

**BRANDON “KIT” BREDIMUS, DNP, RN, CEN, CPEN, CNML, NE-BC, CENP, NEA-BC, FACHE**

**EDUCATION**

Texas Tech University Health Sciences Center <i>Lubbock, Texas</i> Doctor of Nursing Practice	2019
Texas Tech University Health Sciences Center <i>Lubbock, Texas</i> Master of Science in Nursing Administration	2015
University of Texas Medical Branch at Galveston <i>Galveston, Texas</i> Bachelor of Science in Nursing	2006

**BOARD CERTIFICATIONS**

Fellow of the American College of Healthcare Executives <i>American College of Healthcare Executives</i>	2021
Nurse Executive, Advanced Certification <i>American Nurses Credentialing Center</i>	2020
Certified in Executive Nursing Practice <i>American Organization for Nursing Leadership</i>	2020
Nurse Executive Certification <i>American Nurses Credentialing Center</i>	2017
Certified Nurse Manager and Leader <i>American Organization for Nursing Leadership</i>	2015
Certified Pediatric Emergency Nurse <i>Board of Certification for Emergency Nursing</i>	2011
Certified Emergency Nurse <i>Board of Certification for Emergency Nursing</i>	2010

**TECHNICAL CERTIFICATIONS & LICENSURE**

Certificate in Executive Leadership <i>American Organization for Nursing Leadership</i>	2022
Qualified Mental Health Provider – Community Service <i>State of Texas, Permian Basin Mental Health Authority</i>	2019
Basic Life Support for Healthcare Providers <i>American Heart Association</i>	2005
Registered Nurse Licensure – TX727410 <i>Texas Board of Nursing</i>	2006

**PROFESSIONAL EXPERIENCE**

Midland Memorial Hospital, Midland, TX <b>Chief Nursing Officer / Vice President, Nursing</b>	2019 – Current
Midland Memorial Hospital is a 293-bed acute care hospital holding Level III Trauma Center, Maternal Level III designation, and Neonatal Level II designation. Three-time designated Pathway to Excellence hospital and On the	

Journey to Magnet Excellence with dually accredited practice transition programs in Nursing Residency and Nursing Fellowship. Reports to Chief Operating Officer. Nursing Operations Budget: \$297,000,000 overseeing almost 600 Full-Time Equivalents. Member of Executive Team with accountability for Nursing Services including: Emergency Department, Critical Care, Inpatient Surgical Services, Medical and Oncology, Women’s and Children, Clinical Operations, and the Center for Advancing Professional Excellence. Attend and prepare regular reports to the Board of Directors, Board of Trustees, Finance Committee of the Board, Quality Improvement Committee of the Board and Strategic Planning Committee of the Board. Attend and represent Executive Team and Nursing Services at Medical Executive Committee and majority of medical staff committees, departments and sections. Oversight of the American Nurses Credentialing Center’s Practice Transition, Pathway to Excellence, and Journey to Magnet Excellence recognition programs. Drive operational excellence. Regulatory readiness (e.g., Det Norske Veritas). Technology advancements (i.e., Electronic Health Records, Computerized Provider Order Entry, Bar-Code Medication Administration, Smart Phone Technology, etc.). Raised NDNQI Nurse Satisfaction Survey results to above the 75<sup>th</sup> percentile in all domains. Led the organization in planning, opening, and operating a 48 inpatient bed expansion through the COVID-19 pandemic.

Midland Memorial Hospital, Midland, TX

2013 - 2019

***Director of Emergency Services***

Providing expert, competent, credible, and visible leadership serving to advocate for the Emergency Department. Supporting shared decision-making and allocating resources to staff. Developed a patient experience training program that resulted in patient satisfaction in the ED going from the bottom 10<sup>th</sup> percentile to the 90<sup>th</sup> percentile within 4 months. The patient experience training was then implemented house wide and improved scores on HCAHPS. Created and implemented a nursing clinical ladder program for the organization that has helped raise BSN and certification rates. Raised employee satisfaction in the ED to above the 90<sup>th</sup> percentile among Magnet organizations in all domains for three consecutive years. Reduced turnover within the ED by 50% over five years. Served as a good financial steward with below budget performance and optimizing productivity below the national mean while maintain positive employee experience and managing a 25% growth in patient volumes. Created implemented a mental health training program for staff that resulted in improved competency and confidence for staff organizationally. Served as instructor and content expert for Trauma Nursing Core Course (TNCC), Emergency Nursing Pediatric Course (ENPC), Neonatal Resuscitation Program, Advanced Cardiac Life Support (ACLS), Pediatric Advanced Life Support (PALS), and Basic Life Support (BLS) Instructor. Also, subject matter expert and champion for Baird Group Service Excellence Trainer, Geriatric Emergency Nursing Education (GENE) Course, S.A.F.E. Approach Expert Trainer, and Certified Master Values Trainer.

