge and celebrate their many achievements along the way.



The DAISY Award® for Extraordinary Nurses
The international DAISY (Diseases Attacking the Immune System) Award honors the skillful, compassionate care nurses provide every day and the significant contribution they make to the lives of patients, families and community members.

The DAISY Foundation was established by the family of J. Patrick Barnes after he died from complications of the autoimmune disease idiopathic thrombocytopenia purpura in 1999. When he died, his family felt compelled to say “thank you” to nurses in a very public way for the amazing care they experienced.

Each month, DAISY Award winners are celebrated among their peers and presented a DAISY statue, badge pin, certificate and fresh cinnamon rolls.

Memorial Hermann Northeast's 2024 Honorees:	
January	Lobna Hammad, CDU
February	ToCcara Lawson, 4 West Tower
March	Maryviana Obaisi, 2 West Tower
April	Victor Teran, IMU
May	Seth Sherrod, 4 West Tower
June	Maria Paguio, ICU
July	Selina Mechell, 2 South Tower
August	Jersey Mapeso, 3 West Tower
September	Mai Nguyen, 2 South Tower
October	Jacquell Jefferson, CDU
November	Cyreen Gonzalez, 2 South Tower
December	Chris Vu, 4 West Tower

Memorial Hermann Northeast also awards the annual DAISY Team and DAISY Nurse Leader Awards during National Nurses Week in May.



The DAISY Team Award honors effective collaboration by two or more people, led by a direct-care nurse, who provide exceptional care or create a memorable experience by going above and beyond their traditional duty requirements.

DAISY Team Award 2024
The Dark Knights Emergency Center
Jake Thonsgaard, RN; **Lauren McNeely**, RN; **Rayne Schultz**, RN; **Jante Fazaldin**, RN; **Ivania Ramirez**, RN; and **Joel Cortes**, RN

DAISY Team Award 2025 –
Department of Professional Excellence
This dedicated team has made significant strides in enhancing the educational experiences of staff and promoting professional development across the organization. Their efforts align strongly with Memorial Hermann's mission, vision and values, ultimately driving improvements in patient care and outcomes.



Team members are **Pamela Jones**, BSN, RN, NPD-BC; **Kakeya James**, MSN, RN, MEDSURG-BC; **Jessica Braatz**, BSN, RN, CNOR; **Danita Broussard**, MSN, RN; **Josilyn Lusk**, MSN, RN, NPD-BC; **Alesha Williams**, BSN, RN, MEDSURG-BC; **Kelley Molandes**, MSN, RN; **Courtney Moorhouse**, MSN, RN, RNC-OB/INPT; **Charlotte Mathis**, MSN, RN, AMB-BC; **Leanne Beaudet**, MSN, RN, EMT-LP, CEN, TCRN, NPD-BC; **Alicia Carrier**, MSN, RN, MEDSURG-BC, NPD-BC; **Chelbe Webb**, BSN, RN, MEDSURG-BC; and **Steven Kolar**, MSN, RN.



DAISY Nurse Leader Award™

The DAISY Nurse Leader Award honors executive leaders, middle managers, educators and preceptors who supervise direct patient care nurses, fully support recognition for their direct-care staff and understand the value of celebrating the impact staff have on the patient experience.

2024 DAISY Nurse Leader Award:

Daniel Trichel, BSN, RN, MEDSURG-BC



2025 DAISY Nurse Leader Award:

Heather Hammel, BSN, RN, PCCN

Awards and Recognition

- Pathway to Excellence 4th Designation
- On the Journey to Magnet Excellence
- Gold Beacon of Excellence Award for Intensive Care Unit
- Silver Beacon of Excellence Award for Intermediate Care Unit
- Excellence in Preparedness Award from the SouthEast Texas Regional Advisory Council Regional Healthcare Preparedness Coalition
- Leapfrog Grade A status for Spring 2024
- 2025 Platinum Performance Achievement Award for Chest Pain-MI Registry™ from the National Cardiovascular Data Registry
- American Heart Association Get with the Guidelines Stroke Gold Plus Award and Target Stroke Elite Honor Role



Good Samaritan Foundation

Through the Excellence in Nursing Awards, the Good Samaritan Foundation encourages others to celebrate and recognize individual nurses who excel in their chosen fields. Nurses are nominated by their peers for their passion, leadership, mentorship and service to Texas communities.

Good Samaritan Bronze Winners, 2024

Yolanda Adelman, RN
Bellor Faith Alejo, BSN, RN
Airra Anucilla, BSN, RN
Oneyda Argueta, RN
Precious Balangay, BSN, RN
Theresa Banda, BSN-RN
Kris Barayoga, RN, MS-BC
Leanne Beaudet, BSN, RN, EMT-LP, CEN, TCRN, NPD-BC
Jaime Borlongan, BSN, RN
Karen Borromeo, BSN, RN
Shekinah Briscoe, RN
Alyssa Bustamante, BSN
Lauren Caddel, BA, RN, WCC
Choy Carampatan, BSN, RN, MAN
Lorraine Carrier, BSN, RN
Stephanie Cazaubon, RN, BSN
Katerina Collado, RN
Patricia DeGroot, BSN, RN
Gereen Demeterio BSN, RN
Gemma Dichoso, BSN, RN, MEDSURG-BC
Imelda Duterte, MSN, RN
Alyssa Easley, RN
Judit Espinoza, RN
Thania Estrada, RN
Verna Flores, BSN, RN
Robin Gainous, BSN, RN
Winnie Garcia, BSN
Emma Gomomit, BSN, CCRN
Tina Gonzalez, RN, BSN
Celesta Grindstaff Bengé, RN
Savannah Hale, RN
Lobna Hamad, BSN
Heather Hammel, BSN, RN, PCCN
Lorena Hernandez, RN
Jackie Hudson, BSN, RN
Thi Huynh, BSN, RN
Alicia Jansen, BSN, RN
Lee Ann Johnson, RN, BSN
Don Karamihan, BSN-RN, CCRN
Ann Liza Katipunan, RN, BSN
Tan'ja Keaton, BSN, RN-BC
Burnnadette Kerr, MSN, Med Surg-BC
Kseniya Krukava, BSN

While degrees, certifications and research exhibit great dedication on the candidate's part for developing professionally, the Foundation focuses on stories of the nominees' work serving patients, families, employees and students every day.

Good Samaritan Bronze Winners, 2025

Juanita Lambert, RN, BSN
Toccara Lawson, RN
Yvy Llambes, MSN, RN, CEN
Liza Lord, BSN
Marianna Marshall, BSN, RN
Cheryl Mathew, RN
Aireal Morin, RN
Katrina Myers, RN
Mercedita Navisaga, BSN
Maryvianna Obaisi, RN
Kate Oware, BSN, RN
Maria Paguio, BSN, RN, CCRN
Jasmine Palacios, RN
Tara Payton, MSN Ed RN, MEDSURG-BC
Sandy Paz, ADN
Jennifer Pena, RN, BSN
Jennifer Pepito, BSN
Kaylie Raub, RN
Karen Reglitz, RN-BSN
Marilyn Rivera, RN
Tiffany Roberts, BSN, RNC-OB
Arlene Robles, BSN, RN
Mayra Rodriguez, BSN, RN
Ashleigh Roland, BSN
Bryan Edsel Romena, BSN, RN, CCRN
Rochelle Saldana, BSN, RN-BC
Giovanni Sanchez, BSN
Sophia Sandoval, RN
Jinky Terry, BSN
Vy Van, BSN, RN
Madison Woolard, RN, BSN
Caroline Yanez, LVN



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