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CLEAR
FOCUS

ON

nursing
excellence



LizAnn Bittle, B.S.N., R.N. | Texas Health Dallas

TEXAS HEALTH NURSE ANNUAL REPORT





Julie Balluck, D.N.P., R.N., NEA-BC

A Message from the Chief Nursing Executive

In 2025, Texas Health nurses excelled in all Six by '26 focus areas. We put in the work to deliver exceptional care for our patients while supporting each other. We hit it out of the ballpark with our key performance indicators (KPIs), with most performance at the threshold or target levels, and our quality was recognized by the Centers for Medicare & Medicaid Services, with 10 of our wholly owned hospitals earning four- or five-star ratings.

The launch of acute telepresence, featuring virtual nursing, at our two innovation units in 2025 was a significant milestone for Texas Health. I am so proud of the willingness of Texas Health nurses to be flexible and embrace this new nursing model, which has already proved to be a game changer. Learning from and scaling new approaches piloted at our innovation units will impact how we provide nursing care for years to come.

Not only did we excel in caring for our patients in 2025, we also excelled in caring for each other. We launched a new PEER 2 PEER program and encouraged professional growth through a new Nursing Peer Feedback program. Our Nursing Congress led with passion, and we celebrated 42 nurses being named to the DFW Great 100 Nurses list.

It was a stellar year for Texas Health nurses, and I am grateful to each nurse for their commitment to **Our Texas Health Promise: Individuals Caring For Individuals, Together.** I hope you will join me in reading through our 2025 Texas Health Nurse Annual Report and celebrating the many ways our nurses advanced Vision 2026. I know we will build on our 2025 successes this year and look forward to working with you along the way.

“Not only did we excel in caring for our patients in 2025, but we also excelled in caring for each other.”



Chief Nursing Officers



Missy Angeley, M.S.N., R.N., NEA-BC
Texas Health Harris Methodist Hospital
Hurst-Eules-Bedford



**Shonna Bracco, D.N.P., M.H.A.,
R.N., NEA-BC, FACHE****
Texas Health Arlington Memorial Hospital



Vicki Brockman, D.N.P., R.N., NEA-BC
Texas Health
Harris Methodist Hospital Cleburne



**Mae Centeno, D.N.P., APRN,
ACNS-BC*****
Texas Health Resources Virtual Care



**Jennifer Chavez, D.N.P., MBA, R.N.,
ACNP-BC, NEA-BC**
Texas Health
Harris Methodist Hospital Fort Worth



**Scott Domingue, D.N.P.,
MBA, R.N., NEA-BC*****
Texas Health Resources
Behavioral Health



Lori Donovan, M.S.N., R.N., NEA-BC
Texas Health Harris Methodist Hospital
Southwest Fort Worth



Pam Duffey, D.N.P., R.N., NEA-BC***
Texas Health
Specialty Hospital Fort Worth



**Sherri Emerson, MBA/M.S.N.,
R.N., FACHE***
Texas Health Heart & Vascular
Hospital Arlington



Dort Foglia, Ph.D., R.N., NEA-BC
Texas Health Hospital Frisco



**Sandi Gill, M.H.A., B.S.N.,
R.N., NEA-BC****
Texas Health Presbyterian Hospital
Flower Mound



**Tami Hlus, D.N.P., R.N.,
NEA-BC, FACHE**
Texas Health Hospital Rockwall

* Also serves as president

** Also serves as professional services officer

*** Also serves as chief operating officer

Chief Nursing Officers



**Laura Massey, D.N.P., M.H.A.,
R.N., CPN**
Texas Health Presbyterian Hospital Plano



**Kari McCord, M.S.N., RNC-OB,
C-EFM, NE-BC**
Texas Health Presbyterian Hospital Allen



**Andrea Newman, M.H.A., B.S.N.,
R.N., CPHQ****
Texas Health Harris Methodist Hospital
Stephenville



**Rona Ng'ethe, D.N.P., M.S.N.,
R.N., CNML**
Texas Health Center for
Diagnostics & Surgery Plano



**Sharon Radcliffe, D.N.P., MBA, M.S.N.,
R.N., BSc, CENP, CPPS, WCC**
Texas Health Southlake



Kim Shutze, Ph.D., MBA, R.N.
Texas Health Resources Central Staffing Office
and Patient Logistics



