



MICHAEL E. SULLIVAN, DBE, RN, HEC-C, FACHE
 Associate Professor; Graduate Program Director and
 Title V Project Director

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EDUCATION

<u>Year</u>	<u>Institution – City, State</u>	<u>Degree/Major</u>
2013	Loyola University – Stritch School of Medicine Chicago, IL	DBe – Bioethics and Health Policy (Doctorate in Bioethics and Health Policy)
2005	Loyola University – Stritch School of Medicine Chicago, IL	MA – Bioethics and Health Policy
1985	University of Houston - Clear Lake Houston, TX	MS – Education
1977	University of Texas Medical Branch School of Nursing Galveston, TX	BSN – Nursing

LICENSURE AND BOARD CERTIFICATION

1978 – Present	Texas RN License	Expires – 07/30/2021
1998 – Present	California RN License	Expires – 09/31/2022
1998 – Present	Hawaii RN License	Expires – 06/30/2023
2000 – Present	Fellow, American College of Health Care Executives. Chicago, IL (Board Certified)	Expires – 12/30/2022
2019 – Present	Healthcare Ethicist Consultant American Society for Bioethics & Humanities, Chicago, IL (Board Certified)	Expires – 05/31/2024

PROFESSIONAL EXPERIENCE

<u>Year</u>	<u>Institution</u>	<u>Position/Title</u>
07/01/2021– Present	University of St. Thomas Houston, TX	Associate Professor and Graduate Program Director Title V Project Director

PROFESSIONAL EXPERIENCE (cont'd)

07/01/2018 – 06/30/2021	University of St. Thomas Houston, TX	Assistant Professor Nursing
08/01/2016 – Present	University of St. Thomas Houston, TX	Assistant Professor – Ethical Leadership Doctoral Program
03/27/2016 – 04/01/2017	– CHI St. Luke’s Health Houston, TX	Divisional Director – Healthy Communities
06/15/2014 – 03/22/2016	St. Joseph Medical Center Houston, TX	Administrative Director – Risk Management, Ethics and Spiritual Care Services
07/02/2003 – 09/30/2004	CHRISTUS St. Catherine Hospital Katy, TX	Interim Chief Nurse Executive (Concurrent with Vice President Administrative responsibilities)
09/01/1999 – 02/01/2014	CHRISTUS Health Gulf Coast Houston, TX	Vice President – Mission Integration, Ethics and Administrative Services
02/01/2000 – 02/01/2014	CHRISTUS Health Gulf Coast Houston, TX	Administrator – St. Joseph Hospital Behavior Medicine
01/06/1998 – 05/25/1999	St. John Hospital Nassau Bay, TX	Interim Chief Nurse Executive (Concurrent with Assistant Administrator Administrative responsibilities)
10/15/1996 – 08/31/1999	St. John Hospital Nassau Bay, TX	Assistant Administrator – Operations
02/01/1985 – 10/14/1996	St. John Hospital Nassau Bay, TX	Administrative Director Director – Quality Resource/ Risk Management
02/03/1983 – 01/31/1985	St. John Hospital Nassau Bay	Director – Risk Management
12/28/1981 –01/31/1983	St. John Hospital Nassau Bay, TX	Patient Care Coordinator
04/01/1980 – 12/23/1981	St. Joseph Hospital Houston, TX	Surgical Oncology Director
02/14/1978 – 03-30/1980	St. Joseph Hospital Houston, TX	Nurse Clinician – Medical - Surgical Services

HONORS AND AWARDS

- 08/2020 Joseph M. McFadden Excellence in Service Award - Honorable Mention
- 08/2020 Celt Care Above & Beyond Award
10/1998 Sigma Theta Tau International
- 09/1985 Kappa Delta Pi

SCHOLARLY ACTIVITIES

ABSTRACT ACCEPTED FOR PRESENTATION

Campbell-Law, L., Nguyen, L. & Sullivan, M., (2019) *Integration of the Sacred Vocation Program in the Bachelor of Science of Nursing Curriculum*. Served as second author Abstract accepted for presentation at Sigma Theta Tau 45th Biennial Convention. Washington, D.C.

