



NIH Clinical Center Nursing Department Medical Surgical Specialties Leadership Biosketch

Debbie C Gutierrez, BSN, RN

Senior Nurse Manager
Nursing Department, NIH Clinical Center

Academic Degrees

AAS, National College Rapid City, SD
BSN, Western Connecticut State University, CT
MHA, Walden University (May 2015)

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Biosketch

Debbie Gutierrez is the Senior Nurse Manager for 5 SE, 5 NES-Special Clinical Studies Unit and 5 NES-Vaccine Evaluation Clinic in the Medical Surgical Specialty Service within the Nursing Department at the National Institutes of Health, Clinical Research Center in Bethesda, Maryland. As a Senior Nurse Manager she is responsible for supervising the domain of practice for the specialty of clinical research nursing on a 27 bed infectious disease medical surgical telemetry unit, a 7 bed special clinical studies unit and the vaccine evaluation center.

Debbie started her career at NIH in 1991 as a graduate nurse on 7East Cardiac Telemetry Unit. She transferred to the Medical Intensive Care Unit in 1994 and implemented the Vascular Access Device (VAD) Service in 1995. Debbie received the Public Health Service McLaughlin Award for Clinical Services (1999), which recognizes exemplary leadership and skill resulting in noteworthy accomplishments as a clinician for her contribution to the VAD services. The VAD service officially became a consult service in 1996. In 2004, Debbie assisted in facilitating the combination of the VAD service, Endoscopy and Bronchoscopy services into the Procedure, Vascular Access Conscious Sedation service (PVCS). In 2005, Debbie was the Clinical Manager for the PVCS and in 2007 she was promoted to Nurse Manager. Debbie is active in the Association of Vascular Access (AVA) and has served in various leadership roles on AVA's committees and published on vascular access devices. In addition from 2007 to 2013, Debbie was Acting Nurse Manager for multiple specialty units throughout the CRC. She is currently pursuing a Master's degree in Health Care Administration through Walden University.



NIH Clinical Center Nursing Department Medical Surgical Specialties Leadership Biosketch

Melissa Hubbard, MSN, RN

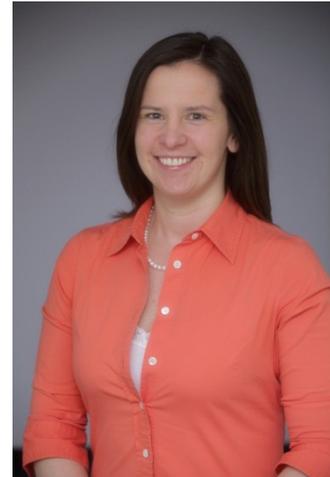
Clinical Manager
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Academic Degrees

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Biosketch

Melissa Hubbard is the Clinical Manager for the Special Clinical Studies Unit (SCSU), a specialized patient care unit within the Nursing Department at the National Institutes of Health Clinical Center in Bethesda, Maryland. As the clinical manager, she helped develop and currently maintains policies and procedures related to admission and care of laboratory workers at federal Bio-Safety Level (BSL)-3/4 research facilities that have sustained a potential occupational exposure to an infectious pathogen and therefore require close clinical observation with possible treatment under strict isolation precautions. In addition, she also supports staff readiness for these admissions through several training modalities.

Ms. Hubbard started her career as a staff nurse in medical oncology at Billings Clinic in Billings, MT. She has also served as a surgical intensive care unit staff nurse at Vanderbilt University Medical Center. She came to the Clinical Center Nursing Department in 2010 as one of ten nurses tasked with opening the SCSU. She is the Chair-Elect for the Nurse Practice Counsel which is the oversight committee within the shared governance structure in the Nursing Department. She has given numerous presentations on nursing care for high containment pathogens both to the clinical center staff and at local conferences. In 2013, she received a Clinical Center Director's Award for Strategic Innovation for her exceptional leadership in developing the capacity of the Special Clinical Studies Unit to meet its mission.



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Ann Hickey, BSN, RN

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Nursing Department, NIH Clinical Center

Academic Degree
BSN, University of Virginia

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Biosketch

Ann Hickey is a Clinical Manager for the Medicine/Telemetry unit within the Nursing Department at the National Institutes of Health Clinical Center in Bethesda, Maryland. In her role as Clinical Manager she utilizes her extensive knowledge of research nursing at the Clinical Center to assist with management of daily unit operations in collaboration with the Nurse Manager and to serve as a mentor and resource for the professional staff.