**Kendra Slatton, D.N.P.,
R.N., NEA-BC**
Texas Health
Harris Methodist Hospital Alliance



**Tonya Sosebee, M.S.N.,
R.N., NEA-BC***
Texas Health
Harris Methodist Hospital Azle



**Michele Spieler, MBA, B.S.N.,
R.N., NEA-BC**
Texas Health
Presbyterian Hospital Dallas



**Toya White, J.D., MBA, M.S.N.,
APRN, FNP-C, FACHE***
Texas Health Presbyterian Hospital Kaufman



**Melissa Winter, D.N.P.,
R.N., NEA-BC**
Texas Health Presbyterian Hospital Denton

* Also serves as president
** Also serves as professional services officer

Nursing *by the Numbers*

Registered nurses*
10,882



8 Health Science Fellows
(graduates)



356 APRNs*



16 Evidence-Based Practice Fellows
(graduates)



191 Faith Community nurses



*At all wholly owned hospitals, ambulatory facilities, virtual nursing and Texas Health Physicians Group as of Nov. 10, 2025



7 Magnet® Designated Hospitals

- Texas Health Arlington Memorial
- Texas Health Dallas
- Texas Health Denton
- Texas Health Fort Worth
- Texas Health Hurst-Euless-Bedford
- Texas Health Plano
- Texas Health Southwest Fort Worth



10 Pathway to Excellence® Designated Hospitals

- Texas Health Allen
- Texas Health Alliance
- Texas Health Azle
- Texas Health Center for Diagnostics & Surgery
- Texas Health Cleburne
- Texas Health Frisco
- Texas Health Kaufman
- Texas Health Rockwall
- Texas Health Specialty Hospital Fort Worth
- Texas Health Stephenville

Vision 2026:

Six by '26



CONSUMER FOCUS

- Provide the easiest way to access and navigate care.
- Earn the trust and loyalty of healthcare consumers.



EXCEPTIONAL CARE

- All care venues perform at least in the top quartile or equivalent in quality and safety outcomes.
- Lead in quality and health outcomes across priority service lines.



TRANSFORMATIVE GROWTH

- Grow faster than the market.
- Deepen trusted relationships with providers.



CAPABILITY DEVELOPMENT

- Embrace automation, innovation and new technologies.
- Drive efficiency and improve experiences for consumers and care teams.



VALUE CREATION

- Offer differentiated products that are high quality and affordable.
- Build strong relationships with employers and payors.



CULTURE OF EXCELLENCE

- Maintain our unique culture to be an employer of choice and pillar of our community.
- Nurture a culture of community where everyone can thrive and do their life's best work.



Through their shared commitment to earning the trust and loyalty of healthcare consumers, Texas Health nurses collaborated to develop new strategies for improving the patient experience. Six questions were added to the HCAHPS (Hospital Consumer Assessment of Healthcare Providers and Systems) survey in 2025. Nurses homed in on the new questions and worked to improve the patient experience. Nurses also supported target performance* of the system's Net Promoter Score.



Lani Saguil, B.S.N., R.N.-BC, Texas Health Dallas

At **Texas Health Frisco**, nurses collaborated with lab team members and hospitalists to cluster care and change the timing for morning lab collections to support a more restful environment. Their work contributed to target performance for the "hospital environment" domain on the HCAHPS survey.

Nurses at **Texas Health Dallas** worked with lab and pharmacy team members to understand their needs and how they could collaborate to improve restfulness for patients. Nurses also implemented other strategies for restfulness, including clustering care, being attentive to the room environment and using the Relaxation Channel.



Susie Stovall, B.S.N., R.N.; Sandra Torres; and Michele Webb, B.S.N., R.N., NE-BC, Texas Health Allen

Nurses at **Texas Health Allen** implemented a strategy, featuring rest kits and Relaxation Channel reminders, to help create a more restful environment for patients. The strategy led to an improvement in the hospital's HCAHPS score related to restfulness of the hospital environment by 5%.