MANUSCRIPT SUBMITTED FOR PUBLICATION

Palliative Care: Broadening Horizons for Individuals Facing Chronic or Life-Threatening Conditions. Manuscript submitted to HealthCare Ethics Committee Forum (2019).

RESEARCH

Sullivan, M. (2012). *Predictive Genetic Testing and Screening in the Age of Genomic Medicine: Implications for Ethics, Research and Social Considerations*. Loyola University, Stritch School of Medicine, Chicago, IL.

Sullivan, M. (2012). *My Sister's Keeper: Defining and Addressing Ethical Dilemmas*. Loyola University, Stritch School of Medicine, Chicago, IL.

Sullivan, M. (2011). *Values-Based Decision Making: A Process for Enriching the Mission and Ethics of Healthcare*. Loyola University, Stritch School of Medicine, Chicago, IL.

Sullivan, M. (2011). *Public Health Disparities: Addressing the Social Determinants for Health and Wellness*. Loyola University, Stritch School of Medicine, Chicago, IL.

Sullivan, M. (2011). *Centers for Disease Control and Prevention: A Response to XRB-TB*. Loyola University, Stritch School of Medicine, Chicago, IL.

Sullivan, M. (2011). *School-Based Health Care Centers: Enhancing Students' Futures*. Loyola University, Stritch School of Medicine, Chicago, IL.

Sullivan, M. (2011). *CHRISTUS Our Daily Bread: Providing Culturally Competent Care to Homeless Clients*. Loyola University, Stritch School of Medicine, Chicago, IL.

Sullivan, M. (2005). *Sowing Justice – Reaping Peace: Understanding the Moral and Ethical Dimensions of the Catholic Social Teaching Through Sacred Scripture*. Loyola University, Stritch School of Medicine, Chicago, IL.

Sullivan, M. (2004). *Ethics Consultation in Health Care: From Theory to Practice*. Loyola University, Stritch School of Medicine, Chicago, IL.

RESEARCH (cont'd)

- Sullivan, M.** (2004). *Code of Ethics: Reframing Professionalism in Medicine*. Loyola University, Stritch School of Medicine, Chicago, IL.
- Sullivan, M.** (2004). *In the Pursuit of Justice: Directing Efforts to Eliminate Disparities in Health Care*. Loyola University, Stritch School of Medicine, Chicago, IL.
- Sullivan, M.** (2003). *Ethical and Legal Considerations in Healthcare*. Loyola University, Stritch School of Medicine, Chicago, IL.
- Sullivan, M.** (2002). *Medical Risk Management: Preventative Strategies for Healthcare Providers*. Houston, TX.
- Sullivan, M.** (1998). *Medical Ethics and Social Responsibility*. Houston, TX: Sisters of Charity of the Incarnate Word Health Care System.
- Sullivan, M.** (1988). *Controlling Medical Malpractice Liability: A Systems Approach*. Sisters of Charity of the Incarnate Word Health Care System, Houston, TX.

STEM RESEARCH

- Sullivan, M.** (2020). *Houston: We Have a Problem: The Scourge of Human Trafficking Student Outcomes Measures*. The University of St. Thomas, Houston, TX.