Midland Memorial Hospital, Midland, TX

2008 - 2013

***Staff Nurse***

Emergency Department

Functioned as a core Team Leader and clinical practice expert. Served as instructor and content expert for Trauma Nursing Core Course (TNCC), Emergency Nursing Pediatric Course (ENPC), Neonatal Resuscitation Program, Advanced Cardiac Life Support (ACLS), Pediatric Advanced Life Support (PALS), and Basic Life Support (BLS) Instructor. Received additional specialization in geriatric, pediatric, trauma, and mental health conditions.

University Medical Center at Brackenridge, Austin, TX

2006 - 2008

***Acute Care R.N. III***

Trauma / Surgical Floor

Served as charge nurse and demonstrated advanced clinical practice on acute care trauma patients. Facilitated orientation and continuing education classes as a subject matter expert and Basic Life Support (BLS) as Instructor.

**ACADEMIC APPOINTMENTS**

University of Texas at the Permian Basin, Odessa, TX

2022 – Current

***Adjunct Faculty, College of Health Sciences and Human Performance***

Texas Tech University Health Sciences Center, Lubbock, TX  
*Adjunct Faculty, School of Nursing*

2020 – Current

## PROFESSIONAL RECOGNITIONS

University of Texas Medical Branch School of Nursing Hall of Fame - 2022  
 Professional Who’s Who - 2021  
 Nursing Management’s Richard Hader Visionary Nurse Leader Award, Runner-up - 2021  
 Texas Nurses Association / Texas Nurses Foundation “Year of the Nurse” Award - 2021  
 Midland Reporter Telegram “Newsmakers of the Year” - 2020  
 American Organization for Nursing Leadership Professional Young Voices Awardee – 2019  
 Marquis Who’s Who in America – 2019 - 2022  
 American Organization for Nursing Leadership Pamela Thompson Early Careerist Award – 2018  
 Midland Memorial Daisy Nurse Leader of the Year Nominee – 2017 & 2018  
 Midland Memorial Hospital Transformational Leadership Professional Excellence Award – 2017  
 Modern Healthcare’s Rising Stars in Nursing Awardee – 2017  
 Midland Magazine 20 Under 40 Awardee – 2016  
 America’s Most Amazing Nurse Nominee – 2016  
 Texas Tech Health Sciences Center School of Nursing Dean’s Award of Excellence – 2015  
 Midland Memorial Hospital Nursing Excellence Award in Transformational Leadership – 2014  
 National Distinguished Certified Emergency Nurse Award Nominee – 2012  
 Cambridge Who’s Who Among Nursing Professionals – 2007  
 University of Texas Medical Branch John D. and Mary Ann Stobo Award in Oslerian Medicine – 2006  
 University of Texas Medical Branch School of Nursing Excellence in Leadership Award – 2006  
 University of Texas Medical Branch Student Nurses Association Student of the Year – 2006

## PROFESSIONAL ORGANIZATION INVOLVEMENT

American Organization for Nursing Leadership (AONL)	2013 - Current
AONL Nurse Executive Fellowship	2021 - 2022
AONL Awards Sub-Committee	2020 - 2022
AONL 2020 Annual Meeting Committee	2019
AONL Professional Young Voices Committee	2018
AONL 2019 Annual Meeting Planning Committee	2018
AONL Early to Mid-Careerist Education Subcommittee	2017
AONL Nurse Director Fellowship	2015
AONL Emerging Nurse Leader Institute	2013
Texas Nurses Association (TNA)	2014 - Current
Board of Directors, At-Large	2021 – Current
Investment Committee	2021 – Current
TNA House of Delegates	2021
Texas Organization for Nursing Leadership (TONL)	2013 - Current
TONL Board of Directors District 2 Representative	2018 - Current
TONL Membership Committee	2017 - Current