Nurses at the **Texas Health Center for Diagnostics & Surgery** used virtual reality headsets with patients to help decrease their anxiety during hospitalization.

To help improve Net Promoter Scores at **Texas Health Cleburne**, nurses participated in "Patient Experience Bingo," marking squares for activities such as updated whiteboards in patient rooms and patient comments on being included in bedside shift report.



Ashtyn Thompson, R.N., and Faith Parrish, R.N., Texas Health Cleburne

*Through October 2025



With clear goals, robust data and a commitment to evidence-based care, Texas Health nurses made significant advances in improving quality care in 2025. Texas Health set a long-term goal for all care venues to achieve four- or five-star ratings from the Centers for Medicare & Medicaid Services (CMS) by 2026. In August 2025, 10 hospitals received a four- or five-star rating.

Nurses also impacted Texas Health's progress on exceptional care key performance indicators, for which data collection on 2025 ended Sept. 30:

- Hospital acquired infection composite – Target performance
- Service-line composite, including glycemic management and nulliparous C-section rate – Threshold performance

Texas Health Southwest had an increase in C. diff events in 2023, prompting the hospital's C. diff work group to focus on causes and prevention strategies. The work group included infection prevention practitioners, medical staff physicians and nursing leadership, including all nurse managers. Their work resulted in a 62% decrease in C. diff infections from 2023 to 2025 – from 13 cases down to five.

At **Texas Health Stephenville**, nurses used an interdisciplinary collaborative approach to review root causes and factors that contribute to hypoglycemia events at the hospital, using the hypoglycemia event analysis tool.

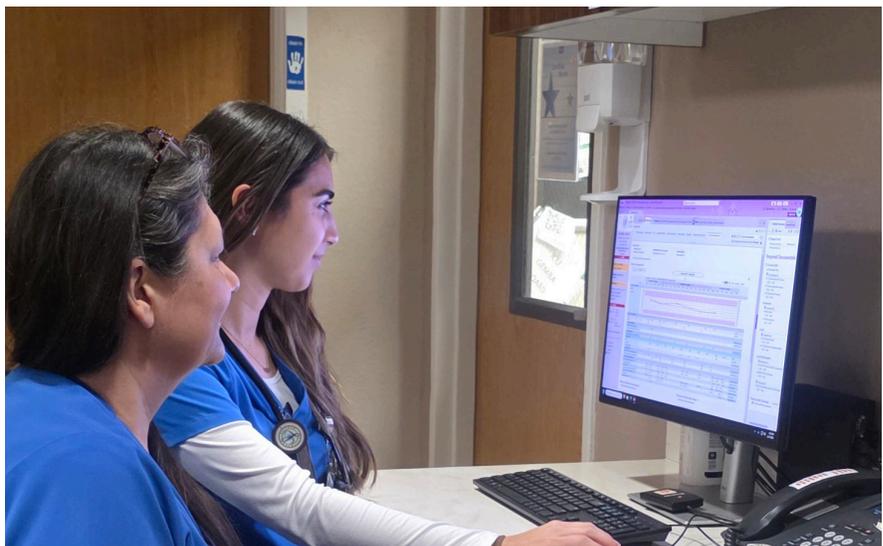


Clarissa Douglas, B.S.N., R.N., CCRN, Texas Health Fort Worth

In February, nurses and others at **Texas Health Azle** celebrated completing 1,000 days without a serious safety event.

Nurses at **Texas Health Specialty Hospital** helped develop a multidisciplinary approach to enhance care for patients with hidradenitis suppurativa.

At **Texas Health Fort Worth**, nurses on the cardiac telemetry unit reduced the number of hospital-acquired pressure injuries by completing education and working more closely with the unit's Turn Team. The initiative was part of an evidence-based practice project by Barbara Brown, M.S.N., R.N., CCRN, CNL, Texas Health Fort Worth, a TCU evidence-based practice fellow.



