

Excellence that endures

NURSING ANNUAL REPORT FISCAL YEAR 2025



Nursing Annual Report FY 2025

**Kim Slusser, Ph.D., RN,
NEA-BC, CHPN**
Chief Nursing Officer ad interim

Managing Editor
KirstiAnn Clifford
Program Manager
Internal Communications

Graphic Designer
Shalise Daniels
Strategic Communications

Photographers
Adolfo Chavez III
Thomas Campbell
Mark Mulligan

Contributors
Katie Brooks



Our Nursing team is recognized as an integral piece of UT MD Anderson's community and is celebrated in the institutional [FY2025 Annual Report](#), *Only Possible Here*, as well as in this companion report.

CONTENTS

Nursing by the numbers	5
Our 5,456 nurses fulfill a variety of roles throughout UT MD Anderson.	
Excellence that endures	6
UT MD Anderson earns sixth Magnet designation, first with Distinction, from the American Nurses Credentialing Center.	
Charting a new era of oncology nursing	7
Meyers Institute for Oncology Nursing expands programs that support nurses, strengthen leadership and advance nursing-led discovery.	
Advancing nursing practice through innovation, evidence and leadership	8
Nurses at all levels and roles help drive meaningful change across UT MD Anderson.	
Leadership and professional engagement	13
Jackie Broadway-Duren inducted as Fellow of American Association of Nurse Practitioners. Joyce Neumann receives ANA Daisy Award for Ethics in Nursing Practice and Leadership.	
Awards and appointments	14
Highlighting internal and external achievements.	

Excellence that endures

A message from the Chief Nursing Officer ad interim

At UT MD Anderson, excellence is not defined by a single moment, it is sustained through the dedication, compassion and expertise of our nursing community every day. This year's theme, Excellence that Endures, reflects both who we are and the standard we continue to uphold for our patients, families and one another.

In FY25, that commitment was recognized on a global stage as we achieved our sixth consecutive Magnet designation—and our first Magnet Recognition with Distinction from the American Nurses Credentialing Center. This milestone places UT MD Anderson among a select group of organizations worldwide and affirms what we know to be true: our nurses consistently deliver high-quality care, lead innovation and shape the future of oncology nursing through strong interdisciplinary collaboration.

This recognition is not the result of one initiative, but the culmination of years of intentional investment in our people, our practice and our environment. Through shared governance, professional development and a culture grounded in evidence-based care, our nurses continue to drive meaningful improvements in patient outcomes and experience. Equally important, our continued focus on cultivating a culture of connection, trust and psychological safety fosters an environment where our nurses can thrive.

The past year has also been marked by significant progress across UT MD Anderson Nursing. The Meyers Institute for Oncology Nursing celebrated its one-year anniversary, expanding opportunities in leadership development, scholarship and well-being. The launch of the Wheeler Nurse Leadership Academy further strengthened our commitment to developing current and future leaders. Across all care delivery settings, nurses led impactful work in quality improvement, research and innovation—from the critical role of glycemic management resource nurses in achieving national Advanced Inpatient Diabetes Certification, to advancing research focused on improving physical activity for stem cell transplant patients to support the transition from hospital to home.



Efforts to advance nursing excellence are reflected not only in recognition and awards, but in the everyday moments that define our practice—supporting patients through complex journeys, mentoring one another and continually seeking better ways to deliver care.

As we look ahead, our focus remains clear: to build on this strong foundation, continue advancing nursing practice and lead with purpose in a rapidly evolving health care landscape. The journey toward our seventh Magnet designation is already underway, and I am confident that our collective commitment will continue to set the standard for excellence.

Kim Slusser, Ph.D., RN, NEA-BC, CHPN
Chief Nursing Officer ad interim

5,456

Nursing by the numbers

total number of nurses

This number includes inpatient nurses, clinical research nurses, advanced practice nurses, and nurses in ambulatory and leadership roles.
**Data based on Magnet reporting definitions. Approximate values for FY25.*



Our workforce includes nurses in a variety of roles, including:

3,650

clinical nurses

733

advanced practice registered nurses

122

certified registered nurse anesthetists

103

case managers

47

nurse educators

267

research nurses

85%

have a bachelor's degree or higher

42%

of nurses in leadership positions have a doctoral degree

60%

have a specialty certification

Through the Nursing Professional Advancement Model (NPAM), Patient Care Technician (PCT) Career Growth Program and Surgical Technician (ST) Career Growth Program, nursing team members advanced their practice and were recognized for their professional growth in FY25.

Nursing Professional Advancement Model

709

RNs achieved Level 3

753

RNs achieved Level 4

PCT Career Growth Program

38

PCTs achieved Level 2

89

PCTs achieved Level 3

Surgical Technician Career Growth Program

7

STs achieved Level 2

3

STs achieved Level 3

3

STs achieved Level 4

Excellence that endures

UT MD Anderson earns sixth Magnet designation, first with Distinction

At UT MD Anderson, excellence isn't a moment—it's a standard that endures. That commitment was recognized once again in June 2025 as UT MD Anderson earned a sixth consecutive Magnet designation—and its first Magnet Recognition with Distinction—from the American Nurses Credentialing Center (ANCC). At the time of designation, UT MD Anderson was among 26 hospitals worldwide to achieve six or more Magnet designations.

A celebratory moment in history

Nurses, interprofessional partners and leaders gathered in Hickey Auditorium, with many others joining virtually, to witness the live announcement from the ANCC. The atmosphere was one of excitement and celebration as Chief Nursing Officer ad interim Kim Slusser received the phone call announcing UT MD Anderson's sixth Magnet designation with Distinction.

