

Nickolaus (Nick) Escobedo DNP, RN, OCN, NE-BC
(He/Him)

EDUCATION

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| Doctor of Nursing Practice (DNP)-Executive Leadership University of Texas Health Science Center at Houston | August 2016-May 2019 |
| Master of Science in Nursing (MSN)-Educational Leadership Texas Tech University Health Sciences Center Associate Degree in Nursing to Master of Science Bridge | August 2010-December 2012 |
| Associate Degree in Nursing (ADN) San Jacinto College-Central | August 2008-May 2010 |

LEADERSHIP EXPERIENCE

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| Associate Chief Nursing Officer (ACNO) Houston Methodist Hospital (HMH) | October 2019 – Present Houston, TX |
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Under the direction of the Chief Nursing Officer (CNO), provide leadership, accountability, operational and Strategic direction for nursing operations for various departments and services.

- Continued Director oversight for medical oncology, inpatient bone marrow transplant unit; interim coverage for surgical oncology and women's services
- Ensuring Facility and Nursing Strategic framework are implemented for various project to include CAUTI/CLABSI, Pressure Ulcer Prevention and Hand Hygiene
- Implementation and development related to palliative care screening and nurse champion program
- Executive sponsor for System Informatics & Technology Council

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| Clinical Director Houston Methodist Hospital (HMH) | August 2017-October 2019 Houston, TX |
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Provide leadership, accountability, operational and strategic direction for nursing and business operations of the inpatient medical oncology unit and inpatient bone marrow transplant unit.

- Responsible for a 118 FTE team, including two clinical managers
- Experience with design, construction and change management initiatives in a large academic medical center
- Consistent Tier 1 performance as measured by the Press Ganey Employee Opinion Survey

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| Clinical Manager Houston Methodist Hospital (HMH) | December 2014-August 2017 Houston, TX |
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Provide leadership, accountability and day-to-day supervisory operations of two ambulatory Infusion/treatment units with a focus on oncology/hematology and neuromuscular diseases.

- Responsible for the supervision and management of a 42 member, multidisciplinary team
- Successfully involved in the planning and execution of a facility development project to expand medical oncology infusion services and increase from 25 to 41 chairs
- Successfully involved in the planning, building and execution of EMR transition to the EPIC system

Clinical Manager February 2013-December 2014
 Memorial Hermann-Memorial City (MC) Houston, TX
Provide leadership, 24 hour accountability and day-to-day supervisory operations of a 40-bed medical oncology unit.

- Played a key role in the recruitment, selection, training of staff and change initiatives involved in transitioning from a 20 bed inpatient unit to a 40 bed inpatient unit
- Formulate and ensure optimal patient outcomes and customer satisfaction. For Fiscal year 2014 responsible for movement of Hospital Consumer Assessment of Healthcare Providers and Systems (HCAHPS) scores from 39% to 61%
- Supervision and implementation of new programs focused on employee engagement including self scheduling, staff education programs, and unit-based shared governance participation. For Fiscal Year 2014, responsible for movement of Press Ganey Employee Opinion Survey results from Tier 3 (2013) to Tier 1 (2014)

CLINICAL EXPERIENCE

Registered Nurse (RN) II March 2012-February 2013
 Memorial Hermann-Texas Medical Center (TMC) Houston, TX
Demonstrate competence in the clinical skills required for patient care while applying nursing knowledge and skills to clinical situations on a 17 bed Medical/Surgical Oncology Unit

- Successful completion of Memorial Hermann TMC RN II orientation; Charge Nurse Training; Clinical Coach Workshop

Registered Nurse (RN) March 2011-March 2012
 Oncology Consultants, PA Houston, TX
Responsible for the coordination and delivery of nursing care for adult oncology patients in a 24- chair infusion suite.