Joell Tadlock, B.S.N., R.N., CCRN, and Laura Martinez, B.S.N., R.N., Texas Health Stephenville



Emma Rojas, B.S.N., R.N., CA-CP, SANE, SANE-A, Texas Health Fort Worth

To help ensure that access to high-quality health services keeps pace with the needs of our growing community, Texas Health developed new access points, enhanced existing care sites and grew innovative care models in 2025. Nurses played key roles in providing input on how the system’s growth could best serve patients, from participating on planning committees to leading the opening of new units and facilities.

At **Texas Health Plano**, nurses provided input on the design of the hospital’s new eight-story patient tower and Emergency Department expansion, attending design phase meetings and reviewing plans.

Nurses at **Texas Health Rockwall** helped open the hospital’s new neonatal intensive care unit and expanded labor and delivery area.

Nurses from throughout the system served, including members of Nursing Congress, on a team to help design the “**hospital of the future**” for Texas Health.



Jamie Carbonia, M.S.N., RNC-LRN, Texas Health Rockwall



Tawney Myers, R.N., and Ty Nguyen, R.N., Texas Health Southwest

Texas Health nurses were at the forefront of innovation in 2025, with the launch of two innovation units and leadership in research and evidence-based practice. Their commitment to improved patient outcomes and experience makes capability development a top priority.

Innovation units were established in 2025 at **Texas Health HEB** and **Texas Health Southwest**. Selected because of their reputation for openness to change, the two units piloted new technology and processes for efficiency in providing patient care. One of the units' most significant initiatives was implementation of acute telepresence — a virtual nursing model that partners bedside and virtual nurses to care for patients. The initiative connected **virtual nurses** in the Virtual Care Command Center directly to patient rooms, enabling them to assist with documentation, education, admissions, discharges, purposeful rounding and other daily workflows.

Nurses in **16 units at Texas Health hospitals** tested a CareConnect One tool that uses artificial intelligence to build a complete care plan note, created from the patient's chart at the direction of nurses. The tool will be rolled out systemwide in 2026.



Approximately 145 nurses and leaders attended the 2025 Texas Health RINK (Research, Innovation and New Knowledge) Symposium.

Eight nurses graduated from the Texas Health **Health Science Fellowship** in April 2025, and a new cohort of nine fellows started in September. The fellowship is designed to prepare healthcare professionals to serve as leaders for research initiatives to improve patient outcomes.

Sixteen Texas Health nurses graduated from the **TCU Evidence-Based Practice Fellowship** in September 2025. The yearlong fellowship brings together diverse healthcare practitioners to learn about research, evidence and measurement. Seventeen nurses joined a new cohort in the fall.



Jazmin Carreon, B.S.N., R.N., and Michelle Holly, B.S.N., R.N., Texas Health Arlington Memorial

Supported by the hospital's Research, Innovation and New Knowledge council and Magnet® champions, **Texas Health Arlington Memorial's** Excellence Expo featured poster presentations by nurses from throughout the hospital.

Thanks in part to a project conducted by Carri Moody, B.S.N., RNC-LRN, C-ONQS, **Texas Health Flower Mound**, satisfaction scores on the June 2025 Care Team Insights Survey increased along with staff retention. Moody presented her project, "The Impact of Workplace Trauma-Informed Care Education on Staff Satisfaction and Retention" at the annual system RINK Symposium.



Nurses helped implement new programs that set Texas Health apart in the competitive North Texas healthcare market. They also contributed to Texas Health entities receiving recognition from Healthgrades for specialty care, *U.S. News & World Report* for maternity care and the American Heart Association's Get With The Guidelines program for advanced care of patients with heart attacks, strokes and diabetes.



Lydia Lawrence, B.S.N., R.N., Texas Health Plano



Rudy Loremo, ITS; Shannon Manchesi, B.S.N., R.N.; and Kisha Spears, R.N., Texas Health Alliance

Six Texas Health hospitals were among the first in the state to implement **TeamBirth**, a model for person-centered birthing care designed to enhance the patient experience during and after labor and delivery. The hospitals are Texas Health Dallas, Texas Health Arlington Memorial, Texas Health Alliance, Texas Health Fort Worth, Texas Health Southwest and Texas Health HEB. Nurses at **Texas Health Alliance** collaborated with Information Technology and nursing Informatics team members to innovate and make changes so digital boards could be used for TeamBirth at their hospital, as well as other Texas Health hospitals.