PRESENTATIONS

- Sullivan, M.** (2020). *Culture & Ethnic Nuances in Addressing Advance Care Planning*. Loyola University Chicago Stritch School of Medicine, Chicago, IL.
- Sullivan, M.** (2020). *Professional Nursing Practice*. University of St. Thomas, Houston, TX.
- Sullivan, M.** (2020). *Houston, We Have a Problem: The Scourge of Human Trafficking*. University of St. Thomas, Houston, TX.
- Sullivan, M.** (2020). *Empathy, Sympathy & Compassion – What's the Difference?* University of St. Thomas, Houston, TX.
- Sullivan, M.** (2020). *Reflections on Becoming a Nurse*. University of St. Thomas, Houston, TX.
- Sullivan, M.** (2020). *Equity of Care: Major Health Issues Facing Minority Communities*. University of St. Thomas, Houston, TX.
- Sullivan, M.** (2019). *Diversity: As Defined by Community Outreach Ministries* (Community Health Leadership Panel). University of St. Thomas, Houston, TX.
- Sullivan, M.** (2019). *Toward a New Horizon; The Remaining Uninsured & Prospects for Coverage and Care*. University of St. Thomas, Houston, TX.
- Sullivan, M.** (2019). *Sacred Vocation: Scripture as Story*. University of St. Thomas, Houston, TX.
- Sullivan, M.** (2019). *Organizational Culture and Ethical Values*. University of St. Thomas, Houston, TX.

PRESENTATIONS (cont'd)

- Sullivan, M.** (2019). *Catholic Identity*. Archdiocese of Galveston Houston — San Jose Clinic, Houston, TX.
- Sullivan, M.** (2019). *Holistic Nursing Practice*. University of St. Thomas, Houston, TX.
- Sullivan, M.** (2019). *Values-Based Decision Making*. University of St. Thomas, Houston, TX.
- Sullivan, M.** (2019). *Patient Safety/Communication*. University of St. Thomas, Houston, TX.
- Sullivan, M.** (2019). *In Pursuit of Equity and Excellence in Education*. University of St. Thomas, Houston, TX.
- Sullivan, M.** (2018). *Ethical and Religious Directives for Catholic Health Care Services: A Brief Tour*. Archdiocese of Galveston Houston - San Jose Clinic, Houston, TX.
- Sullivan, M.** (2018). *Clinical Bioethics: A Practical Approach to Ethical Decision-Making*. University of St. Thomas, Houston, TX.
- Sullivan, M.** (2018) *Palliative Care: Called to be the Compassion of God*. Presented at the Pontifical Academy Colloquium, University of St. Thomas, Houston, TX
- Sullivan, M.** (2018). *Addressing Culture & Ethnic Nuances in Advance Care Planning, Palliative and End of Life Care*. University of St. Thomas President's Colloquium, Houston, TX.

Doctoral Dissertation

A Time for Decision: Preserving Patient Autonomy through Self-Determination.

Doctoral Capstone

Advance Care Planning: Addressing Barriers Within the African American and Hispanic Cultures in the Utilization of Advance Directives. Loyola University, Stritch School of Medicine, Chicago, IL.

Born to Buy: Ethical Implications of Television Advertisements Directed Towards Minors. Loyola University, Stritch School of Medicine, Chicago, IL.

Thesis

- Sullivan, M.** (1999). *Integrating Ethics: Utilizing Decision-Making Models in Patient Care*. American College of Healthcare Executives, Chicago, IL.
- Sullivan, M.** (1985). *Managing Hospital Utilization: The Prerequisite to Prospective Payment Survival*. University of Houston - Clear Lake, Houston, TX.

Publications

Scholarship & Community

Ausborn, V., **Sullivan, M.**, Lamy, J. et.al (2016) *CHI St. Luke's Health Community Needs Assessments and Implementation Strategies*. CHI St. Luke's Health, Houston, TX.
<https://www.stlukeshealth.org/about-chi-st-lukes-health/healthy-communities>

Articles

- Sullivan, M., et al.** (2018) *Home Health Care Providers Face Strong Demand for Services*. Houston Chronicle, March 9th. <https://www.chron.com/jobs/amp/Home-health-care-providers-face-strong-demand-for-12742006.php>
- Sullivan, M.** (2004). Providing for those most vulnerable. *Texas Catholic Herald*, 40(23). Houston, TX.
- Sullivan, M.** (1998). Medical ethics and social responsibility. *Intermission*, 7(3), Houston, TX.
- Sullivan, M.** (1995). Ethical and religious directives: Integrating mission with ministry. *Intermission*, 4(3), Houston, TX.
- Sullivan, M.** (1995). Preserving patient autonomy. *Intermission*, 4(1). Houston, TX.
- Sullivan, M.** (1990). Let's revive hospital risk management programs. *Texas Medicine*, 86(110). Houston, TX.
- Sullivan, M.** (1988). Controlling medical malpractice liability: A systems approach. *Sisters of Charity of the Incarnate Word Health Care System Risk Management Enterprise*, 12(15). Houston, TX.

