



2023 Nursing Annual Report

HCA  **Houston**
Healthcare®
Conroe

Contents



Nursing at HCA Healthcare

Nursing Strategic Priorities

Facility Nursing by the Numbers

Our Campus and Nurses Data



Advocacy and Leadership

Transformational Leadership

Leadership Development



Education and Academic Partnership

Exemplary Professional Practice

Clinical Education



Nursing Excellence

New Knowledge, Innovations and Improvements

Nursing Research and Evidence-based Practice

Nursing Informatics

Care for Nurses Well-being

Caring for the Community



Staffing and Care Team Support

Structural Empowerment

Shared Decision Making

Celebrations

Employee Engagement

Dear HCA Houston Healthcare Conroe Nursing Team,

As your Chief Nursing Officer and Assistant Chief Nursing Officer we are excited to present the HCA Houston Healthcare Conroe Hospital 2023 Nursing Annual Report. This document highlights your unwavering commitment to providing outstanding care to our patients, their families, our community, and each other. We take immense pride in the extraordinary work captured within these pages.

The year 2023 brought its share of challenges, yet we united to navigate them and maintain our high standards of care. In line with our Relationship-based Care model, every nurse and essential partner collaborated to tackle adversity, ensuring not only the well-being of our patients but also supporting one another and our community. The stories featured in this report showcase the significant impact our nurses have on fulfilling our mission.

Inside the report, you'll find examples of our family-like care, exemplified through our commitment to shared governance, wellness initiatives, and professional development. HCA Houston Healthcare Conroe stands out as a compassionate environment, especially highlighted by our nursing teams and Professional Practice Council, dedicated to promoting diversity and inclusion.

Despite the challenges we encountered, your steadfast dedication to excellence has led to remarkable patient outcomes and numerous accolades. Our achievements were celebrated in 2023, with several nursing units recognized as HCA Healthcare Units of Distinction, and our Ortho Surgical Trauma Unit (OST) being named the best PCU in all of HCA Healthcare. You are the heart of what makes HCA Houston Healthcare Conroe a truly exceptional place.

This report reflects our mission to enhance human lives through high-quality, cost-effective care. Your passion for nursing and commitment to exceptional care, as illustrated in this report, reaffirms our shared dedication to this mission.



Angelo Carambas
Chief Nursing Officer



A handwritten signature in black ink, appearing to read 'Lacey Rains-Barry'.

Lacey Rains-Barry, RN, MSN, NEA-BC, CPHRM, CPPS, CPHQ
Assistant Chief Nursing Officer

Nursing at HCA Healthcare

Building capacity, elevating competency, and connecting with our nurses are the foundation of HCA’s nursing strategy



Advocacy and Leadership

Develop and support strong nurse leaders



Staffing and Care Team Support

Improve working conditions for nurses



Education and Academic Partnerships

Enhance the clinical expertise of our care teams



Professional Practice

Achieve Nursing Excellence

Execute ER Immersion 2.0

Recalibrate and reinforce expectations for ER operations, engagement, and patient experience.

Support the Executive Nurse Leader Transition

Implement formalized onboarding programs for corporate, group, division, and large asset CNO transitions

Execute Med Surg Elevation

Elevate the med surg environment to support and retain the new graduate nurse.

Implement Clinical Education Model 2.0

Implement a new clinical education model to enhance clinician support at the bedside.

Enhance Galen College of Nursing and HCA Healthcare Integration

Bolster the synergy between HCA Healthcare and Galen College of Nursing to strengthen the student and practicing nurse experience.

Deploy New Telemetry Program

Enhance telemetry management to prioritize patient safety.

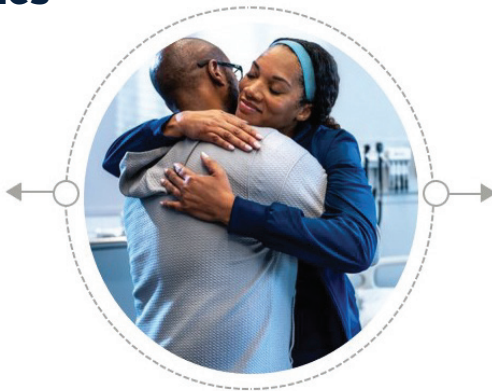
Implement Non-Ventilator Hospital Acquired Pneumonia Toolkit

Deploy an evidence-based approach with supporting technology to prevent and reduce Non-Ventilator Hospital Acquired pneumonia.