Texas Health launched **Enhanced Recovery After Surgery (ERAS®)** in 2025 for specific surgical specialties. The ERAS protocols encompass care plans and education from preadmission through surgery and discharge from the hospital. Nurses served on the multidisciplinary team that oversaw the development of systemwide tools for successful implementation in collaboration with clinical working groups.

For the first time, **Texas Health Southlake** earned the Joint Commission's Gold Seal of Approval® for Advanced Certification in Spine Surgery. Nurses played a key role in helping the hospital achieve the prestigious certification.



Jenna Perry, R.N., RNC-OB, and Chaltu Emana, B.S.N., R.N., Texas Health Dallas

Through shared decision-making, teamwork and professional development, Texas Health nurses maintained a strong culture of excellence in 2025. They were dedicated to their calling as nurses, taking on leadership, advancing their education and skills, and committing to support each other. Their efforts advanced a strong nursing practice environment where all nurses could do their life's best work at Texas Health.

In 2025, delegates to Texas Health **Nursing Congress** heard updates and provided the voice of nursing feedback to leaders and others on key topics across the system. Nursing Congress leaders for 2025 were:

CHAIR

Joell Tadlock, B.S.N., R.N., CCRN
Texas Health Stephenville

VICE CHAIR

Rhonda Ossa, M.S.N., RN, CNOR
Texas Health Arlington Memorial

SECRETARY

Jeane Gomez, B.S.N., R.N.
Texas Health

MEMBERSHIP

Candice LaGayle Ross, M.S.N., R.N.
Texas Health HEB

Texas Health's **Nursing Career Advancement Program (NCAP)** grew bigger than ever, with 28% of eligible nurses participating in the program*, compared with 20% in December 2024. NCAP is intended for direct care registered nurses to obtain additional recognition while advancing their educational, clinical and professional skills.

The program has the following number of nurses at each level*:

- Level III 682**
- Level IV 966**
- Level V 139**
- Level VI 22**

*As of Nov. 30, 2025

Texas Health launched the **Nursing Peer Feedback** program in 2025, providing a robust professional development tool for all nurses. The program features self-assessment, peer feedback, leader feedback and goal setting.

To provide an extra level of support for nurses who have been involved in a stressful patient safety event, Texas Health launched the

PEER 2 PEER program in 2025. The program is designed to provide support and is considered an effective intervention for preventing long-term side effects for "second victims."

Certifications and participation in NCAP nearly doubled at **Texas Health Kaufman** in 2025, leading to more engagement in shared decision-making at all levels of the hospital.

More than 60 Texas Health nurses attended the **Magnet & Pathway Conference™** in Atlanta thanks to support from the Texas Health Foundation's Nursing Excellence Fund.