"Earning Magnet with Distinction reflects the excellence of our more than 5,000 nurses and the strength of our interdisciplinary partnerships," said Slusser. "It places us among the top Magnet institutions globally and signals that our nurses set the standard for exceptional care and outcomes. This is a shared accomplishment—and a point of pride for our entire UT MD Anderson community."

Exemplary performance

Magnet is the highest national and international distinction for nursing excellence and a benchmark for exceptional patient care. During the final review, Magnet appraisers highlighted several areas of exemplary nursing practice, including:

- High rate of board-certified nurses (62%)
- High rate of registered nurses with a bachelor's degree or higher (85%)
- High level of nurse satisfaction and engagement (87.7%)
- Low nurse turnover rate (8%)

"These exemplars highlight the expertise of our nursing workforce and the environment that supports their success," said Christie-Griffin Jones, director of Nursing Quality and Magnet. "They speak to our commitment to professional growth, evidence-based care, and a culture that values quality, collaboration, and continuous improvement."



Christie Griffin-Jones, director of Nursing Quality and Magnet (center), celebrates a successful Magnet site visit with UT MD Anderson nurses.

The path to a 6th designation

The redesignation process is rigorous and spans several years. In October 2024, UT MD Anderson submitted a comprehensive application representing four years of nursing contributions, including 91 examples of evidence-based practice, interdisciplinary collaboration nurse-driven excellence in quality measures, and nursing research.

In April, Magnet appraisers visited more than 75 practice areas across the institution. Their observations confirmed how Magnet principles are embedded in daily practice, with one appraiser describing the visit as "the pinnacle of their Magnet career."

A legacy of excellence

UT MD Anderson was one of the first 50 charter health care facilities to achieve Magnet designation in 2001. This designation is one of the reasons UT MD Anderson is consistently ranked among the nation's top hospitals for cancer care in U.S. News & World Report's "Best Hospitals" survey.



Hear from [six UT MD Anderson nurses](#) as they share what our sixth Magnet designation means to them in the institutional FY25 Annual Report, Only Possible Here.

Charting a new era of oncology nursing

FY25 was a defining year for the Meyers Institute for Oncology Nursing at UT MD Anderson, marking its one-year anniversary and significant progress in expanding programs that support nurses, strengthen leadership and advance nursing-led discovery.

A key milestone was the selection of Sadie Rau, Ph.D., RN, APRN-BC, FAANP, FAAN, as head of the Meyers Institute. An accomplished nurse scientist and leader in oncology nursing, Rau is guiding the Institute as it continues to grow opportunities for nurses across UT MD Anderson.

“The Meyers Institute is building an environment where nurses can grow and contribute in new ways,” said Rau. “By creating more pathways for development, we’re helping nurses strengthen their impact on patient care and the future of oncology nursing.”

Expanding support for nurses

Since its launch in November 2023, the Meyers Institute has steadily expanded its reach. In FY25, more than 700 nurses participated in offerings aligned with three priority areas: fulfillment, leadership and discovery.

Fulfillment

- Five curated development experiences supported nurses’ professional and personal growth.
- The Clinic Workshops (Re)Brilliance offered by The Art and Heart of Healthcare™ helped nurses reconnect with purpose and meaning in their work.
- More than 300 nurses attended a session with Yale psychologist Laurie Santos, Ph.D., gaining science-backed tools for resilience and well-being.

Leadership

- A \$9 million gift from the F.W. Bert and Mae Dean Wheeler Foundation established the Wheeler Nurse Leadership Academy in March 2025.
- More than 140 emerging nurse leaders completed training through the Academy, delivered in collaboration with the Leadership Institute and tailored to oncology nursing.

Discovery

- The inaugural Nursing Science Day, held in partnership with the Department of Nursing, brought together more than 200 participants and featured 25 research posters and presentations.



(From left): Kim Slusser, Ph.D., chief nursing officer ad interim; Howard Meyers, donor and member of the UT MD Anderson Board of Visitors; and Sadie Rau, Ph.D., head of the Meyers Institute for Oncology Nursing.

- Fifty-four nurses completed a five-day immersion in evidence-based practice.
- Two Nursing Innovation Days generated 75 new ideas to improve inpatient and ambulatory care.
- The first Nursing Innovation Wearables Fair, held in partnership with the Innovation team, engaged more than 100 nurses in hands-on exploration of new patient monitoring technologies.

Looking ahead

The Meyers Institute is preparing to launch a strategic plan that will guide its next phase of growth, with new focus areas, intentional goals and expansive opportunities for nurses to lead, innovate and thrive.

As one clinical nurse shared, “This is an exciting time for nursing at UT MD Anderson—discovering our individual passions while also advancing our mission.”



Learn how **Sadie Rau, Ph.D.**, came to lead the Meyers Institute and her vision for the future of oncology nursing in the FY25 Institutional Annual Report.

Advancing nursing practice through innovation, evidence and leadership

In FY25, nurses across UT MD Anderson led initiatives and projects that advanced nursing practice, improved the patient experience and strengthened the work environment. From research and quality improvement to workflow redesign, wellness initiatives and stewardship projects, nurses at all levels and roles helped drive meaningful change across the institution.

These efforts reflect the continued integration of the five Magnet Model Components — Transformational Leadership, Structural Empowerment, Exemplary Professional Practice, New Knowledge, Innovations and Improvements, and Empirical Outcomes — into daily nursing practice.

