

**Consideration of Appointment of Replacement Member to the Deferred
Disciplinary Action Pilot Program Advisory Committee**

Summary of Request: Consider the appointment of Therese Clinch, RN, MSN, to the Deferred Disciplinary Action Pilot Program Advisory Committee (Committee). Ms. Clinch will replace committee member Cindy Zolnierek, RN, who has been representing the Texas Nurses Association (TNA) (as an alternate) at the Committee's meetings.

Background: 22 Tex. Admin. Code §211.6(f)(2) permits the Board to amend committee memberships as needed. Ms. Zolnierek has accepted a teaching position at St. David's School of Nursing, Texas State University, Round Rock, Texas, and is no longer a member of TNA's staff. As a result, TNA has requested that Ms. Clinch assume the responsibility of representing the organization at the Committee's meetings, as an alternate. A copy of Ms. Clinch's current curriculum vitae is attached hereto as Attachment "A".

Staff's Recommendation: Approve the appointment of Ms. Clinch to the Deferred Disciplinary Action Pilot Program Advisory Committee.

Board Action: Move to approve the appointment of Therese Clinch, RN, MSN, as a replacement member of the Deferred Disciplinary Action Pilot Program Advisory Committee, effective immediately.

Therese Clinch, RN, MSN

Objective

To be employed in a position which uses my knowledge and skills as well as allowing the greatest growth in my profession?

Experience

November 2011 – present Texas Nurses Association Austin, Texas

Director of Practice

September 2009 –November 2011 St. David's HealthCare Institute For Learning Austin, Texas

Clinical Nurse Coordinator

- Responsible for researching the journey to Magnet for St. David's HealthCare
- Coordinating and implementing electronic competency project for the 6 hospitals.
- Advising employees on initial/advanced nursing education opportunities/pathways with the Academic Partners

March 2007 – September 2009 St. David's HealthCare Centralized Recruitment Austin, Texas

Clinical Nurse Recruiter

- Responsible for recruitment, application/interview and hiring tracking and onboarding of GNs for SDH. Hired over 200 GNs in 2008 for the partnership.
- Attended local/state/national career//job careers events to recruit GNs.
- Responsible for coordinating the annual GN celebration events.
- Responsible for recruitment and onboarding of Canadian GNs for SDH.
- Participated in updating recruitment materials and ordering of recruitment supplies.
- Participated in development and approval of recruitment advertisement
- Responsible for monitoring national job boards
- Responsible for developing and implementing a Centralized Recruitment model at Las Palmas Del Sol Healthcare in El Paso, Texas.
- Responsible for setting up the Centralized Recruitment office including policies, processes and systems for Las Palmas Del Sol Healthcare.
- Responsible for the communication of the Centralized Recruitment team and its processes at Las Palmas Del Sol Healthcare.
- Responsible for developing and implementing a recruitment plan including advertisement, budget and recruitment materials i.e. development of the GN, Rehab and Market brochures.
- Responsible for recruitment, tracking and onboarding of GNs at Las Palmas Del Sol Healthcare Including the GN Scholarship program, GN Celebration events, and coordinating a Hurst Review Course.
- Responsible for supervising of recruitment staff i.e. weekly meetings, review of reports etc.
- Responsible for providing recruitment reports to Market HR Director i.e new hires, contract labor and vacancy reports.
- Responsible for meeting with Administrative Directors and Directors to strategize on recruitment activities to fill their positions.
- Attended local, state and national job/career fairs for Las Palmas Del Sol Healthcare.
- Responsible for permanent placement agency contracts
- Responsible for developing recruitment programs i.e. short and long term recruitment programs

such as seasonal plan, spot light employee referral program, and the Mexican RN sponsorship program. Also responsible for the revision of the GN sponsorship program – GN Repayment Loan program.

June 2003 – March 2007 St. David's Medical Center Austin, Texas

Academic Coordinator

- Program development for new and current staff – Mentor Program, Patient First classes for SNU's and unit clerks, grant funded SNAP Fellowship, Spanish Meducation classes, GN programs.
- Developed, coordinated and facilitated the Excel to RN and Tuition Forgiveness programs at SDMC
- Developed, coordinated and facilitated the SDMC Certification program i.e. on campus review and exam programs, tracking of nurses attending the courses, ordering of display cases for the units
- Served on the SDMC Communication Service Excellence team
- Responsible for rolling out Mandatory Education on Healthstream to SDMC employees.
- Responsible for researching and coordinating the roll out of EBSCO online nursing journal database and KRAMES On Demand Patient Education online program.
- Responsible for writing and distributing SDMC Nursing, Mentor Program and Shared Governance Newsletters to the nursing units, monthly.
- Hospital orientation of new nursing staff
- Facilitate meetings and programs – Shared Governance, Annual Nursing meetings.
- Coordination of student clinical rotations – Regular, Capstone and Student Externship clinical/program. Meet annually with the nursing schools to review and update clinical rotations. Maintain student contracts.
- Responsible for coordinating nursing academies at SDMC
- Responsible for coordinating job shadowing experiences/COOL Week for high school students at SDMC.
- Responsible for coordinating a video shoot at SDMC on units for the Texas Higher Education Coordinating Board.

June 1999–June 2003 St. David's HealthCare Partnership Austin, Texas

Clinical Site Coordinator

- Training of staff – Partnership and Site, North Austin Medical Center
- Education programs for staff - Partnership and Site, North Austin Medical Center including Mandatory and Continuing.
- Coordination of student clinical rotations - Partnership and Site, North Austin Medical Center

March 1982 – July 1999

Health Education Manager

Nurse Recruiter

Pediatric Educator

Nursing Instructor

Clinical Pediatric Nurse

Education

1990 Texas A & M at Corpus Christi Corpus Christi, Texas
• Master of Science in Nursing, Nurse Education

1981 University of Texas Medical Branch Galveston, Texas
• Bachelor of Science in Nursing

Accomplishments

2004 Participant on the RN/LVN Item Review panel for the National Council of State Boards of Nursing (NCSBN).

2005 Participant and Facilitator in the start up of the Austin chapter of the National Association of Hispanic Nurses.

2006 Nominated for a Partners in Education award by AISD – Community work with high school students on healthcare careers.

2006 Recipient of the Texas Nurses Association, District 5 –FAB FIVE award.

2006 Published a chapter on Infusion Therapy for Thomason Del Mar Learning in Contemporary Medical/Surgical Nursing textbook.

2006 Received the Pathway to Excellence designation award for St. David's Medical Center.

2010 Participant on the Master Review panel for the National Council of State Boards of Nursing.