Texas Health nurses at the Magnet & Pathway Conference™

Texas Health's 2025 DFW Great 100 Nurses



Janet Adams
M.S.N., R.N., SCRN
Texas Health
Denton



Aysha Afaneh
B.S.N., R.N., CCRN
Texas Health Heart &
Vascular Arlington



Stephanie Barnes
B.S.N., R.N.,
CA-CP SANE, SANE-A
Texas Health Dallas



Terry Beske
B.S.N., R.N., CCRN
Texas Health
Arlington Memorial



LizAnn Bittle
B.S.N., R.N.
Texas Health
Dallas



Peggy Brady
B.S.N., R.N.
Texas Health
Arlington Memorial



Emma Carriker
D.N.P., R.N., CNL, PCCN
Texas Health
Fort Worth



Kayla Carruth
A.D.N., RNC-NIC
Texas Health
Plano



Lauren Castillon
M.S.N., R.N., NEA-BC
Texas Health
Dallas



Jane Charles
M.S.N., R.N., CCRN, CNRN
Texas Health
Fort Worth



Courtnee Cross
D.N.P., R.N., NE-BC
Texas Health
HEB



Dung Le
Phuong Duong
B.S.N., R.N., PMH-BC
Texas Health
Dallas



Kristina Egleston
M.S.N., R.N., CIC, LSSYB
Texas Health



Kerrie Fragoso
R.N.
Texas Health
Arlington Memorial



Tammy Gilliam
B.S.N., R.N.
Texas Health
Plano



April Jackson
M.S.N., R.N., PMHN-BC
Texas Health
Plano



Heather Johnson
B.S.N., R.N.
Texas Health
Fort Worth



Tammi Lesczynski
B.S.N., R.N.
Texas Health
Specialty Hospital



Vickie Lloyd
B.S.N., RNC-NIC
Texas Health
Dallas



Kristin Malvik
M.S.N., R.N., CEN, NE-BC
Texas Health
HEB



Karen McCarthy
M.S.N., R.N., CNL
Texas Health
Flower Mound

Texas Health's 2025 DFW Great 100 Nurses



Julie McCasin
M.S.N., R.N., CMSRN
Texas Health
HEB



Elizabeth Morell
M.S.N., R.N., CNS, CNOR
Texas Health
Plano



Leticia Perez
B.S.N., R.N., CMSRN
Texas Health
Frisco



Michelle Peterson
B.S.N., R.N., CCRN
Texas Health
Southwest



Tamarra Prater
B.S.N., R.N.
Texas Health
Fort Worth



Shannon Rapert
M.S.N., R.N., CCRN
Texas Health
Fort Worth



Candice LaGayle Ross
M.S.N., R.N.
Texas Health
HEB



Amanda Russell
B.S.N., R.N., CPHQ
Texas Health
HEB



Ma Veronica Salvador
B.S.N., RNC-LRN
Texas Health
Dallas



Joy Schreiner
B.S.N., R.N., CCRN
Texas Health
Fort Worth



Rebecca Schultz
B.S.N., RNC-MNN, IBCLC
Texas Health
HEB



Swapna Shibu
B.S.N., R.N., PMH-BC
Texas Health
Dallas



Michele Spieler
MBA, B.S.N.,
R.N., NEA-BC
Texas Health
Dallas



Cassidy Stapleton
B.S.N., R.N.
Texas Health
Southwest



Shayna Stevens
M.S.N., R.N., TCRN
Texas Health
Plano



Ashley Stone
B.S.N., R.N., RNC-OB,
C-EFM, C-ONQS
Texas Health
Fort Worth



Rosario Tabor
B.S.N., R.N., CEN
Texas Health
Dallas



Mark Van Wart
M.S.N., R.N.
Texas Health
Fort Worth



Stephanie Vandendyck
B.S.N., R.N., CEN
Texas Health
Arlington Memorial



Leatrice Williams
M.N., APRN,
ACNS-BC, CCRN, SCRN,
ANVP-BC, CHC
Texas Health
Dallas



Chelsea Zepeda
M.S.N., R.N.,
NEA-BC, CCRN-K
Texas Health
Denton

SPOTLIGHT *on Texas Health Presbyterian Hospital Denton*



Clinical Excellence Award winners with Melissa Winter, D.N.P., R.N., NEA-BC, chief nursing officer, and Chelsea Zepeda, M.S.N., R.N., NEA-BC, CCRN-K, associate chief nursing officer, Texas Health Denton

Highlights of the year at Texas Health Denton included:



Quality

The hospital earned a five-star quality rating from the Centers for Medicare & Medicaid Services, reflecting the hospital's performance across five quality measures. In addition, nurses at the hospital's intensive care unit celebrated four years free of central line-associated bloodstream infections as of December 2025.

Engagement

The hospital had a 99% participation rate in the National Database of Nursing Quality Indicators RN Satisfaction Survey and outperformed national benchmarks across all seven domains. The registered nurse (RN) retention rate at the hospital was 98.7%.

Professional Development

The RN certification rate increased from 4% in 2024 to 28% in 2025.