Magnet key:

- TL - Transformational Leadership**
- EP - Exemplary Professional Practice**
- SE - Structural Empowerment**
- NK - New Knowledge, Innovations and Improvements**
- EO - Empirical Outcomes**

TL | NK | EO | SE

Patient Navigation expand access and support

Navigating a cancer diagnosis can be overwhelming, especially when patients face complex treatment decisions, financial concerns and uncertainty about what comes next. This past year, UT MD Anderson expanded its Patient Navigation program — now serving approximately 70% of newly referred patients — ensuring more patients receive personalized guidance and support from referral to survivorship and every step in between.

Today, UT MD Anderson's program is the largest and most complex patient navigation program in the country, with



Anh Huynh, treatment nurse navigator, helps patients after their first visit and throughout their treatment.

more than 250 navigators, many of them nurses. Nurse navigators are specialized by role and disease site, delivering expert, personalized care to support patients throughout their cancer journey.

In FY25, the program expanded across additional centers, supporting more than 36,000 patients and resolving over 100,000 barriers to care. Navigators addressed complex challenges in care coordination, scheduling, education, financial and access barriers, and more — issues that can otherwise delay or interrupt treatment.

Treatment nurse navigators, like Anh Huynh in the Thoracic Center, help patients after their first visit and throughout their treatment.

“I’m helping them get to the right person, being a resource and a liaison, while also addressing any barriers to care, providing them with education, and advocating for their well-being,” said Huynh.

The expansion of navigation has driven measurable improvements in outcomes and experience, including up to a 21% increase in patient satisfaction in select inpatient and ambulatory units and a 6% improvement in retention through treatment. Navigation also strengthens provider and staff experience while supporting institutional performance.

In recognition of these efforts, UT MD Anderson received the Academy of Oncology Nurse and Patient Navigators (AONN+) Organizational Award — a national recognition celebrating organizations that champion oncology navigation and invest in navigator development. This achievement underscores the exceptional impact of nurse navigation on patient-centered care at UT MD Anderson.

SE | TL | EP

Advancing inpatient diabetes care

When hospitalized cancer patients also have diabetes, managing blood sugar safely becomes a critical part of their care. In FY25, nurses helped lead efforts that resulted in UT MD Anderson becoming the first organization in Houston to earn The Joint Commission's Advanced Inpatient Diabetes Certification, a national recognition for excellence in inpatient diabetes care.

The interprofessional glycemic management team is co-led by Petra Grami, D.N.P., director of Clinical Nursing, and Sonali Thosani, M.D., associate professor, Endocrine Neoplasia and HD. The team includes a dedicated Glycemic Management Resource Nurse, frontline nurses, advanced practice providers and other clinical partners. Together, the team implemented evidence-based diabetes management guidelines, improved workflows for glucose monitoring and insulin administration, strengthened documentation and expanded staff and patient education.



Kay Tryels, nursing professional development specialist and glycemic management resource nurse, trained more than 900 nurses to teach patients how to use insulin pens. In this photo, she prepares fellow nursing professional development specialists to validate the remaining staff.

The creation of the Glycemic Management Resource Nurse role was a key part of this effort, providing unit-level education, supporting practice changes and helping ensure consistent diabetes care across inpatient units.

“This certification reflects years of collaboration focused on improving the safety and care of our patients with diabetes,” said Grami. “Our teams truly Teamed Up for Safety to achieve this remarkable level of excellence.”

NK

Making every step count

During hematopoietic stem cell transplant (HSCT), patients face not only the intensity of the treatment but also a significant decline in physical activity — an often-overlooked factor in recovery. A pilot nursing study led by Gisele Tlusty, Ph.D., postdoctoral fellow in the Nursing department, examined how movement, symptoms and confidence intersect during this critical period, reinforcing the important role nurses have in improving patient outcomes.

The study followed 26 HSCT patients, using accelerometers to track physical activity over the first nine days of hospitalization and the week after discharge. Step counts declined during

hospitalization and did not fully recover after patients returned home. Increased symptom severity — particularly fatigue and drowsiness — was associated with reduced movement.

However, the study also revealed an encouraging insight. Patients with higher exercise self-efficacy, meaning they believed in their ability to stay active, took more steps during hospitalization and engaged in more light activity after discharge. This finding highlights an important opportunity for nursing impact.

“Oncology nurses are uniquely positioned to influence this trajectory,” said Tlusty. “Through encouragement, education and goal setting, nurses can

help patients maintain realistic levels of physical activity, even during the most challenging phases of treatment. Small, consistent efforts can support recovery and overall well-being.”

Her work earned the Dissertation Award from the Midwest Nursing Research Society (MNRS) Symptom Science Research and Implementation Interest Group. In addition, Tlusty received a competitive post-dissertation research grant from MNRS to build on these findings. Tlusty's ongoing research is exploring the relationship between fatigue, sleep and activity to develop interventions that better support patients and their caregivers as they transition from hospital to home following HSCT.

EP | EO

Handing off with care

Safe and accurate transfer of clinical information is essential for patient care, and accrediting agencies consistently emphasize its importance during transitions. Recognizing the need for a more dependable process, a multidisciplinary team led by APRNs launched a quality improvement project to introduce a standardized electronic handoff between outpatient clinics and the Acute Cancer Care Center. Their efforts ensure critical information follows each patient.

APRNs drove the initiative from start to finish. In addition to developing the electronic handoff tool, the team delivered targeted training and monitored compliance across selected pilot areas. Within six months, nearly 70% of ambulatory patient transfers included the electronic handoff, with APPs achieving an impressive 92% completion rate.