-Chair of Committee	2018 - Current
Permian Basin Organization for Nursing Leadership	2017 - Current
President	2019 - Current
Founding Member and President-Elect	2017

#### ACTIVE PROFESSIONAL MEMBERSHIPS

American College of Healthcare Executives	2020
Association for Leadership Science in Nursing	2020
Permian Basin Organization for Nursing Leadership	2017
Texas Nurses Association	2014
American Nurses Association	2014
American Organization for Nursing Leadership	2013
Texas Organization for Nursing Leadership	2013

#### PROFESSIONAL PRESENTATIONS & INTERVIEWS

2022

- “Interview with Kit Bredimus, Chief Nursing Officer Midland Memorial Hospital” – Video/Podcast Interview. The Krista Escamilla Show. Virtual
- “Cross Collaboration and Professional Organizations” – Guest Speaker. Chamberlin University Spring Community Advisory Meeting and Clinical Partner Summit. Virtual.
- “Trending substance abuse struggles in the Permian Basin” – Presentation. CASA of West Texas. Midland, TX
- “Innovative Solutions to Address Staffing Challenges” – Expert Panelist. Texas Hospital Association 2022 Annual Conference. Houston, TX
- “Embracing leadership opportunities during challenging times” – Podcast Interview. Nursing Management
- “DNP systems leadership: Leadership effectiveness, safety, and quality” – Expert Panelist. Texas Tech University Health Sciences Center School of Nursing. Lubbock, TX.
- “With crisis come opportunity: Lessons of a new nurse leader” – End Note Featured Presentation. San Antonio Indian Nurses Association 3rd Annual International Conference. Virtual.

2021

- “Never let a good crisis go to waste: Lessons of a new nurse leader” – Podium Presentation. American Organization for Nursing Leadership 2021 Annual Conference. Virtual.
- “Midland healthcare update” – Expert Panelist. Midland League of Women Voters. Virtual
- “West Texas vaccine expert panel press conference” – Expert Panelist. Children at Risk. Virtual
- “COVID-19 vaccine update” – Podium Presentation. Rotary Club of Midland. Midland, TX.
- “Leading change as a DNP leader to improve population health” – Expert Panelist. Texas Tech University Health Sciences Center School of Nursing. Virtual.
- “The state of nursing in Midland” – Podium Presentation. Leadership Midland. Midland, TX.
- “DNP systems leadership: Leadership effectiveness, safety, and quality” – Expert Panelist. Texas Tech University Health Sciences Center School of Nursing. Virtual.

2020

- “Overwhelmed and understaffed: Rural hospitals struggle with Texas' worst COVID-19 surge” – Interview. Texas Public Radio

- “Keep the celebrations coming: Sustaining a culture of excellence from one designation to the next!” – Podium Presentation. ANCC Virtual Summit 2020.
- “Moving your career forward as an early careerist” –Podcast Interview. Today in Nursing Leadership Podcast, American Organization for Nursing Leadership.
- “CNO’s with a heart”- Podcast Interview. Once a Nurse, Always a Nurse Podcast.
- “Perspectives on caring: A virtual panel” – Panelist, Texas Nurses Association.

## 2019

- “I didn’t see it coming: Improving mental health competency in frontline nursing staff” – Podium Presentation. Texas Tech University Health Sciences Center School of Nursing DNP Symposium. Lubbock, TX
- “They’re not crazy: Improving mental health competency for nurses” – Mini-Podium Presentation. Doctors of Nursing Practice 12<sup>th</sup> National Conference. Washington, D.C.
- “I didn’t see it coming: Improving mental health training for nurses in the hospital setting” – Podium Presentation. Sigma Theta Tau 45<sup>th</sup> Biennial Convention. Washington, D.C.

