

Contact

jagrn11@hotmail.com

www.linkedin.com/in/jose-guerra-msn-rn-cmsrn-crrn-4590a4103
(LinkedIn)

Top Skills

Healthcare

Hospitals

Healthcare Management

Languages

English (Native or Bilingual)

Spanish (Native or Bilingual)

Certifications

Certified Rehabilitation Registered Nurse (CRRN)

ENPC

Certified Medical/Surgical Registered Nurse

ACLS

BLS

Jose Guerra, MSN RN CMSRN CRRN

Chief Nursing Officer
Spring, Texas

Summary

A committed and highly motivated situational, servant, visionary leader with 19 years of successful experience in healthcare (acute-care hospitals, long-term care, home healthcare, and outpatient clinics) management.

My philosophy of nursing: each individual across the lifespan deserves to receive a 5 star, safe, service which exceeds excellence. In order for this to be accomplished, the caregiver must be empathetic and altruistic in a holistic manner, those qualities with actions yield 'golden nursing care'.....the 'nursing golden rule'.

Experience

Encompass Health Rehabilitation Hospital The Vintage
Chief Nursing Officer

November 2017 - Present (2 years 8 months)
Houston, Texas

(A for-profit 60 licensed bed acute rehab hospital)

Responsibilities: Oversight of clinical operations (Nursing, Respiratory, Dietary, Infection Control, Education). Direct reports include 6 clinical leaders, and 80 indirect reports.

Accomplishments:

Successful Triennial Joint Commission Survey

Disease-Specific Stroke Certification

Clinical outcomes exceeded benchmarks

ACT – Annual Average 8.57% – ranked #34

Falls – Annual Average 6.32 – ranked #18

Patient Scanning, HACs, and Patient Experience improved compared to previous year.

Decreased incremental OT, from 2.4% to 1.4% of worked hours.

Eliminated Contract Labor August 2018.

Increased CRRNs from 1 to 5 within 1 year.

Tomball Regional Medical Ctr

Director of Nursing: Med/Surg. Services

January 2013 - November 2017 (4 years 11 months)

(A for-profit 350 licensed bed acute care hospital)

Responsibilities: Oversight of 5 departments (Med/Surg., Pediatrics, Joint Destination Center, Telemetry / Neuro., and Clinical Decision Unit) which complement of 100 beds. Direct reports included Two Nurse Managers, Clinical Coordinator, and 190 FTE's.

Accomplishments:

Implementation of Destination Joint Center (Marshall Steele)

Development of innovative service line: ERAS program

Improved 8 categories of HCHAPs to > 75th percentile (Booster Campaign)

Decreased core measure fall outs to zero

Decreased over time from 10.97% to 2.35%

Decreased patient fall rate by 50%

Decreased Left without Treatment from ED by 60%

Increased employee satisfaction by 20%

Reduced nursing turnover rate from 41% to 11.3%

Developed Med/Surg. and Pediatric Handbook for New Graduate Nurses

Successful TJC survey with zero deficiencies in Med/Surg.

Decreased HAC's to below benchmarks.

NCISD

Health Services Director

January 2011 - January 2013 (2 years 1 month)

Cridentia

Nurse Leader

2008 - 2011 (3 years)

Houston, Texas Area

Mountainview Healthcare

Unit Supervisor

2006 - 2008 (2 years)

Pine Shadow Retreat Nursing Home
Unit Supervisor
January 2002 - January 2006 (4 years 1 month)

Kidney Associates
Team Lead
2001 - 2002 (1 year)

Education

Excelsior College
MSN , Nursing Administration · (2015 - 2017)

Excelsior College
Bachelor's of Science in Nursing, Registered Nursing/Registered Nurse · (2011 - 2013)

Excelsior College
Associate of Applied Science in Nursing, Registered Nursing/Registered Nurse · (2009 - 2011)

Anamarc College-Santa Teresa
Vocational Nursing, Licensed Practical/Vocational Nurse Training · (2007 - 2008)

Angelina College
Certified Medication Aide · (2002 - 2002)