Registered Nurse (RN) June 2010-March 2011
 Houston Methodist-Willowbrook Houston, TX
Demonstrate competence in the clinical skills required for patient care while applying nursing knowledge and skills to clinical situations on a 36 bed inpatient medical/surgical telemetry unit while assuming ownership for achieving patient outcomes

- Successful completion of the Methodist Willowbrook Graduate Nurse Residency Program
- Responsible for implementing a clinical pilot study related to inpatient falls and the geriatric population
- Provided strong contributions as the chair of a unit based shared governance committee

PROFESSIONAL LICENSES AND CERTIFICATIONS

- Registered Nurse License
 State of Texas # 786416 Expiration: January 31, 2024
- Basic Life Support for Healthcare Provider
 American Heart Association Expiration: August 31, 2022
- Oncology Nursing Certification (OCN)
 Oncology Nursing Certification Corporation Expiration: December 31, 2024
- Nurse Executive Board Certified (NE-BC)
 American Nurses Credentialing Center Expiration: June 31, 2025

PROFESSIONAL PRESENTATIONS

Escobedo, N (2013, October). Oncology: Symptom management. *Oncology Certified Nurse (OCN) Review*. Lecture conducted by the Oncology Nursing Society: Way Out West Chapter, Houston, TX

Escobedo, N (2015, September). Comparing and Contrasting Quality Improvement, Evidence-Based Practice and Research. Poster presentation for the Outpatient Infusion Services Team, Houston, TX

Escobedo, N (2016, March). Millennials: Developing Tomorrow's Leaders Today. Ignite Session Presentation for the American Organization of Nurse Executives, Fort Worth, TX.

Escobedo, N (2016, May). Huddle Up: Implementing and Evaluating Daily Multidisciplinary Team Huddles in an Outpatient Oncology Infusion Clinic. Poster Presentation for the Oncology Nursing Society, San Antonio, TX.

Escobedo, N (2017, March). Over-Engaged: Strategies and Discussion to Achieve Work/Life Balance: Podium Presentation for the American Organization of Nurse Executive, Baltimore, MD.

Escobedo, N (2019, April). Social Media in Healthcare Leadership: Presentation for the Houston Organization of Nurse Executives, Houston, TX.

Escobedo, N (2021, October). Looking Towards the Future: Technology in Nursing Practice: Presentation for the 2021 Nursing Development Forum of Chengdu-Chongqing Twin City Economic Circle for the West China (HUAXI) Hospital of Sichuan University and the First Hospital of Chongqing Medical University.

Major Professional Affiliations and Committees

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| Board Member The Rose | August 2022 - Current |
| President Houston Organization for Nursing Leadership (HONL) | January 2022 – Current |
| Board Member, Publicity Houston Organization for Nursing Leadership (HONL) | August 2018 – January 2022 |
| Appointed Board Member, President Oncology Nursing Certification Corporation | July 2016-May 2021 |
| Co-chair, Diagnostic and Therapeutic Committee Houston Methodist Hospital | October 2016-December 2017 |
| Member, Research and EBP Committee Houston Methodist Hospital | January 2016-December 2017 |
| Member, TONE Membership Committee Texas Organization of Nurse Executives | October 2015-December 2016 |
| Member, 2015 Nurse Manager Fellowship | January 2015-December 2015 |

American Organization of Nurse Executives (AONE)

Member, Diagnostic and Therapeutic Committee
Houston Methodist Hospital

January 2015-October 2016

Chair, Nursing Peer Review Committee
Memorial Hermann-Memorial City

January 2014-December 2015

PROFESSIONAL ASSOCIATIONS

- Member August 2015 – Current
Houston Organization for Nursing Leadership (HONL)
- Member August 2014 - Current
American Organization for Nursing Leadership (AONL)

PERSONAL

- Strategic thinker that is results driven
- Adapts well to challenging work environments, mature, self-motivated; proven ability to work independently with minimal guidance; demonstrated leadership abilities
- Proven ability to build positive relationships with patients, family members, physicians and other members of the interdisciplinary team.
- Fluent in Spanish