Before this project, satisfaction with existing handoff practices was low — only 13% of ambulatory providers and 17% of emergency providers reported being satisfied. After implementation, there was a dramatic shift. In both groups, 73% reported being very satisfied with the new tool, describing it as efficient, accessible and reliable.

“By leading this initiative, we’ve created a tool that makes patient transfers safer, smoother and more reliable,” said Mini George, committee chair for the APRN Quality and Safety Committee. “APRNs not only led adoption—they demonstrated how standardizing communication can directly improve outcomes and elevate the quality of care for every patient.”



(Left-Right) APRNs Annie Toms, Mini George and Donna Flemming use the electric handoff tool to confirm the real-time transfer of critical patient information to the Acute Cancer Care Center triage provider during a clinic-to-ACCC transition.

TL | SE | EO | EP

Listening first improves care and culture

The best solutions often start with listening. Hearing feedback from nurses, techs and support staff about the barriers impacting patient care and staff workload, Endoscopy expanded their capacity while improving the experience of patients and employees.

“Our team told us they were burned out and overextended, and we listened to them – really listened,” said Denise Barring, operations director, Endoscopy Center. “Leadership partnered with us at every step to strengthen staffing models, adjust workflows and rebuild a sustainable culture. Today, we’re seeing the fruits of that labor.”

Jordan Hughes, associate director of nursing, led efforts to identify the root causes of delays in procedures and room turnover. A year ago, endoscopy staff were often staying until 8 p.m. to complete the day’s cases. By adding more patient service coordinators and nurses to the early morning schedule, they sped up pre-op processes. Support roles — includ-

ing medical assistants, nursing assistants and float staff — were increased to better facilitate patient transport and reduce room turnover time. The result? Rooms no longer ran late, overtime decreased and both patient and employee satisfaction improved. They also saved money by not needing to hire agency staff.

Additional improvements included creating an endoscopy technician specialist role with a certification pathway, improving patient scheduling and confirmations and increasing overall capacity utilization.

“It’s been a win for everyone,” said Emmanuel Coronel, M.D., advanced endoscopist and medical director of Endoscopy. “When we listen and act on what our teams are telling us, the results speak for themselves.”

EP | SE

Message received: Nurses lead the way in Secure Chat adoption

Nurses were instrumental in UT MD Anderson’s Epic Secure Chat rollout, serving as the first adopters on inpatient units. Their early engagement informed the enterprise-wide implementation plan to strengthen secure, real-time clinical communication across the organization.

Secure Chat is a HIPAA-compliant real-time communication tool within Epic that allows users to communicate and collaborate securely through a messaging channel. Phase 1 of Epic Secure Chat launched with inpatient nursing in May 2024, with the Nursing Informatics

team providing extensive at-the-elbow support and distributing more than 2,000 institutional phones. This hands-on approach ensured nurses were equipped, confident, and ready to use Secure Chat as part of daily care delivery.

The launch supported the virtual nursing initiative and demonstrated that Secure Chat could replace unsecured texting, reduce phone calls and pages, and keep patient care conversations within Epic. Feedback from nurses was positive, with no major functionality issues reported — helping validate Secure Chat as a reliable, intuitive communication tool.

Beyond immediate benefits, this work lays the foundation for future

enhancements, including expanded Secure Chat workflows, Rover-based documentation and emerging technologies such as ambient listening.

“By leading the way in Secure Chat adoption, our nurses have not only improved communication today, but they’ve also paved the path for the future of nursing practice,” said Lavonia Thomas, D.N.P., chief nursing informatics and innovation officer. “Their insights and dedication position UT MD Anderson for continued innovation that will advance patient care through smarter, safer technology.”

EP | EO

Caring for the caregivers in the Ambulatory Treatment Center

Nurses in the Main Building Ambulatory Treatment Center (ATC) are redefining what it means to care — not just for patients, but for each other. Through the ATC Wellness Team, frontline nurses created a sustainable, team-driven approach to well-being that has strengthened engagement and reduced burnout.

Guided by the BeWell model, the team launched “Wellness Wednesdays,” a dedicated 15-minute pause held every other week to promote self-care, connection and healthy habits. Shaped by staff feedback and supported through shared governance, these sessions include activities such as mindfulness, movement, nutrition, creative outlets and social connection — designed to support all dimensions of wellness.

Participation has steadily increased, with staff reporting reduced stress, improved morale and stronger team connections. The initiative also led to



Nurses in the Main Building ATC take part in a Wellness Wednesday, exploring the nutritional benefits of yogurt and discovering creative, healthy topping combinations.

the department earning Gold BeWell Certification and the development of seven BeWell Champions who continue to expand wellness efforts across the unit and beyond. The team also won the “Wellness Interdisciplinary Team” category for the 2025 Nursing Quality Caring Awards.

“Wellness is about creating a space where people feel seen, supported and empowered,” said Hye Byun, clinical nurse, ATC – Bed & Chair Unit. “Through small, intentional moments like Wellness Wednesdays, we’ve built a culture where our team can recharge, connect and care for one another.”