Published Book

- Sullivan, M.** (2006) *A sacred journey: CHRISTUS St. Joseph Hospital 1887-2006*. Southwest Precision Publishers. Houston, TX.

COMMUNITY OUTREACH PROGRAMS & SERVICES

Established sustainable community health programs/services for those in need and on the margins of society.

University of St. Thomas (2017 – Present)

August 2020 Spearheaded COVID Testing for UST faculty, staff, students, and the community-at-large by establishing a partnership with United Memorial Medical Center and the City of Houston. (YTD – 1844 COVID tests performed)

<https://news.stthom.edu/nursing-students-glean-valuable-lessons--while-giving-covid-vaccines-at-casa-juan-diego/>

<https://news.stthom.edu/ust-partners-with-city-of-houston-and-ummc--to-offer-free-covid-19-testing-to-community/>

<http://www.houstontx.gov/health/NewsReleases/houston-health-department-and-partners-announce-free-covid-19-testing-schedule-for-week-of-september-14.html>

<https://news.stthom.edu/ust-mandatory-covid-testing-for--residence-hall-students-and-athletes-begins-next-week/>

<https://www.newsbreak.com/texas/houston/news/1615274700504/ust-mandatory-covid-testing-for-residence-hall-students-and-athletes-begins-this-week>

<https://celt-independent.com/2020/08/12/ust-offers-free-covid-19-testing-for-students-faculty-staff/>

<https://www.khou.com/article/news/health/coronavirus/some-universities-mandate-students-get-tested-for-covid-19-before-returning-to-campus/285-b897abcd-4ebe-4046-ae0a-42c46b84d8b1>

Served as a guest speaker on Maria Radio (World-Wide Radio 11-12-19 & 02-08-20) and Guadalupe Radio (Houston-Based Radio 01-20-20) addressing Anti-Human Trafficking.

Coordinates administration of Annual Flu Vaccine Clinic for University community members, students and faculty. In lieu of payment, recipients are requested to donate needed care items to designate community ministries

October 2020: 103 vaccines administered. and 76-filled boxes of personal care items and household supplies gifted to Angela House - Houston

October 2019: 101 vaccines administered. 63-filled boxes of personal care items gifted to Magnificat House - Houston

October 2018: 140 vaccines administered. 50-filled boxes of personal care items gifted to Covenant House Texas

November 2018: 33 vaccines administered to Casa Juan Diego clients, residents, staff and volunteers

November 2018: Coordinated St. Michael's Home "A Day at the University of St. Thomas" for St. Michael's Home residents and staff – 52 in attendance.

October 2017: 110 vaccines administered. 950 lbs. of pet food/supplies gifted to Meals on Wheels homebound seniors for their pets.

CHRISTUS Community Health Ministries – (1999 – 2014)

Healthy Living Mobile Clinic

Established a collaborative mobile health program delivering primary and preventive care (including immunizations), which targets the elderly, women, and children. 5,700 annual client encounters.

Christ Clinic

Primary care clinic serving non-insured or underinsured patients. Secured community partners provide financial and in-kind support of healthcare volunteers and assistants. In addition, the clinic offers an onsite pharmacy.

Breath of Life

Established a primary health care clinic for the uninsured/underinsured patients with an improved quality of life through easily accessible health care and guidance. The Breath of Life clinic offers preventive and acute care services.

Southwest Community Health Care Center

In collaboration with the City of Houston, established primary maternal fetal services and preventative care, wellness education, social services and infant primary care up to 18 months to underserved urban community.

Family Roads

Established community agencies collaborative to provide life-skill classes and education to the Southwest Houston communities residents.