Nursing is critical to the success of our organization.

Advancing outcomes

- Quality
- Patient safety
- Patient experience



Enabling growth

- Service line growth
- Capacity expansion
- Physician alignment
- Operational excellence

Our Campus and Nurses

2023 Data



350 Beds



1,600 Births



1,000 Employees



2 Research Projects
Disseminated



47,000 ER Visits



6,000 Surgeries



500 Nurses



64% Nurses with
BSN or Higher
Degree



13,000 Admissions



16 Nurse Externs



28% Certified
Nurses

HCA Houston Healthcare Conroe Professional Practice and Delivery Model

Campus Nursing Mission

Above all else, we are committed to the care and improvement of human life.

Campus Nursing ICARE Values

Integrity: Be honest and do what you say

- Resolve complaints with urgency / No operational excuses or blaming others for not meeting customers' needs

Compassion: Be sympathetic to the needs of others

- Treat the other person as they would like to be treated. –"Platinum Rule"
- Hear the issue, concern, or complaint with compassion and caring
- Avoid using technical or professional jargon. Use easily understood language and terminology when giving customers information
- Empathize and initiate

Accountability: Take ownership of how action impacts outcomes

- Exhibit a positive attitude at all times
- Apologize for not meeting customers' expectations
- Follow Hospital Policies and NPSGs, use proper lift equipment, ensure that spills are cleaned up, and trash is disposed of properly, use CDC guidelines for hand washing, dispose of sharps properly, use correct PPE, take non-working equipment out of service and send to Biomed or Engineering

Respect: Value others and embrace diversity

- Appreciate the diversity of those we work with and serve
- Make our fellow employees feel appreciated, included, and valued through our actions and attitudes
- Do not gossip. Protect the privacy and feelings of fellow employees
- Recognize and respect the contributions of others in the work environment because everyone here does meaningful work

Excellence: Take personal pride in exceeding expectations

- Excellence is doing ordinary things extraordinarily well
- Consistently makes meaningful personal connections with customers

Nursing Professional Practice Model



Nursing Care Philosophy

Our nursing PPM is a visual representation of the foundation of nursing and addresses concepts such as collaboration, leadership, nurse development and our commitment to excellent patient outcomes.

The theoretical framework for our PPM is built on the novice to expert theory by **Patricia Benner** and **Jean Watson's** philosophy and science of caring.

Diamond, at the center of our model, represents our patients and their families who give us our purpose and who are at the center of what we do.

Inner circle represents the standards that are the foundation of healthy clinical environments: integrity, compassion, commitment to patient care and holistic care for patients and colleagues.

Outer circle represents our commitment to care and improvement of human life through quality outcomes, evidence-based practice, collaborative partnerships, shared governance that empowers nurses to contribute collaboratively as decision makers regarding the nursing practice environment, and professional development.

Advocacy and Leadership

Transformational Leadership

Transformational leaders inspire and empower nurses throughout the organization to be accountable, compassionate, collaborative, respectful, authentic, and results-oriented by advocating for resources, supporting care partnerships, and accomplishing positive patient outcomes.

Professional Practice Council Revitalization

The original structure of HCA Houston Healthcare's shared governance model featured three organization-wide councils, each spearheaded by clinical nurses, and comprised members from nursing units. Asking nurses to attend three councils in order to impact key issues impacted attendance. The previous model involved nursing representatives, with an absence of participation from other disciplines. Moreover, the absence of formal bi-directional communication impacted team member collaborative relationships, as it related to supply and resource availability for patient care.

The revised structure is designed to enhance collaboration and decision-making within the nursing department. The key features of the new framework include: Creation of a Professional Nurse Practice Council (PNPC), which serves as the focal point of the shared governance model, convenes on the first Tuesday of each month from 7:30 AM to 2:30 PM. The PNPC welcomes participation from various disciplines beyond nursing, including education, laboratory, quality, environmental services, supply chain, pharmacy, and informatics. The council is responsible for addressing various issues related to nursing practice, policy, and quality improvement. The establishment of a bi-directional communication flow ensures feedback loops are closed effectively, fostering transparency and accountability within the governance structure.