SE | EO | EP

Stewardship in action improves safety and reduces costs

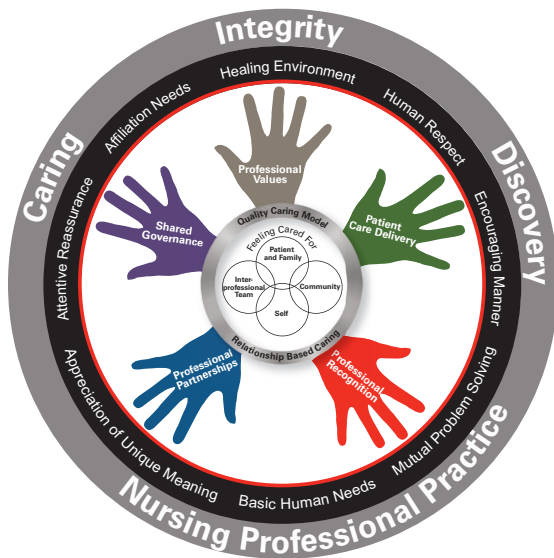
A collaboration between Nursing, Infection Control and Value Analysis led to a simple but impactful change that improved caregiver safety, increased staff satisfaction and saved nearly \$1 million annually.

The project began when Infection Control identified concerns with the quality and fit of disposable isolation gowns used by frontline staff. Nurses reported issues with neck closures that did not stay secure and sleeves that were too short, leaving wrists exposed and increasing the risk of exposure to blood

and bodily fluids. Working collaboratively with Nursing and the Value Analysis team, a trial of a new isolation gown was conducted with bedside clinicians across multiple units.

Frontline nurses who evaluated the new gowns during the trial rated them significantly higher for comfort, coverage, safety and ease of use. Based on strong clinical feedback and lower product costs, UT MD Anderson converted to the new gowns. Follow-up surveys confirmed continued staff satisfaction after the conversion. The project resulted in improved protection and comfort while generating nearly \$1 million in annual cost savings.

“This project shows the power of collaboration between frontline caregivers, Infection Control and Value Analysis,” said Pelumi Hassan, D.N.P., program manager, Supply Chain. “By listening to clinicians and evaluating both quality and cost, we were able to implement a solution that improved safety, supported our staff and demonstrated strong stewardship of resources.”



Nursing Professional Practice Model

UT MD Anderson’s Nursing Professional Practice Model (PPM) represents how key elements of professional nursing practice at UT MD Anderson connect to each other. The PPM is based on the Quality Caring Model by Joanne Duffy, Ph.D. All PPM components operate within the context of UT MD Anderson’s core values of Caring, Integrity, Safety, Discovery and Stewardship. UT MD Anderson frontline nurses developed the PPM graphic, featuring open hand imagery—a universal symbol of caring—and colors that represent the breadth of caregivers and patients at UT MD Anderson.

Jackie Broadway-Duren inducted as Fellow of the American Association of Nurse Practitioners



Jackie Broadway-Duren, Ph.D., D.N.P., APRN, FNP-BC, FAANP, of the Leukemia department, was inducted into the 2025 class of Fellows of the American Association of Nurse Practitioners (FAANP) — one of the highest honors for nurse practitioners. She was recognized at the AANP National Conference, joining leaders who have made lasting contributions to clinical practice, education, policy and research.

Broadway-Duren has spent more than 20 years caring for leukemia patients, earning two doctoral degrees and a reputation for clinical expertise and dedication to advancing the nurse practitioner profession. She founded UT MD Anderson’s first NP-led leukemia survivorship clinic and established the APRN Council, creating forums for professional development and advocacy.

Her achievements have been recognized with the Division of Cancer Medicine Award for Excellence in Patient Care (2021) and UT MD Anderson’s Brown Foundation Award for Excellence in Oncology Nursing (2022). Broadway-Duren also leads research on autoimmune disorders in leukemia patients and has presented her findings at national and international conferences.

“Becoming a Fellow reflects not only my journey but also the support of so many colleagues and mentors who have walked alongside me,” said Broadway-Duren. “I’ve dedicated my career to building bridges between research, education and patient care. I look forward to contributing to the advancement of our profession at a national and global level.”

Joyce Neumann receives 2025 ANA DAISY Award for Ethics in Nursing Practice and Leadership



Joyce Neumann, Ph.D., APRN, AOCN, HEC-C, FAANP, clinical ethicist in the Center for Clinical Ethics in Cancer Care, was named a 2025 recipient of the American Nurses Association DAISY Award for Ethics in Nursing Practice and Leadership. The award was presented at the Ethics of Caring National Nursing Ethics Conference in Los Angeles.

Neumann, who has been at UT MD Anderson for more than 30 years, has made lasting contributions in ethics education, research and patient-centered care. Among them, she established the Ethics in Nursing Practice Program and launched the Clinical Ethics Resource Nurse initiative, which aims to integrate ethical awareness into every UT MD Anderson inpatient unit and clinic. Her research on moral distress,

quality of life and goal concordant care has informed interventions that support nurses and enhance patient outcomes.

A champion of early, meaningful conversations with patients about their goals and values, Neumann emphasizes asking “What matters most to you?” to guide care aligned with patient priorities.

“Engaging patients in these conversations empowers better care and helps ensure their wishes are honored,” said Neumann. “I’m grateful to be part of a profession that values ethics, compassion and human connection.”