Ms. Hickey started her career as a Commissioned Officer in the U.S. Public Health Service at the Clinical Center in 1975. She has held staff nurse positions in the areas of cardiology, surgical oncology/immunotherapy, endocrinology, and infectious diseases. From 1985-1990 she was a research nurse in the NIH Diagnostic Radiology Department. Her work included managing data for protocols to establish the safety and efficacy of gadolinium as a contrast agent for use in Magnetic Resonance Imaging. Throughout her career Ms. Hickey's goal has been to model the provision of compassionate nursing care to patients participating in research studies. She received an Excellence in Clinical Practice Award (1998) and an NIH Director's Award for clinical care (2008.)





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Aundrea S. McNeil, MSN, RN

Clinical Manager
Nursing Department, NIH Clinical Center

Academic Degrees

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Post Baccalaureate Nursing Education Certificate, Towson State University,
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Biosketch

Aundrea McNeil is the Clinical Manager for 5SE Med/Tele/Surg unit within the Nursing Department at the NIH Clinical Center in Bethesda, Maryland. The 5SE Med/Tele/Surg Clinical Research Nurse provides primary care nursing to newly diagnosed, acute and chronically ill, and end of life patients participating in current clinical research studies. As the Clinical Manager she brings to the role her experience in leadership, nursing education, and community health nursing. She provides guidance and leadership to the clinical research nurse to ensure that the guidelines identified by the Nursing Department Model of Care are integrated within nursing practice, and patient care.

Throughout Ms. McNeil's nursing career she has worked as a critical care nurse, case manager, and clinical educator in Baltimore, MD. She has also worked several years as an Assistant Professor of Nursing at Notre Dame of MD University in Baltimore, MD, where she continues as Adjunct Nursing Faculty. Prior to her joining the NIH, she worked as the Nurse Internship Coordinator at Saint Agnes Hospital in Baltimore, MD. She also presented a poster on "The Staff Nurses Transition to Becoming a Preceptor: A Blended Learning Approach" at the Institute for Educators - University of MD School of Nursing, and the Maryland Organization for Nurse Executives EBP Conference in 2013. Ms. McNeil is very active in the community as she volunteers at local shelters, and develops community health fairs for various Baltimore City programs.



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Commander Felicia Andrews, MSN, RN

Senior Nurse Manager
CDR, United States Public Health Service
Nursing Department, NIH Clinical Center

Academic Degrees

BSN, Tuskegee University, Tuskegee, AL
MSN, Bowie State University, Bowie, MD

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Biosketch

Commander Felicia Andrews is the Senior Nurse Manager for 5NW General Medicine Unit and 5SWN-7SWS Metabolic Clinical Research Unit within the Nursing Department at the National Institutes of Health, Clinical Center in Bethesda, Maryland. As Senior Nurse Manager, CDR Andrews oversees a 32 bed general medical surgical unit; a 10 bed metabolic unit, and a 3 bed metabolic suite. CDR Andrews directs and coordinates the work of clinical research staff nurses and ancillary personnel. She monitors and manages clinical quality, customer service effectiveness and operational efficiency. CDR Andrews leads planned changes at the unit level; motivates and guides others toward the attainment of organizational goals; and works closely with the multidisciplinary team to design and manage a nursing care delivery model to assure clinical expertise, protocol knowledge and research integrity.

Commander Andrews earned a Bachelor of Science in Nursing from Tuskegee University in 1994 and a Master of Science in Nursing from Bowie State University in 2007. She began her career in the United States Public Health Service in the Junior Commissioned Officer Student Training and Extern Program (JR COSTEP) in 1991. CDR Andrews was selected by the NIH Clinical Center for the Senior Commissioned Officer Student Training and Extern Program (SR COSTEP). Upon completion of the SR COSTEP, CDR Andrews reported to the NIH Clinical Center where she started her career as a pediatric staff nurse in 1994. CDR Andrews has held various clinical roles including Senior Clinical Research Nurse, Clinical Manager and Pediatric Nurse Manager. Following a four year tour of duty at the Bureau of Prisons, United States Penitentiary in Atlanta, Georgia where she implemented various preventative health inmate programs; CDR Andrews returned to the Clinical Center as the Clinical Manager on the general medicine unit and was quickly promoted to Nurse Manager. CDR Andrews received a 2013 NIH Clinical Center Director's Award for her outstanding leadership and support to multiple patient care units during the restructuring of the Nursing Department as well as many other Public Health Service Awards throughout her career.



NIH Clinical Center Nursing Department Medical Surgical Specialties Leadership Biosketch

Ejigayehu (EJ) Demissie, MSN, RN

Clinical Manager
Nursing Department, NIH Clinical Center

Academic Degrees

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Biosketch

Ejigayehu Demissie (EJ) is the Clinical Manager for the 5 NW General Medicine nursing unit within the Nursing Department at the National Institutes of Health, Clinical Center in Bethesda, Maryland. As the Clinical Manager, she actively leads the nursing staff in conjunction with the Nurse Manager in identifying, communicating, and supporting quality and safety of patient care consistent with the Clinical Center Nursing Department vision and values. She collaborates within and across departments to meet organizational goals to meet the complex care requirements of the patients participating in clinical research on the medical unit.