Congregational Health Ministry

Program implemented within 16 churches, temples, and synagogues to provide a continuum of care, especially for the underserved populations, through an ongoing partnership with Catholic Charities in collaboration with the Archdiocese of Galveston-Houston, by initiating congregational-based programs with a focus on wellness and healthy living.

Point of Light Clinic

Established primary care clinic offering services two evenings a week, including immunizations to medically underserved population. Clinic has transitioned to full-time services providing acute and episodic care by a family practice physician for those with limited or no financial resources.

Wee See Vision Program

Service created to offer eye examinations and corrective glasses to children who are financially or medically indigent.

School Based Health Centers

Nurse practitioners provide acute, primary, and emergency care within 10 school based health centers (public and Catholic Intercity Schools) to children from low-income families by utilizing innovative telemedicine programs. Via laptop computers, medial assistant working at the SBHC connect with family nurse practitioners and physicians, Healthcare professionals interface by assessing students and providing real-time diagnosis and prescriptions.

Communities in Schools

Created special classes and activities for children at high risk of drop out. The school offers opportunities for academic and personal success. Provides in-kind office and classroom within an acute care facility.

School at Work

To break the cycle of poverty, secured the opportunity to provide GED preparation classes for low income employees (food service, housekeeping, central services) to obtain a GED diploma during work hours. GED courses (English & Spanish) are taught by local community college two days per week at work. Within 2 years 48 regional employees graduated and awarded their GED diploma; thereby securing opportunities to seek higher paying positions.

CHRISTUS Literacy Center

Implemented a collaborative initiative established among CHRISTUS Health Gulf Coast, the Archdiocese of Galveston/Houston and the Dominican Sisters of the Sacred Heart. The Literacy Center provides reading as a secondary language (ESL) classes, language and writing skills for individuals who are not proficient in English to enhance pronunciation, vocabulary, reading, and writing skills.

Our Daily Bread

A ministry which serves as a respite for the homeless, those who are chemically dependent and/or experience mental/psychiatric disorders. The Center serves approximately 3,500 clients per month, providing meals, clothing, hygiene, counseling and referrals services. Our Daily Bread serves all clients with respect and dignity in a matter befitting one of God's very own.

No One Dies Alone

No one is born alone, and in the best of circumstances, no one dies alone. Yet from time to time terminally ill patients come to hospitals who have neither family nor close friends to be with them as they near the end of life. No One Dies Alone is a volunteer program established within CHRISTUS Health Gulf Coast hospitals to provide the reassuring presence of a volunteer companion to dying patients who would otherwise be alone. With the support of the nursing staff, companions are able to help provide patients with that most valuable of human gifts: a dignified death, as one surrenders themselves to the "One" who loved them first.

Telemedicine for the Homeless

Homeless men and women seeking help at Our Daily Bread in Galveston have access to free psychiatric services via telemedicine, through a partnership between CHRISTUS Health Gulf Coast and the University of Texas Medical Branch at Galveston. A psychiatrist is available to the clients for four hours each week to assess, counsel, educate, and advise on managing medications. Reduced recidivism to UTMB Emergency Center by 87% and incarceration by 95% within the initial year. First US telemedicine initiative established to address the unique psycho-social needs of the vulnerable homeless population.

Hitoshi Nikaidoh, M.D. Memorial Award

This award was created in honor of Dr. Hitoshi Nikaidoh to honor and recognize his life and continue his work through support of the healing work of others in the future. Dr. Nikaidoh was a talented and dedicated physician committed to helping patients and improving the health of those in need. The fund was created to allow qualified candidates to participate in medical mission work, both domestically and in foreign countries. To this end, awards are given twice a year to one or more 3rd and 4th year medical students, medical residents, or other physicians in their first five (5) years of practice.