Awards and appointments

Tissy Abraham

Excellence in Safety Award - Team
Awarded by: UT MD Anderson, April 2025

Jake Anderson

DAISY Award for Extraordinary Nurses
Awarded by: The Daisy Foundation and the Division of Nursing,
UT MD Anderson, November 2024

Raina Auzenne

Excellence in Safety Award - team
Awarded by: UT MD Anderson, April 2025

Clemen Banaglorioso

Nursing Quality Caring Award – Nursing Legacy Award
Awarded by: Division of Nursing, UT MD Anderson, September 2025

Marvel Bartley

Excellence in Safety Award – Team
Awarded by: UT MD Anderson, November 2024

Emily Batton

Nursing Quality Caring Award – Clinical Research Nurse
Awarded by: Division of Nursing, UT MD Anderson, September 2025

Tracy Benson

Advanced Practice Provider “Top Performer” Award (Perfect Score)
Awarded by: UT MD Anderson, November 2024

Annie Berly

Excellence in Safety Award – Team
Awarded by: UT MD Anderson, November 2024

Sherin Binoy

2024 Extraordinary Healer Award nominee
Awarded by: Cure Magazine, September 2024

Swapna Binoy

Dawn Gross Memorial Scholarship recipient
Awarded by: Division of Nursing, UT MD Anderson, September 2025

Sharon Blackwood

Nursing Quality Caring Award – Excellence in Patient Care
Awarded by: Division of Nursing, UT MD Anderson, September 2025

James Borje

Nursing Quality Caring Award – Nurse Preceptor
Awarded by: Division of Nursing, UT MD Anderson, September 2025

Morgan Bruno

APRN Awards: Loretta Ford Award
Awarded by: UT MD Anderson APRN Council, November 2024

Michelle Butaud

Advanced Practice Provider “Top Performer” Award (Top 10% nationally)
Awarded by: UT MD Anderson, November 2024

Wendy Butler

BeWell Champion of the Year
Awarded by: UT MD Anderson, April 2025

William Byrd

APRN Awards: Best of Professional Development Model winner – Clinical
Awarded by: UT MD Anderson APRN Council, November 2024

Johanna Caballero

Heart of UT MD Anderson Award
Awarded by: UT MD Anderson, May 2025

Aileen Callanta

Nursing Quality Caring Award – Nursing Leadership
Awarded by: Division of Nursing, UT MD Anderson, September 2025

Dave Calubaquib

2024 Excellence in Nursing Award (Silver)
Awarded by: Good Samaritan Foundation, October 2024

Tara Cecil

Safety Hero of the Year award
Awarded by: UT MD Anderson, March 2025

Ansamma Chackacheril Kurien

DAISY Award for Extraordinary Nurses
Awarded by: The Daisy Foundation and the Division of Nursing,
UT MD Anderson, February 2025

Hannah Charlangi

Advanced Practice Provider “Top Performer” Award (Top 10% nationally)
Awarded by: UT MD Anderson, November 2024

Eunju Choi, Ph.D.

Pathway to Independence Award
Awarded by: National Cancer Institute, September 2024

Casey Corder

APRN Awards: Rookie of the Year
Awarded by: UT MD Anderson APRN Council, November 2024

Joyce Dains

Advanced Practice Provider “Top Performer” Award (Perfect Score)
Awarded by: UT MD Anderson, November 2024

Gabriella Daniels

The BEE Award (Bee Exceptional Every day)
Awarded by: UT MD Anderson, May 2025

Jeremiah Davis, Jr.

Nursing Quality Caring Award – Clinical Nurse, Ambulatory
Awarded by: Division of Nursing, UT MD Anderson, September 2025

Tina Dio

Excellence in Safety Award
Awarded by: UT MD Anderson, June 2025

Han Do

DAISY Award for Extraordinary Nurses
Awarded by: The Daisy Foundation and the Division of Nursing,
UT MD Anderson, February 2025

Katherine Ford

DAISY Award for Extraordinary Nurses
Awarded by: The Daisy Foundation and the Division of Nursing,
UT MD Anderson, November 2024

Kimberly Foster

Dawn Gross Memorial Scholarship recipient
Awarded by: Division of Nursing, UT MD Anderson, September 2025

Danielle Fournier

Advanced Practice Provider “Top Performer” Award (Top 1% nationally)
Awarded by: UT MD Anderson, November 2024

Maria Gabrido

Difference Maker Award
Awarded by: UT MD Anderson, April 2025

Katie Gardner-Dixon

Nursing Quality Caring Award – Advanced Practice Registered Nurse
Awarded by: Division of Nursing, UT MD Anderson, September 2025

Florence Gitonga

DAISY Award for Extraordinary Nurses
Awarded by: The Daisy Foundation and the Division of Nursing,
UT MD Anderson, May 2025

Deborah Go

Excellence in Safety Award
Awarded by: UT MD Anderson, May 2025

Daryl Anildes Gumban

Excellence in Safety Award - team
Awarded by: UT MD Anderson, April 2025

Maricruz Guzman

Advanced Practice Provider “Top Performer” Award (Top 1% nationally)
Awarded by: UT MD Anderson, November 2024

Eileen Hacker, Ph.D.

Appointed co-chair of the Leadership Academy
Awarded by: Midwest Nursing Research Society, August 2024

Gia Hayes

Salute to Nurses – Top 200 nurse winner
Awarded by: Houston Chronicle, May 2025

Cecile Cointa Hermoso

DAISY Award for Extraordinary Nurses
Awarded by: The Daisy Foundation and the Division of Nursing, UT MD
Anderson, November 2024

Natasha Hirji

Nursing Quality Caring Award – Education
Awarded by: Division of Nursing, UT MD Anderson, September 2025

Brenda Howard

Excellence in Safety Award - team
Awarded by: UT MD Anderson, April 2025

Agnes Hsu

Excellence in Clinical Practice Award
Awarded by: American Society of PeriAnesthesia Nurses, April 2025