## 2018

- “Facebook at work: A leader’s key to success” – Podium Presentation. American Organization of Nurse Executives (AONE) Annual Conference. Indianapolis, IN
- “Best practices in nursing leadership: 2018 AONE award recipients” – Podium Presentation. American Organization of Nurse Executives (AONE) Annual Conference. Indianapolis, IN

## 2017

- “Improving communication and staff satisfaction through integration of social media” – Poster Presentation. Emergency Nurses Association (ENA) Annual Conference. Pittsburg, PA
- “Improving communication and staff satisfaction through integration of social media” – Poster Presentation. Texas Organization of Nurse Executives (TONE) Annual Conference. Dallas, TX
- “A culture of ownership: Improving nurse engagement and patient experience in the ED” – Keynote Presentation. Press Ganey Regional Education Symposium, Dallas, TX.
- “Why this nurse executive believes in transparent leadership” – Interview. Johnson & Johnson Nursing Notes: Insights from the new nurse.
- “Nurse executives in health care with Kit Bredimus” – Podcast Interview. Johnson & Johnson Nursing Notes Live.

## 2016

- “Improving organizational culture through improving individual team members” – Podcast Interview. The Report Room with Brian Weirich.
- “Transformational leadership” – Lecture. University of Texas Permian Basin School of Nursing, Odessa, TX.
- “A culture of ownership boosts ED experience and engagement at Midland Memorial Hospital”- Interview. Press Ganey Industry Edge.
- “Industry innovators – Emergency Department”- Town hall forum. Press Ganey National Client Conference, Orlando, FL
- “Self-improvement techniques to improve nurse engagement and the patient experience in the Emergency Department” – Podium Presentation. Press Ganey National Client Conference, Orlando, FL.

## 2015

- “Transformational Leadership” – Lecture. University of Texas Permian Basin School of Nursing, Odessa, TX.
- “Advancing care of the elderly: Reducing admission times of geriatric patients within the Emergency Department” – Poster Presentation. TTUHSC Student Research Competition, Lubbock, TX.

- “Improving downtime documentation processes with consolidation of resources” – Poster Presentation. AONE CIT Meeting, Midland, TX.

2014

- “Improving communication and staff satisfaction in the emergency department through integration of social media” – Poster Presentation. AONE CIT Meeting, Midland, TX.
- “Improving communication and staff satisfaction through social media” – Podium Presentation. AONE CIT Meeting, Midland, TX.

#### PEER-REVIEWED JOURNAL PUBLICATIONS

- Dent, B., Anderson, R., Bredimus, B. K. (Accepted Manuscript) Chapter: Growing Dynamic Leaders through Mentoring in “Mentoring in Nursing through Narrative Stories Across the World”.
- Porter-O’Grady, T., Bredimus, B.K. (2022). A reflection on disinformation management for nurse leaders. *Nurse Leader*. in-press. doi: 10.1016/j.mnl.2022.01.007
- Tye, J. (2022). Richard Hader Visionary Leader Award 2021 Visionary Leader Runner-up Brandon “Kit” Bredimus. *Nursing Management*, 53(4), 34-37. doi: 10.1097/01.NUMA.0000821712.22686.5e
- Bredimus, B. K., Batcheller, J., Boswell, C., & Dent, B. (2022). The influence of the Doctor of Nursing Practice on west Texas health care: Case study. *Nurse Leader*, 20(1), 96-100. doi:10.1016/j.mnl.2021.09.004
- Tye, J., Bredimus, B. K., Wiggins, J. (2021). A four-step model of positive culture change to enhance employee and patient engagement and improve clinical and quality outcomes. *American Society for Quality Implementing the Healthcare Quality Management System Monograph*, 1(4). 1-48.
- Dent, B (2021). Interviews with Jerome Dayao, Rosanne Raso, Kit Bredimus, and Deena Gilland. *Nurse Leader*, 19(2), 122-134. doi: 10.1016/j.mnl.2021.02.003
- Bredimus, B. K. (2020). When mentorship mattered. *Nursing Management*, 51(7), 48-49. doi: 10.1097/01.NUMA.0000669076.32008.b3
- Bredimus, B. K. (2020). Mental health preparedness: A nurse leader’s role. *Nurse Leader*, 18(1), 48–53. doi: 10.1016/j.mnl.2019.11.008
- Bredimus, B. K. (2019). Changing culture to drive nurse engagement and superior patient experience. *Nurse Leader*, 17(5), 395–398. doi: 10.1016/j.mnl.2019.08.003
- Bredimus, B. K. (2017). 2016 visionary leader: Bob Dent. *Nursing Management*, 48(1), 27-30. doi: 10.1097/01.NUMA.0000511183.18419.cc
- Novotny, A., Foltz, M., Griner, T., McDonald, B., Parniawski, P., Palmer, C., ... Weirich, B. (2016). Keeping the center: Leadership resilience through shared learning. *Nurse Leader*, 14(2), 126-129. doi: 10.1016/j.mnl.2015.11.009

