

Nickolaus Escobedo, DNP, RN, NE-BC

BIO

Nickolaus (Nick) Escobedo is a distinguished healthcare leader with extensive experience in nursing and clinical management. His dedication to advancing patient care, improving clinical operations, and fostering leadership within the nursing profession has marked his career.

With a decade of experience in the healthcare industry, Dr. Escobedo has excelled in various nursing roles, ranging from direct patient care to executive leadership. He began his journey at Houston Methodist as a Professional Student Nurse and later joined the Nurse Residency Program as a Graduate Nurse.

Dr. Escobedo gained leadership experience as a Shared Governance Lead and Magnet Unit Champion before stepping into formal leadership as a Nursing Clinical Manager. He returned to Houston Methodist in this role, overseeing diverse areas of practice. He was later promoted to Director of the Inpatient Cancer Service Line at Houston Methodist Hospital and, in 2024, advanced to his current role as Associate Chief Nursing Officer at Houston Methodist Cypress Hospital.

He holds a Doctor of Nursing Practice (DNP) from the University of Texas Health Science Center at Houston, a Master of Science in Nursing with a focus on Educational Leadership from Texas Tech University Health Sciences Center, and an Associate of Science in Nursing from San Jacinto College-Central. He is board-certified as a Nurse Executive (NE-BC) and holds an Oncology Nursing Certification (OCN).

Nick's leadership extends beyond his clinical roles. Dr. Escobedo is actively involved in professional organizations and committees, including serving as a board member for The Rose and the American Organization for Nursing Leadership (AONL). He holds several certifications including Oncology Nursing Certification (OCN), and Nurse Executive Board Certified (NE-BC).

A sought-after speaker, Nick has presented on a range of topics at national and international conferences. His presentations cover areas such as cancer nursing, quality improvement, leadership development, and diversity, equity, inclusion and belonging in healthcare.

His career is a testament to his unwavering dedication to nursing excellence, leadership, and innovation. His contributions have had a profound impact on patient care and the professional development of nursing staff, positioning him as a leading figure in nursing and healthcare leadership.

STATEMENTS

1. Provide a statement describing the biggest issue facing AONL and potential strategies to address the issue.

Preparing and supporting the nursing workforce will remain a top priority for AONL. As technology continues to reshape how we care for patients, it's more important than ever to ensure nurses at all levels are empowered to lead through change. One of our key strategies will be partnering with healthcare organizations to strengthen support for AONL membership, making sure more nurses have access to the tools, education, and community they need. We'll also focus on targeted marketing and fundraising to grow and evolve our educational programs and fellowships.

2. Describe your actions to increase engagement/belonging within your organization or community.

As an executive nurse leader, I believe that creating a culture of belonging and mattering is foundational to nursing excellence. In my current role as I have opened a new hospital, I have intentionally designed onboarding and leadership development processes that centered on inclusion, psychological safety, and shared purpose. I worked closely with new leaders and staff to co-create unit cultures and focus on early professional governance. These actions fostered trust, empowered team members, and laid a foundation for exceptional care.

3. Illustrate the unique perspective or skills you would bring to the AONL Board.

As a male nurse leader in a predominantly female profession, I bring a distinct and inclusive perspective to the AONL Board. As an early careerist with deep expertise in care redesign and technology integration, I offer progressive insights that bridge innovation with practical application. My experience spans both academic medical centers and community, settings, giving me a comprehensive view of healthcare delivery. I'm passionate about mentoring emerging leaders and building a diverse leadership pipeline—ensuring the future of nursing leadership is both representative and resilient.

4. Describe your actions to improve health outcomes through advocacy.

One example of this work can be highlighted in my efforts as an executive nurse leader and AONL DEIB Committee chair, I advanced health equity by integrating DEIB principles into nursing leadership, through the AONL channels. Partnering with AONL staff and the DEIB committee creation and national rollout of Toolkit Version 2, equipping nurse leaders with actionable strategies to address disparities and foster inclusive care. This work aligned with organizational missions by promoting equitable outcomes, inclusive leadership, and a culture of belonging across healthcare systems.