Farrah Serra Infante

Salute to Nurses – Top 200 nurse winner
Awarded by: Houston Chronicle, May 2025

Kaleija Inniss

DAISY Award for Extraordinary Nurses
Awarded by: The Daisy Foundation and the Division of Nursing,
UT MD Anderson, February 2025

Anita Jogege

Excellence in Safety Award - team
Awarded by: UT MD Anderson, April 2025

LaShee Jones

Heart of UT MD Anderson Award
Awarded by: UT MD Anderson, September 2024

Meghan Jones

20 Outstanding Nurses of 2024 honoree
Awarded by: Texas Nurses Association District 9, November 2024

Cissimol Joseph

APRN Awards: Core Values Award
Awarded by: UT MD Anderson APRN Council, November 2024

Shaini Joy

Advanced Practice Provider “Top Performer” Award (Perfect Score)
Awarded by: UT MD Anderson, November 2024

Abbey Kaler

APRN Awards: Best of Professional Development Model winner – Research
Awarded by: UT MD Anderson APRN Council, November 2024

Liz Keller

The BEE Award (Bee Exceptional Every day)
Awarded by: UT MD Anderson, May 2025

Evelin Kolenc

Excellence in Safety Award – Team
Awarded by: UT MD Anderson, November 2024

Cynthia Kudachira

Advanced Practice Provider “Top Performer” Award (Top 1% nationally)
Awarded by: UT MD Anderson, November 2024

Madison LaRose

Advanced Practice Provider “Top Performer” Award (Perfect Score)
Awarded by: UT MD Anderson, November 2024

Rebecca Lausch

Nursing Quality Caring Award – Rookie of the Year
Awarded by: Division of Nursing, UT MD Anderson, September 2025

Laura Layton

DAISY Award for Extraordinary Nurses
Awarded by: The Daisy Foundation and the Division of Nursing,
UT MD Anderson, November 2024

Soo-Hyun Lee-Kim

Advanced Practice Provider “Top Performer” Award (Perfect Score)
Awarded by: UT MD Anderson, November 2024

Lizeth Lopez

The BEE Award (Bee Exceptional Every day)
Awarded by: UT MD Anderson, May 2025

Raymiel Lopez

Excellence in Safety Award – Team
Awarded by: UT MD Anderson, November 2024

Daniella Luna

DAISY Award for Extraordinary Nurses
Awarded by: The Daisy Foundation and the Division of Nursing,
UT MD Anderson, November 2024

Jocelyn Marabiles

DAISY Award for Extraordinary Nurses
Awarded by: The Daisy Foundation and the Division of Nursing,
UT MD Anderson, February 2025

Heather Meador

2024 Brown Foundation Award for Excellence in Oncology Nursing – finalist
Awarded by: The Brown Foundation, Inc., and the Division of Nursing,
UT MD Anderson, November 2024

Erwin Mercado

DAISY Award for Extraordinary Nurses
Awarded by: The Daisy Foundation and the Division of Nursing,
UT MD Anderson, November 2024

Nakeshia Miles

Advanced Practice Provider “Top Performer” Award (Top 10% nationally)
Awarded by: UT MD Anderson, November 2024

Jodi Miller

Advanced Practice Provider “Top Performer” Award (Top 10% nationally)
Awarded by: UT MD Anderson, November 2024

Meghan Morrow

Difference Maker Award
Awarded by: UT MD Anderson, September 2024

Francisco Mujica

DAISY Award for Extraordinary Nurses
Awarded by: The Daisy Foundation and the Division of Nursing,
UT MD Anderson, May 2025

Ellen Mullen, Ph.D.

APRN Awards: Best of Professional
Development Model winner – Administration
Awarded by: UT MD Anderson APRN Council, November 2024

Arvin Mark Narciso

DAISY Award for Extraordinary Nurses
Awarded by: The Daisy Foundation and the Division of Nursing,
UT MD Anderson, May 2025

Joyce Neumann, Ph.D.

2025 ANA DAISY Award for Ethics in Nursing Practice and Leadership
Awarded by: American Nurses Association, March 2025

Eduardo Niez

DAISY Award for Extraordinary Nurses
Awarded by: The Daisy Foundation and the Division of Nursing,
UT MD Anderson, November 2024

Chiamaka Nwachukwu

Advanced Practice Provider “Top Performer” Award (Top 10% nationally)
Awarded by: UT MD Anderson, November 2024

Yvette Ong

Leadership in Wellness Award
Awarded by: UT MD Anderson, April 2025

Saloma Oommen

Nursing Quality Caring Award – Case Management
Awarded by: Division of Nursing, UT MD Anderson, September 2025

Dharusal Patel

Advanced Practice Provider “Top Performer” Award (Top 1% nationally)
Awarded by: UT MD Anderson, November 2024

Danell Platt

DAISY Award for Extraordinary Nurses
Awarded by: The Daisy Foundation and the Division of Nursing,
UT MD Anderson, May 2025

Amber Potter

Advanced Practice Provider “Top Performer” Award (Top 1% nationally)
Awarded by: UT MD Anderson, November 2024

Anishia Rawther-Karedath

APRN Awards: Best of Professional Development Model winner – Overall
Awarded by: UT MD Anderson APRN Council, November 2024

Jesse Reed

DAISY Award for Extraordinary Nurses
Awarded by: The Daisy Foundation and the Division of Nursing,
UT MD Anderson, February 2025

Rae Brana Reynolds, Ph.D.

APRN Awards: Mentor of the Year
Awarded by: UT MD Anderson APRN Council, November 2024

Tori Rice

DAISY Award for Extraordinary Nurses
Awarded by: The Daisy Foundation and the Division of Nursing,
UT MD Anderson, May 2025

Tiffany Richards, Ph.D.