Organization-Wide Improvement:

- Established Unit Based Council for each nursing unit
- Improved certification rates for nurses who met eligibility criteria
- Established Clinical Nurse Coordinator Council
- Increased RN engagement to 84%

Education and Academic Partnerships

Exemplary Professional Practice

Nurses take accountability within their professional role to promote exemplary professional practice to improve clinical services and financial outcomes of care delivery by collaborating with physicians, patients, care partners, and communities while advancing excellence.

Clinical Education

System Nurse Residency Program

The nurse residency program at HCA Houston Healthcare Conroe began to provide novice nurses with a supportive community of seasoned nurses to guide them during their first year of practice. The goal was to offer hands-on experience to promote clinical skills and develop critical thinking in a safe environment, using both simulation and preceptor-guided encounters. The nurse residency program utilizes resources from across the HCA Gulf Coast Division (GCD) while maintaining local relationships and support. The program consists of two phases over a twelve-month period. Phase I is the clinical skills development and lasts 12 - 16 weeks, depending on the department, while Phase II focuses on Professional Development and integration of the novice nurse into practice.

RN Plus Program

HCA Houston Healthcare Conroe's (HHHC) RN Plus Program is an evidence-based program supporting newly hired experienced nurses as they transition into the nursing practice environment. After the experienced nurse attended the general hospital orientation, the RN Plus Program takes 10 weeks to complete. The program includes a blend of didactic, simulation, skills training, hands-on training at the bedside and independent education time. Its design incorporates quality and safety education for nurses' competencies and the guidelines and recommendations for professional transition to practice, which acknowledges that learning occurs in multiple ways.

Mentorship Program

Mentorship programs like ICARE STARS can be highly beneficial for professional development and organizational growth. By facilitating relationships between experienced individuals and those seeking guidance, mentorship programs create opportunities for knowledge transfer, skill development, and career advancement. By extending the mentoring program beyond clinical nursing staff to include management, HCA Houston Healthcare Conroe recognizes the importance of leadership development and the value of mentorship across various levels of the organization. This approach can help cultivate a culture of continuous learning, collaboration, and professional growth, ultimately benefiting both employees and the organization as a whole.

Certification and Advancing Degrees

The organization has implemented a Clinical Certification Support Program to encourage RNs' professional growth. The mix of prepaid vouchers, test fee reimbursement, and certification bonuses creates a comprehensive approach. The emphasis on supporting subspecialty certifications aligns well with the professional practice model, promoting continuous learning and skill development among nurses. The utilization of live or virtual review courses via Healthstream and the provision of continuing education courses demonstrate a commitment to ongoing education and recertification. Communication of policies through unit-based committees and information boards reflects transparency, ensuring awareness among RNs.

To support the nurses, HCA Conroe implemented flexible scheduling options and educational programs tailored to accommodate their busy lives. We understand balancing work and education can be challenging, so we provided financial and unwavering leadership support to encourage our nurses on their educational journey. In addition, HCA Conroe provides tuition support and has partnerships with key universities with negotiated discounts on tuition, easing the financial burden for our nurses pursuing higher education.

Equity, Diversity, and Inclusion

HCA Conroe believes excellence in healthcare starts with a foundation of inclusion, compassion and respect for our patients and each other. We are committed to meeting the social, cultural, linguistic and spiritual needs of our patients, their families and the communities we serve. Our Equity of Care program provides innovative, pragmatic, compassionate, patient-focused solutions and resources across our organization and includes the following focus areas: access to services, data collection, language services, pastoral and spiritual care, and cultural competence. Our robust diversity, equity and inclusion strategy supports colleagues, creates opportunities for connection and dialogue, and enables us to better attract, engage and develop diverse talent.

Compassionate Connected Care

Compassionate Connected Care initiative was introduced in 2023 and incorporated into our patient experience. Compassionate Connected Care model provides a framework to strategically reduce suffering by addressing patients' unmet needs. Press Ganey surveyed hundreds of clinicians, non-clinicians and patients to ask what compassionate connected care should look like. An affinity diagram was created and produced the 6 themes for compassionate connected care: acknowledge suffering, body language matters, anxiety is suffering, coordinate care, caring transcends diagnosis, and autonomy reduces suffering. Everyone plays a part in this initiative by connecting clinical excellence with outcomes, connecting efficiency with quality, connecting engagement with action, and connecting mission, vision and values with engagement. We had our first Compassionate Connected Care of the year and the awards go to Anna Bowles RN on CVT and Tiana Andrews RN in ED.

