

Contact

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Top Skills

Hospitals

Patient Safety

Nursing

Certifications

Adult Health Clinical Nurse Specialist
- Board Certified

Registered Nurse

Advanced Practice Registered
Nurse, Clinical Nurse Specialist
Adult Health

CCRN-K

Honors-Awards

Academic Achievement Award

Great 100 Nurse

Publications

Application of a Comprehensive
Unit-Based Safety Program in
Critical Care: The Royal Exchange

Accelerating the Development of
Higher-Level Clinical Thinking in
Novice Nurses

Catheter Associated Urinary Tract
Infections: Making them Matter

Interruptions and Medication Errors
Part II.

Review of Evidence about Family
Presence During Resuscitation

Sonya Flanders, DNP, APRN, ACNS-BC, CCRN-K

Nursing Leader, Quality-Focused Advanced Practice Nurse,
Collaborator, Value-Added Problem Solver, Clinical Nurse Specialist,
Author, Editor

Richardson, Texas

Summary

Versatile, experienced leader and advanced practice registered nurse with a reputation for high-quality, value-added contributions to patient, professional, and organizational outcomes. Skilled in many aspects of health care including leadership, broad clinical practice expertise, interprofessional teamwork, clinical and patient education, quality, patient safety, creative problem-solving, and change management. As an analytical life-long learner with a diverse background, I have the perspective, passion, and abilities to move ideas into actions and achieve desired results.

Experience

Baylor Scott & White Health

7 years 3 months

Director of Clinical & Patient Learning / System Leader / Efficient
Education to Attain Outcomes

December 2017 - June 2020 (2 years 7 months)

Texas

Responsibilities:

- lead evolution of nimble, value-added education structures and processes to foster innovative, evidence-based clinical and patient education across the care continuum
- assure design, development, and implementation of effective, efficient education practices and delivery methods including eLearning and mobile learning
- lead and contribute to multiple system projects
- orchestrate, prioritize, and direct work of department's high-performing team
- collaborate and consult with organizational leaders, interprofessional colleagues, patient representatives, and other stakeholders

- evaluate practices, processes, and outcomes to drive continuous improvement
- manage departmental budget and resources

Director Patient & Family Learning / Catalyst for Evidence-based Practices for Desired Outcomes

October 2015 - December 2017 (2 years 3 months)

Texas

Responsibilities:

- leading development and evolution of system structures and processes for innovative, evidence-based patient and family learning across the care continuum
- directing processes for development, review, and approval of effective and efficient patient education practices and delivery methods
- leading and contributing to projects focused on organizational clinical, quality, and business priorities
- collaborating and consulting with organizational leaders, interprofessional colleagues, patient representatives, and other internal and external stakeholders
- managing departmental budget

Clinical Nurse Specialist, Center for Learning Innovation and Practice

April 2013 - October 2015 (2 years 7 months)

Dallas/Fort Worth Area

Responsibilities included:

- developing eLearning for health care professionals, patients, and families
- designing and delivering live, engaging presentations
- creating evidence-based educational content for technological delivery to the public (e.g. apps, blogs)
- writing, designing, and editing patient / family education tools adhering to health literacy evidence
- serving as a clinical expert on a multidisciplinary innovation team

Baylor University Medical Center

Clinical Nurse Specialist, Internal Medicine Serviceline

October 2009 - April 2013 (3 years 7 months)

Dallas, Texas

Responsibilities included:

- facilitating application of evidence-based standards to facilitate safe, quality, effective, cost-effective patient care for acutely ill adult medical patients

- collaborating with nursing colleagues, medical staff, and allied health professionals to ensure structures and processes support best possible patient outcomes
- achieving measurable results by identifying and acting upon opportunities for improvement at patient, unit, serviceline, hospital and organizational/system levels
- professional mentoring and facilitation of learning

Baylor Health Care System

Patient Safety Nurse Champion

January 2007 - October 2009 (2 years 10 months)

Dallas/Fort Worth Area

Selected responsibilities included:

- assessment, planning, implementation and evaluation of patient safety strategies and programs through professional nursing and interdisciplinary practice across the system
- collaborative planning and implementation of team training activities
- education and evaluation of structured communication methods
- coordination of system-wide initiatives for education, measurement, and process improvements relating to The Joint Commission National Patient Safety Goals
- selection and/or development of patient and staff patient safety education materials

Baylor University Medical Center

10 years 6 months

Cardiovascular Nurse Clinician

July 1999 - January 2007 (7 years 7 months)

Dallas, TX

Selected responsibilities included:

- clinical and didactic staff education
- facilitation of orientation and preceptor development
- enhancement of evidence-based interdisciplinary clinical practice
- achieving measurable results through collaboration with medical staff on clinical, quality, and safety initiatives
- mentoring staff
- annual competency validation
- policy, procedure, and order set development

Care Coordinator

August 1996 - July 1999 (3 years)

Dallas, Texas

- conducted case management, discharge planning and data collection for cardiovascular patients
- performed utilization management reviews and communicated with payers
- facilitated cardiology mortality and morbidity committee
- led a quality improvement initiative for which the hospital received national recognition

Education

Texas Christian University

Doctor of Nursing Practice , Nursing · (2016 - 2018)

Southern Methodist University - Cox School of Business

Baylor Health Care System Nurse Executive Fellow · (2012 - 2013)

Texas Christian University

Master's degree, Clinical Nurse Specialist Adult · (2006 - 2008)

The University of Texas at Arlington

Bachelor's degree, Registered Nursing/Registered Nurse