2024 Brown Foundation Award for Excellence in Oncology Nursing
Awarded by: The Brown Foundation, Inc., and the Division of Nursing,
UT MD Anderson, November 2024

Goley Richardson

20 Outstanding Nurses of 2024 honoree
Awarded by: Texas Nurses Association District 9, November 2024

Zachary Rieke

Salute to Nurses – Top 200 nurse winner
Awarded by: Houston Chronicle, May 2025

Saisha Sabeetha

Nursing Quality Caring Award – Clinical Nurse, Inpatient
Awarded by: Division of Nursing, UT MD Anderson, September 2025

Cynthia Salinas

The BEE Award (Bee Exceptional Every day)
Awarded by: UT MD Anderson, May 2025

Linda Sarkar

Salute to Nurses – Top 200 nurse winner
Awarded by: Houston Chronicle, May 2025

Felicia Selman

2025 Award for Outstanding Achievement
Awarded by: American Society of PeriAnesthesia Nurses, April 2025

Linda Shrestha

2024 Brown Foundation Award for Excellence in Oncology Nursing – finalist
Awarded by: The Brown Foundation, Inc., and the Division of Nursing,
UT MD Anderson, November 2024

Arielle Sprott, D.N.P.

Salute to Nurses – Top 200 nurse winner
Awarded by: Houston Chronicle, May 2025

Megan Tanner

Advanced Practice Provider “Top Performer” Award (Perfect Score)
Awarded by: UT MD Anderson, November 2024

Molly Tate

APRN Awards: Best of Professional Development Model winner – Education
Awarded by: UT MD Anderson APRN Council, November 2024

Cristal Teague

Advanced Practice Provider “Top Performer” Award (Top 10% nationally)
Awarded by: UT MD Anderson, November 2024

Rosaly Templonuevo

Excellence in Safety Award - team
Awarded by: UT MD Anderson, April 2025

Marian Thomas

Excellence in Safety Award - team
Awarded by: UT MD Anderson, April 2025

Margarita Tovbin

Excellence in Safety Award – Team
Awarded by: UT MD Anderson, November 2024

Romeo Valdez

Nursing Quality Caring Award – Team Player (non-clinical)
Awarded by: Division of Nursing, UT MD Anderson, September 2025

Gabrielle Vargas (Davila)

Salute to Nurses – Top 200 nurse winner
Awarded by: Houston Chronicle, May 2025

Amy Wallace

2024 Extraordinary Healer Award nominee
Awarded by: Cure Magazine, September 2024

Brianna Wallace

DAISY Award for Extraordinary Nurses
Awarded by: The Daisy Foundation and the Division of Nursing,
UT MD Anderson, February 2025

Tonya Walters

Salute to Nurses – Top 200 nurse winner
Awarded by: Houston Chronicle, May 2025

Courtney Wilkes

2024 Excellence in LEADership Award
Awarded by: UT MD Anderson, September 2024

- Excellence in Safety Award
Awarded by: UT MD Anderson, September 2024

Christina Williams

Salute to Nurses – Top 15 nurse winner
Awarded by: Houston Chronicle, May 2025

AnJu Xavier

DAISY Award for Extraordinary Nurses
Awarded by: The Daisy Foundation and the Division of Nursing,
UT MD Anderson, May 2025

Chasity Yajima

Advanced Practice Provider “Top Performer” Award (Top 1% nationally)
Awarded by: UT MD Anderson, November 2024

Bianka Zamarripa

Scrub Tech of the Year Award
Awarded by: Greater Houston Chapter of the Association of periOperative
Registered Nurses, November 2024

More than 60 UT MD Anderson nurses were honored with the Good Samaritan Foundation’s Excellence in Nursing Award during a ceremony in October 2024. Congratulations to Petra Grami, D.N.P., director of Clinical Nursing, who received the Gold Medal Award.

Bronze Award winners include:

Nimby Abraham	Jessy Kurian, D.N.P.
Marjorie Arbotante	Holly Lawrence
Victoria Ball	Reynaldo Llamas
Brenda Bergeron	Raymiel Lopez
Lauren Berkowitz	Prescilla Madtha
Jeannen Bradley	Karen McFarland
Duy Bui	Leon McGrew
Asha Chacko	Jose Bertie Munieza
Maris Chesnut	Alexis Nguyen
Heather Cienfuegos	Kim Nguyen
Mydien Co	Arlene Ong
Arfel De Jesus	Kinjal Patel
Mary Ann Del Rosario	Elveera Pereira
Lilibeth Dequito	Rema Pillai
Robert Drew	Deepta Poulouse, D.N.P.
Sanila Enchackal	Reena Saju
Rhonda Fanaey	Sheen Sam
Thristan Feliciano	Vanessa Santiago
Nikisha Francois	Katherine Schlosser
Dykeba Frank	Shiow-Ru Shau
Lijo George	Samantha Siao
Mini George, D.N.P.	Shibili Sunny
Geraldine Geronimo	Kellie Taylor
Josephine Girao	Anumol Thomas, D.N.P.
Myra Granada	Denise Tran
Michaeline Gudes	Paola Turner
Aleli Gutierrez	Gabriele Urschel, D.N.P.
Nhu Heffron	Maria Villatoro
Natasha Hirji	Christina Zachariah
Jin Huang	
Alyssa Hughes	
Pauline Isidien	
Sarah Kotal	

~~Cancer~~[®]

UT MD Anderson