Nursing Excellence

New Knowledge, Innovations and Improvements

Nurses who help organizations conscientiously integrate evidence-based practice and research into patient care. As such, they design and implement clinical projects that improve patient outcomes.

Nursing Research and Evidence-Based Practice

Completed Research: Disseminated 2 completed research in 2023

CLUSTER-Cluster Linkage Using Statistics to Trigger and Evaluate Response Trial – completed 1/22/22

The CLUSTER (Cluster Linkage Using Statistics to Trigger and Evaluate Response) study was a randomized control study that began in July 2019 and was completed in January 2022. HCA Houston Healthcare Conroe participated in this research study to assess the impact of a statistically based automated cluster detection tool on cluster size and duration. The study analyzed patient data and notified infection prevention when a cluster was detected. A cluster is defined as a group of cases of a disease which occurs closely related in time and place. Based on the Infection Preventionist being notified electronically of a cluster of microorganism cultures, infection prevention would then inform nursing leadership and the affected units in order to activate cluster response protocols. The results of the CLUSTER study found a 64% relative reduction in the automated detection group versus the control group. Although the results had to be adjusted for the effect of COVID-19 on hospital operations, the data is promising that the automated detection tool can reduce cluster size and duration, which ultimately improves patient safety.

Examining the Nurse Manager Practice Environment Effects on Burnout – completed 12/1/22

This study examined the relationships between the dimensions of the nurse manager, practice environment, and burnout. Nurse Managers are critical to the success of their unit(s). Understanding the degree to which their practice environment characteristics impact their level of burnout is important to Nurse Manager retention. A cross-sectional research design using a 71-item questionnaire was used to measure Nurse Manager characteristics, hospital characteristics, Nurse Manager practice environment, and burnout. There were 110 completed respondents across 22 hospitals in the United States. Moderate inverse relationships exist between the Nurse Manager practice environment and 2 of the 3 (work and personal) dimensions of burnout. Nurse Manager age and tenure also showed an inverse relationship with burnout. This study added evidence showing a statistically significant relationship between Nurse Manager practice environment and the work and personal dimensions of burnout. These results also suggest the relationships Nurse Managers have with the patients on their unit(s) do not add to their level of burnout.

Ongoing Research: Collecting baseline data in 2023

A Retrospective Study Prevalence of a Dual Role Involving a Clinical Support and Rapid Response Registered Nurse on Cardiopulmonary Arrests Outside of the Intensive Care Unit – started 1/9/24

Nursing Informatics

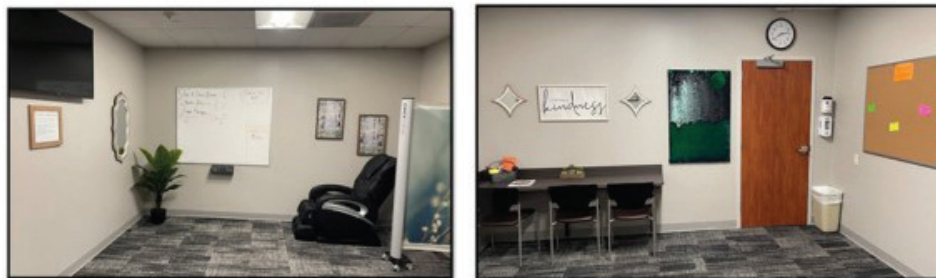
Innovation

In 2023, the HCA Conroe team implemented an innovative application, the Care Team Assignment (CTA), whose objective was to have a comprehensive patient assignment process for all the disciplines who might have to visit or treat patients, including nurses; case managers; dietitians; occupational, physical, and respiratory therapists; social workers; and speech/language pathologists. CTA allows many different disciplines to make assignments in one centralized location that only displays the staff members who are scheduled for the current shift. The system also displays the oncoming shift 2 hours prior to start time, thereby allowing a draft of the patient assignments to be made prior to the start of the next shift. In addition, therapists and nurses who are both assigned to the same patient can collaborate on patient care needs. The ability to centralize assignments has positively impacted team collaboration and communication to promote patient-centered care.



Congratulations to our Robotics Team on celebrating 2,000 robotic cases.

For Nurses Well-Being



Colleague Serenity Lounge

Don't forget to take full advantage of our Colleague Serenity Lounge on your breaks.

It is located between 2N/2S and is badge entry.