Clinical/Community Affiliation Agreements & Negotiated Discount Rates

UST Clinical Affiliation Agreements	UST Community Affiliation Agreements	UST Negotiated Discounted Rates
CHI St. Luke’s Health – The Woodlands Hospital - 2018	Angela House -2018	Discounted Health Screenings Negotiated and secured “ <i>UST Discount Rate</i> ” with Concentra Medical – Houston for faculty and students needing required immunizations, vaccines, health, and drug screen by clinical affiliates. - 2018
CHI St. Luke’s Health – Lakeside Hospital - 2018	The Brookwood Community - 2019	Discounted Hotel Rates Negotiated and secured “ <i>UST Corporate Hotel Rate</i> ” for faculty and students traveling to Galveston for scheduled clinical rotations. - 2019
CHI St. Luke’s Health Springwoods Village Hospital – 2018	Casa Juan Diego - 2018	
CHI St. Luke’s Health – The Vintage Hospital - 2018	Catholic Charities - 2019	
CHI St. Luke’s Health – Sugar Land Hospital - 2018	Covenant House - 2018	
CHI St. Luke’s Health – Patients Medical Center - 2018	Lord of the Streets - 2018	
CHI St. Luke’s Health – Brazosport Hospital - 2018	San Jose Clinic - 2019	
HCA Houston Southeast Medical Center - 2018	The Magnificat Homes – Houston - 2019	
Memorial Hermann – Southeast Hospital - 2019	St. Michael’s Home - 2018	
Memorial Hermann – Pearland Hospital - 2019	Houston Food Bank - 2020	
The University of Texas MD Anderson Cancer Center - 2020		

UNIVERSITY COMMITTEE MEMBERSHIP

PSON Admission Committee	PSON DNP Program Committee	PSON Faculty Council
PSON Nursing Peer Review Committee	PSON Undergraduate Enrollment Management and Retention Committee	PSON Undergraduate Program Evaluation Committee
UST Undergraduate Curriculum Review Committee	UST <i>"The Call Toward Tomorrow"</i> Ethos/Culture/Spirit Orientation Committee	UST Student Research Committee

Community Service

2018 – Present	Casa Juan Diego Houston, TX Community Volunteer
2017 – Present	Lord of the Streets Nursing Volunteer Houston, TX
2000 – Present	Catholic Charities Houston, TX Community Volunteer
1999 – Present	Healthy Living Mobile Unit Houston, TX Nursing Volunteer
1998 – Present	Hale Mohalu Kalawao, HI Nursing Volunteer
1990 – Present	St. Clare of Assisi Catholic Church Houston, TX Parish Ministries
1995 – Present	Point of Light Clinic Dickinson, TX Nursing Volunteer
1987 – 2014	CHRISTUS Our Daily Bread Galveston, TX Nursing Volunteer
1978 – Present	San Jose Clinic Houston, TX Board of Directors

TEACHING ACTIVITIES

University of St. Thomas University

Bachelor of Science Program - Peavy School of Nursing

July 2017 – Present

NURS 3354 Caring for the Community
NURS 4655 Transition to Nursing Practice
NURS 1032 Foundation in Critical Thinking

Doctor of Nursing Practice Program

NURS 7302 Ethical and Social Justice
NURS 7208 Financial Management in Health Care

Doctoral Program - School of Education and Human Services

August 2016 – Present

EDUC 8310 Ethical Resource Allocation

Served as Faculty, Dissertation Chair and Committee Member providing thought leadership throughout dissertation proposal, development, and defense.

School of Education and Human Services Dissertation Review Committee

Committee Member 2020

Ramos, J.R. (2020). *The Human Person Concept in Health Care Professional Thinking and Medical Practice*. University of St. Thomas, Houston, TX.

Escobar, M. E. (2020). *Mixed-Method Study of Assistant Principal Preparedness and Retention in Elementary Schools*. University of St. Thomas, Houston, TX.

Committee Chair 2019

Jones-Hinds, E. (2019) *The Educator Code of Ethics: Policy and Educator Understanding through School Faculty Handbooks*. University of St. Thomas, Houston, TX.