#### SELECTED MEDIA RECOGNITION (SINCE 2020)

2022

- Permian Basin Gives PBS Telethon, CASA of West Texas Guest Panelist for live show and marketing events.
- Texas Hospital Association featured panelist for THA 2022 Annual Conference.
- Featured on Nursing Management social media and website for podcast “Embracing leadership opportunities during challenging times”

2021

- Featured in AONL Voice: Fuchs Urges Nurse Leaders to Share Expertise Through Advocacy.
- Featured in Texas Department of Health and Human Services statewide PSA campaign on COVID-19 vaccine information, shared online and through large displays at pop-up events across Texas in partnership with Wal-Mart. <https://www.oaoa.com/local-news/dshs-to-host-covid-vaccine-outreach/>

- Quoted in Becker’s Healthcare Review “When a nursing shortage and COVID-19 collide: How 4 CNOs are responding”. August 18<sup>th</sup>, <https://www.beckershospitalreview.com/nursing/when-a-nursing-shortage-and-covid-19-collide-how-4-cnos-are-responding.html>.
- Quoted in Nursing Management’s article “Meaningful recognition: An imperative for nurse manager well-being”.
- Featured in HealthLeaders Media "National Nurses Week: Going Above and Beyond" recognizing dedicated nurse leaders who have made sacrifices as they’ve led their nursing staff through unprecedented and difficult times.
- Featured in Texas Tech Health Sciences Center PULSE Magazine for resiliency in disaster response and my career journey.
- *Stay Strong for Us: Stories of hope, courage, and resilience* – Featured in an electronic book published by Joe Tye featuring stories of hope from healthcare workers and leaders across the nation.
- “TTUHSC COVID-19 PSA Campaign” – Featured in videos aired regionally and online from the Texas Tech University Health Sciences Center and affiliated practices.
- Quoted in January 2021 AONL *Voice of Nursing Leadership* by AONL President Mary Ann Fuchs and *Nursing Management* article by Joe Tye and Bob Dent “Everyday courage for extraordinary times” regarding advocacy and standing up for your staff in times of crisis.
- *Building a Culture of Ownership in Healthcare, 2<sup>nd</sup> Edition*. Published book where I was a featured endorsement and example given within the book about my leadership journey and incorporating values into the workplace.
- Local media recognition and interviews for COVID response and involvement with Midland Unified Command through local news outlets such as Midland Reporter Telegram, NBC, CBS, and ABC affiliates.

2020

- “Midland leadership putting nurses at risk” – Interview with the Texas Nurses Association about advocacy in west Texas for hospital workers.
- “Midland Memorial Hospital’s Chief Nursing Officer ‘baptized by fire’” – Interview with local NBC affiliate on the turmoil faced in my first year as the CNO.
- Featured by many local news outlets for tours of our COVID units and mobilization of the FEMA tent for COVID operations.

#### COMMUNITY SERVICE & OUTREACH

- Board Member and Vice President for the Permian Basin Great 25 Nurses
- Board Member for University of Texas Medical Branch School of Nursing Alumni Association
- Board Member and Vice President for St. Ann’s Catholic School Board
- Court Appointed Special Advocate (CASA) volunteer and Guardian Ad Litem with CASA of West Texas.
- Active in St. Ann’s church ministry activities and St. Ann’s School activities
- Volunteer medical education for community teachers and High Sky Children’s Ranch foster parent training.
- Foster parent and relief foster home for High Sky Children’s Ranch providing emergency and respite placements
- Life skill coaching for the Basin Dream Center for Orphans on wide range of topics
- Midland Independent School District Career Technology Education Long Range Planning Committee
- Texas Family Leadership Council - Texas Rural Advocate Coalition (TRAC) Member
- Thank a Healthcare Hero co-organizer and member