Caring for the Community

shop + pay + eat + be happy
canteen one

Micro Market for all colleagues
Location: Near Women's Entrance
Badge Access

How it works:

- ▶ Pick out some of your favorite snacks & beverages.
- ▶ Scan your items at the payment kiosk.
- ▶ Select how you would like to pay. There are multiple options including card, mobile pay, or you can set up an account and preload funds.
- ▶ Enjoy!

The Micro Market is open 24/7

Please continue to direct visitors to the cafeteria for food options. This micro market was designed for colleagues only.





Conference Posters and Presentations

- What Got You Here Will Keep You Here – Our Journey to 0 MRSA Infections. Institute for Healthcare Improvement. Podium Presentation: Sheranda Fesler, PhD, RN, RNC-NIC, NE-BC, CPHQ, CPPS, FNAHQ and Devin Lippe, MS, CIC
- Shared Governance That Works. ANCC Magnet and Pathway Conference. Poster Presentation: Warisara Manuel, MPA/HCA, BSN, RN, NPD-BC, NEA-BC and Joan Kelley, MSOL, BSN, RN, CRRN, CPHQ, CIC

Staffing and Care Team Support

Structural Empowerment

Structurally empowered nurses have opportunities to grow professionally and engage as active decision-makers to advance nursing practice and patient care.

Shared Decision Making

Shared Governance Model



HCA Houston Healthcare Conroe reorganized its shared governance structure into a solitary professional nurse practice council (PNPC) in April of 2022 which is a pivotal transformational force in our shared decision-making model. The PNPC meets monthly and has a standing agenda which is based on the hospital's nurse strategic plan and input from other key councils. PNPC members include chair or co-chair representatives for both inpatient and ambulatory nursing unit-based councils. In addition, program RN/APRN coordinators are invited to attend to drive discussion around clinical management of key population such as sepsis or stroke. Support department representatives are also invited to address operational barriers to strategize on opportunities to improve patient outcomes and staff engagement. A robust bi-directional communication plan between coordinating councils allow for cross communication of strategies to occur between the PNPC and the appropriate coordinating council to empower frontline nurses a voice to advocate for patient care resources, provide input into clinical policy changes, promote nurse retention strategies, and to serve as a conduit to communicate council activities to colleagues. This council's agenda, rich in interdisciplinary collaboration, seamlessly aligns with the overarching nurse strategic plan of our hospital, supports accountability for improved patient outcomes, and demonstrates strong worker engagement.