Committee Member 2019

Eagleton, IV, M.A (2019). *Role of ethical Motives on Decision-Making if Texas Public Secondary School Leaders*. University of St. Thomas, Houston, TX.

Green, B.D. (2019). *Food Insecurity among First Year University Students Majoring in Engineering: Correlation between Food Insecurity and Academic Success*. University of St. Thomas, Houston, TX.

Johnson, J.D. (2019). *Perceptions of Texas Public School Principals on Character Education and Development*. University of St. Thomas, Houston, TX.

Kirk, A. (2019). *Leadership and a Culture of Accountability within Community-based Nonprofit Organization Serving Children in a Poor Urban Neighborhood*. University of St. Thomas, Houston, TX.

Mendez, C. (2019). *Catholic Social Teaching and Inclusion of Elementary Catholic School Students with Disabilities*. University of St. Thomas, Houston, TX.

Robert, E.S. (2019). *Perceptions of Early Childhood Teachers' Cultural Understanding of Latin American Immigrant Students*. University of St. Thomas, Houston, TX.

Graduate Program - School of Business

University of Houston – Clear Lake

Healthcare Administration Program

2012 – 2014 Served as invited ethics lecturer for graduate business management and healthcare administration classes. Examined contemporary ethical scenarios from diverse perspectives to enhance students' critical thinking skills.

Clinical/Administrative Practice Experience

2010 - 2014

Palliative Care

Established palliative care program within CHRISTUS Health Gulf Coast hospitals. Served as an advocate, educator and clinical resource for patients, families, staff and physicians. Enhanced the delivery of nursing care through the use of nursing process in the areas of practice, education and consultation, and served as subject matter expert. Participated in research and teaching programs.

2003 - 2014

Regional Clinical Ethicist

Developed clinical ethics program within CHRISTUS Health Cost facilities and collaboratively throughout CHRISTUS Health Ministries. Provided support, including consultation, and education for healthcare employees and medical staff in support of the ethics committee ethics consultation services. Responsible for the integration of ethics and values into clinical practice and the organizational culture and operations. Lead in the development, implementation, and ongoing evaluation of the ethics educational program and services.

2003 - 2014

Behavioral Medicine

Provided leadership in the work setting by serving in a clinical administrative role to enhance patient care and support organizational goals. Developed competency assessment activities for nursing personnel. Provided in-service and formal education programs to enhance nursing skills. Responsible for the planning, implementation, and evaluation of Continuing Nursing Education (CNE) activities.

1999 - 2014

Regional Compliance Officer

Served as the Regional Corporate Compliance Officer with CHRISTUS Health Gulf Coast, functioning as an independent and objective body by reviewing and evaluating compliance issues/concerns within the organization. Educating Board of Directors, management and employees to ensure compliance with the rules and regulations of regulatory agencies, and system, policies/procedures are being followed, and that behavior in the organization meets the company's Standard of Conduct.

1980 - 1981

Surgical Oncology

Directed 56 in-patient intermediate oncology department in accordance with the accreditation/regulatory standards. Assisted nurses in development of plan of care and provided continuing education based upon identified need/opportunity. Ensured continuity of care provided to

patients across healthcare setting, utilized evidence-based protocols and clinical pathways. Collaborated with other healthcare disciplines to enhance quality of care.

1978 – 1980

Nurse Clinician - Medical/Surgical

Provided professional nursing care to patients in accordance with individual needs, physician orders, hospital policy and standards of professional nursing practice.

PROFESSIONAL AFFILIATIONS

Current
memberships

American College of Healthcare Executives

American Nurses Association

American Society for Bioethics and Humanities

Catholic Healthcare Professionals of Houston

Greater Houston Chapter of the American College of
Healthcare Executives

Sigma Theta Tau International - Psi Iota Chapter

Texas Hospital Association

Texas Nurses Association

The American Society of Law, Medicine & Ethics

The National Catholic Bioethics Center

Past
Memberships

1977 – 1983

Oncology Nurses Society

1977 - 2000

National League of Nursing

2010 – 2014

National Hospice and Palliative Care Organization