Evidence-Based Projects

Thirteen poster and podium abstracts were submitted and accepted to the Texas Health RINK (Research, Innovation and New Knowledge) Symposium. Also, three projects were disseminated externally, highlighting innovations on regional and national platforms.

SPOTLIGHT on Texas Health Harris Methodist Hospital Hurst-Euless-Bedford



Champion of Excellence award winner Marissa Robles, B.S.N., R.N., PCCN, Texas Health HEB

Highlights of the year at Texas Health HEB included:



Virtual Nursing

Tower 5 at the hospital, one of two innovation units in the system, implemented virtual nursing, a model that partners bedside and virtual nurses. The virtual nurses handled key tasks remotely, freeing bedside nurses to spend more meaningful time with patients and strengthening safety through added support and oversight.

Leadership Training

Nurses participated in a new leadership program at the hospital designed to cultivate and empower future leaders through intentional investment, mentorship and growth opportunities.

Recognition

The hospital presented the Champion of Excellence award to several nurses. The award honors frontline staff who go above and beyond in delivering exceptional care and service.

SPOTLIGHT *on Texas Health Harris Methodist Hospital Southwest Fort Worth*

After first piloting virtual nursing in 2023, the medical-surgical Telemetry 5 unit at Texas Health Southwest fully implemented virtual nursing supported by the system's Virtual Care Command Center in 2025. The virtual nursing model partners bedside and virtual nurses to care for patients. An extension of the bedside team, virtual nurses support documentation, patient education and seamless coordination of care.



Amanda MacGillivray, B.S.N., R.N., CMSRN, at Texas Health Southwest with Laarni Rojas, B.S.N., R.N., acute telepresence virtual nurse on the screen

The unit at Texas Health Southwest, one of Texas Health's two designated innovation units, has experienced many benefits from virtual nursing, including:



Enhanced pain management through purposeful rounding

The virtual nurses' consistent rounding significantly improved pain assessment and reassessment, leading to more effective overall pain management.

Thorough admission and discharge education

Virtual nurses were able to dedicate uninterrupted time to each patient, which facilitates more comprehensive admission and discharge education.

Improved medication reconciliation

For example, a virtual nurse identified discrepancies in a patient's medication profile after discussing home medications. The nurse communicated with the physician to correct the profile, helping to ensure the patient's needs were addressed efficiently.

Perks of Being a Texas Health Nurse

In addition to providing traditional benefits such as medical, dental and vision coverage, Texas Health offers the following benefits and resources to help nurses do their life's best work.

- 

Custom, accredited Texas Health Nurse Residency program
- 

Strong shared governance, with opportunities to be involved in decision-making through unit-based councils, hospital councils and Nursing Congress
- 

Nursing Career Advancement Program (NCAP), designed for direct care registered nurses to obtain additional recognition while advancing their educational, clinical and professional skills
- 

Tuition reimbursement for up to \$5,250 per year for clinical and non-clinical degrees
- 

Student loan repayment program, offering \$50 per month toward student loans
- 

Permanent charge nurse roles designed to help nurses advance in their careers
- 

Paid Time Off program, which gives paid time away from work in whatever way employees need, including holidays, vacation, sick days and personal days
- 

Employee Assistance Program, which provides up to eight free counseling sessions per issue, per year



Audrey Pinyan, R.N., and Shaun Pinyan, R.N., Texas Health Cleburne

- 

Be Healthy Wellness Program, with up to \$600 in rewards available for employees enrolled in medical coverage in addition to programs to support your total well-being, including Headspace, Noom, fitness memberships and more
- 

My Flex Day, which is an extra day of paid time off to celebrate a holiday, enjoy a birthday, have a self-care day or take a mental health break. This day off is available during the calendar year in addition to hours from employees' PTO bank.
- 

Community Time Off, which gives employees the opportunity to receive paid volunteer time for up to one scheduled workday each year
- 

Six weeks of paid parental leave
- 

Adoption assistance with reimbursement available up to \$10,000 for the cost of legally adopting a child under 18
- 

A free child care subsidy of \$23.08 per pay period available for employees enrolled in a day care flexible spending account