Celebrations

Certified Nurses 2023

Alexander Jensen BSN RN CVRN-BC
Jonathan Reyes BSN RN Medsurg-BC
Casey Kalousek BSN RN CEN
Rachel Langley BSN RN CEN
Imelda Lim BSN RN CEN
Brandi Stevens BSN RN CEN
Kendal Torres BSN RN CEN
Melissa Halbaedier MSN RN CEN
Amanda Westerman BSN RN CEN CCRN
Candace Stiles BSN RN Medsurg-BC
Lilian Gephardt ADN RN CRRN WCC
Carrie Taylor BSN RN CWS
Lindsey Smith BSN RN CCM
Marian Feste ADN RN CCM
Cindy Brown BSN RN CCM
Traci Watkins BSN RN CCM
Elizabeth Nalley BSN RN Medsurg-BC
Erica Caparoso BSN RN Medsurg-BC
Brandon Jimenez BSN RN Medsurg-BC
Warisara Manuel MPA/HCA BSN RN NPD-BC NEA-BC
Sara Ringo-Simpson BSN RN CRRN CPPS
Mary Berczy MSN RN NE-BC TCRN
Eivin Adlawan BSN RN CCRN
Eloisa Asilo BSN RN CCRN
Amy Bakke BSN RN CCRN
Kelly Beran BSN RN CCRN
Vanessa Carroll BSN RN CVRN-BC
Mary Cole-Johnson BSN RN CVRN-BC
Michael Edwards BSN RN CVRN-BC CCRN
Cecilia Fatola ADN RN CVRN-BC
Barbara Furber BSN RN CVRN-BC
Taylor Fuselier BSN RN CVRN-BC
Tana Hager BSN RN CCRN
Leland Miller BSN RN CVRN-BC CCRN-K
Salvacion Ramos BSN RN CCRN
Paula Richardson MSN RN CVRN-BC CCRN-K
Allie Thrash BSN RN TCRN
Christina Champagne MSN RN C-EFM
Taylor Winkler BSN RN C-EFM
Claire Crawford BSN RN C-EFM
Renee Doss ADN RN C-EFM
Jennifer Ciorciari BSN RN C-EFM
Ashley Stubbe BSN RN C-EFM
Katherine DeCastro MSN RN RNC-OB
Brandy Anselmo BSN RN C-EFM
Kelly McCay ADN RN RNC-OB C-EFM
Rebecca Childers MSN RN RN-BC
Jennifer Muehr BSN RN RNC-LRN
Crystal Gillard BSN RN RNC-NIC
Stacy Dufrene BSN RN RNC-LRN
Stefanee Rivera BSN RN RNC-NIC
Linda Galanos BSN RN RNC-LRN
Laura Eckel BSN RN RNC-LRN
Tether Althaus BSN RN IBCLC
Elizabeth Lewis BSN RN IBCLC
Cheryl Schwenke BSN RN IBCLC RNC-MNN
Michele Black ADN RN RNC-MNN
Susan George BSN RN RNC-OB
Minnie Washington MSN RN Medsurg-BC
Dena Hunt BSN RN CNOR
Janice Quinn MSN RN CAPA
Katy Lund BSN RN CEN
Loretta Bolt ADN RN CCRN
Melissa Avery BSN RN CCRN
Sharon Lagway BSN RN CCRN
Michelle Strommer BSN RN RN-BC
Theresa Bauerle BSN RN WOCN
Joan Kelley MSOL BSN RN CRRN CPHQ CIC
Angelo Carambas MBA BSN RN NEA-BC
Lacey Rains MSN RN CPHRM CPPS CPHQ
Roberta Siegfried BSN RN Medsurg-BC
Cecilia Nowakowski BSN RN Medsurg-BC
Cristina Veliz BSN RN Medsurg-BC
Cynthia Whitaker ADN RN Medsurg-BC
Mary Yanson BSN RN Medsurg-BC
Katie Bechtold BSN RN CPPS
Kendra Johnson MSN RN NE-BC
Sheranda Fesler PhD RN RNC-NIC NE-BC CPHQ CPPS
Daryl Hausler MSN RN CVRN-BC
Amber Savoy BSN RN CPN
Lauren Segura MSN FNP APRN-C
Melissa Arshaq-Ali ADN RN CRRN
Stefanie Hand BSN RN Medsurg-BC
Lorilyn Martinez BSN RN CRRN
Darla McAdams ADN RN CRRN
Allison Messersmith BSN RN ACM CRRN
Tamera Roberts ADN RN CRRN
Debra Stuart BSN RN Medsurg-BC
Abel Barreiro ADN RN CCRN
Mary Bautista BSN RN CCRN
Amy Chen BSN RN CCRN
Nadia Saleh BSN RN CPAN
Jennifer Watson BSN RN CCRN
Maritess Artates BSN RN CCRN
Adriana Strawson BSN RN CPAN

DAISY Awards Winners 2023

Rebekah Richey RN
Nancy Fowler RN
Amanda Scobie RN
Veronica White RN
Jessica Hill RN
Nadia Litvin RN
Abigail Williams RN
Taylor Fuselier RN
Ashley Klem RN
Georgina Codjoe RN
Daisha Alexander RN
Jacie Retzlaff RN

BEE Award Winners 2023

Gabby Haven
Leticia Ramirez
Nicole Davis
Brianna Capello
Larissa Fason
Anthony Beasley
Marayia Poindexter
Cody Strickler
Phillip Wells
Emilie Taylor
Morgan Bostick
Laura Brandon

2023 Power of One Award

Integrity

Q1 Jennifer Wheaton
Q3 Mercedes Hood

Q2 Ashley Schkade
Q4 Eloisa Asilo

Compassion

Q1 Daryll Graham
Q3 Tristan Price

Q2 Ashlee Spencer
Q4 Erica Washington

Accountability

Q1 Breanna Noland
Q3 Kimberly Farr

Q2 Rich Shaw
Q4 Arshala Pulliam

Respect

Q1 Shawna Bentz
Q3 Emily Justice

Q2 Jimmy Reickenbacker
Q4 Carol Earl

Excellence

Q1 Kendall Roe
Q3 Joseph Mark Keith

Q2 Natalie Strickland
Q4 Rachel Blair

2023 Excellence in Nursing Award

HCA Houston Healthcare Conroe had 44 colleagues achieve the bronze Good Samaritan Foundation Excellence in Nursing Award!

The purpose of the Good Samaritan Foundation Excellence in Nursing Awards is to recognize those nurses who are leaders at the bedside offering extraordinary and compassionate care and service. While degrees, certifications, and research exhibit great dedication on the candidate's part for developing professionally the Foundation's priority of focus is on the nominees' stories of the work they do everyday servicing patients, families, employees and students.

Maria Arriaga, ADN, RN
Eloisa Asilo, BSN, RN, CCRN
Leo Avendano, BSN, RN
Amy Bakke, BSN, RN, CCRN
Theresa Bauerle, BSN, RN, WOCN
Katie Bechtold, BSN, RN
Kelly Beran, BSN, RN, CCRN
Mary Berczy, MSN, RN, TCRN, NE-BC
Ellen Patricia Bovey, BSN, RN
Lori Bullock, ADN, RN
Erica Caparoso, BSN, RN, Medsurg-BC
Ariel Corrales, ADN, RN
Heather Croteau, ADN, RN
Morgan Darby, BSN, RN
Renee Doss, ADN, RN, C-EFM
Michael Edwards, BSN, RN, CVRN-BC
Alicia Evans, BSN, RN
Sheranda Fesler, PhD, RN, RNC-NIC, NE-BC, CPHQ, CPPS, FNAHQ
Taylar Fuselier, BSN, RN, CVRN-BC
Tana Hager, BSN, RN, CMSRN
Melissa Halbaedier, MSN, RN, CEN
Timothy Harrison, BSN, RN

Casey Kalousek, BSN, RN, CEN
Joan Kelley, MSOL, BSN, RN, CPHQ, CIC, CRRN
Annette Krivda, ADN, RN
Stephanie Lord, BSN, RN
Scott McCready, BSN, RN
Elizabeth Nalley, BSN, RN, Medsurg-BC
Ashleigh Nimmo, ADN, RN
Cecilia Nowakowski, BSN, RN, Medsurg-BC
Ashley Schkade, ADN, RN
Burton Schnabel, LVN
Roberta Siegfried, BSN, RN, Medsurg-BC
Aldina Simic, ADN, RN
Barbara Sternberg, ADN, RN
Elle Stockman, BSN, RN
Emma Stockman, BSN, RN
Ashlee Sullivan, ADN, RN
D'Ana Tullos, BSN, RN
Christina Veliz, BSN, RN, Medsurg-BC
Michelle Warden, BSN, RN
Teranee Warren, LVN
Minnie Washington, MSN, RN, Medsurg-BC
Jennifer Wheaton, ADN, RN

2023 Nursing Employee of the Year Eloisa Asilo, BSN, RN, CCRN in ICU



Congratulations HCA Conroe Nurses!

On Tuesday, April 16, HCA Healthcare celebrated the achievements of the 2023 Units of Distinction winners. This program highlights the individual departments that have excelled in nursing practice through nursing-specific quality indicators, employee engagement, retention and care experience metrics.

There are two levels of recognition: Unit of Distinction which is the top 5% of like units and Honorable Mention or top 10% of like units. This year there was a total 199 total recognitions across the enterprise for both categories.

We completely rocked it! We had a total of 3 recognitions in our hospital.

One department received the #1 position for their department category. As a result, the CNO and department leader traveled to Nashville to be acknowledged at the ceremony.

Unit of Distinction Winners – Top 5%



HCA Houston Conroe PCU

Angelo Carambas, CNO
Mary Berczy, Director

Progressive Care Unit



Honorable Mention Winners – Top 10%

Intensive Care Unit



Intermediate Care Unit



Good Catch Award 2023

The Good Catch Award is awarded to a frontline staff member in recognition of their effort to promote quality, safety, and risk prevention. Quality, Safety, and Risk Prevention equips and empowers HCA Conroe to offer care that is safe, timely, effective, efficient, equitable, and patient-centered.

Anthony McGarvey

Brooke Skero

Tiffany Thompson

Turney Devaney

Salvacion Ramos

Stephanie Montalbo

Thalita Jeniffer

Santana dos Santos

Cynthia Garay

Employee Engagement Index

The chart below contains the results from our survey in October 2023.

Purpose	94
Role Fit	91
Collaboration	91
Care	90
Respect	89
Meaningful Conversations	89
Belonging	89