EJ started her career as a staff nurse at Georgetown University Hospital as a medical-surgical nurse and later worked on General surgery & Cardio-Thoracic Intensive Care Units. As a Research project Manager at the University of Pennsylvania she was in charge of managing 12 sites in the lung transplant program for an NIH funded study. While at the University of Pennsylvania, she travelled to Botswana with the nursing leadership through the Penn- Botswana program to help the Botswana nursing leadership improve their health care delivery system. She implemented nursing competencies and by coached them on how to do nursing audits to find their strengths and weaknesses.





NIH Clinical Center Nursing Department Medical Surgical Specialties Leadership Biosketch

Pamela Orzechowski, RN

Clinical Manager
Nursing Department, NIH Clinical Center

Academic Degree

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Biosketch



Pam Orzechowski is the Clinical Manager for 5NW General Medicine within the Nursing Department at the National Institutes of Health, Clinical Center in Bethesda, Maryland. As the Clinical Manager, she assists the Nurse Manager with the overall clinical operations of the unit which includes, managing clinical/research issues, staffing the unit and scheduling. Ms. Orzechowski is responsible for leading and coordinating the efforts of staff nurses and administrative personnel. She interacts with multiple research and interdisciplinary team members to help implement research protocols and ensure research integrity is maintained. An integral part of this process is working with research nurses and institute coordinators to oversee arranging all planned admissions to the unit. Ms. Orzechowski partners with other leadership team members, i.e. Clinical Nurse Specialist and Clinical Educator, to identify nurse educational needs when implementing planned changes to systems such as Transparent Acuity and Care Fusion.

Ms. Orzechowski started her nursing career as a Medical Surgical Nurse Intern at the National Institutes of Health in 2005 and successfully completed the program in 2006. She helped to develop a reference tool for procedure that is still utilized today. As a staff nurse, Ms. Orzechowski especially enjoyed caring for post surgical patients and performing complicated serial tests. In 2010, Ms. Orzechowski was recommended for and accepted the role of Acting Clinical Manager of 5NW. This occurred during a period of management transition. In this role, she demonstrated enthusiasm and competence while ensuring research integrity was maintained and patient care needs were met. In 2011, Ms. Orzechowski was officially selected as the 5NW Clinical Manager. Ms. Orzechowski was later promoted to 5NW Clinical Manager in 2014. During her professional career at the NIH Clinical Center, Ms. Orzechowski was nominated for the Exemplary Nurse Award in 2010; she received a 2013 Clinical Director's Award for *Outstanding Leadership of the Patient Care Unit during a Severe Staffing Shortage and for Robust Recruitment and On Boarding of New Staff*.



NIH Clinical Center Nursing Department Medical Surgical Specialties Leadership Biosketch

Gladys Tataw-Ayuketah, MPH, RN

Clinical Manager
Nursing Department, NIH Clinical Center

Academic Degrees

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BS, California State University, Long Beach, CA
MPH, Walden University

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Biosketch

Gladys Tataw-Ayuketah is the Clinical Manager for the Metabolic Clinical Research Unit (MCRU) within the Nursing Department at the National Institutes of Health, Clinical Center in Bethesda. As a Clinical Manager, she collaborates within the multidisciplinary team in the overall operation and management of the multi-institute inpatient and outpatient program focused on research in endocrine, metabolic and nutritional diseases like obesity and diabetes. Ms. Tataw-Ayuketah is an original member of the multidisciplinary team involved with the implementation of the NIH Strategic Plan to conduct obesity research. She played a key role in the initial establishment of the unit design, development of the nursing preceptor program and standards of practices for the MCRU. As an expert in the biomedical research process, she utilizes her professional judgment and decision making skills in fully integrating the domain of practice for specialty research nursing and effectively balances participant safety, data integrity and quality service to the stakeholders. Gladys actively participated in implementing clinical Acuity Plus indicators to capture research intensity within the metabolic program. She leads Performance Improvement projects to ascertain quality outcomes in the research process including the hemolysis reduction project and accuracy of blood samples collected for research purposes.

Ms. Tataw-Ayuketah started her career as a Licensed Vocational Nurse (LVN) in Medical Oncology at Fountain Valley Regional Hospital where she participated in the development of guidelines for the incorporation of LVNs within the Oncology service; this was an organizational initiative to ease the nursing shortage. Her passion to improve the health of the underserved community led her to coordinate the Health Education program, co-write curricula and facilitate classes for cardiovascular, HIV/AIDS, and diabetes for the surrounding cities of Orange and Santa Ana, CA. Her interest in clinical research of public health issues like obesity brought her to the NIH. She also collaborates in studies and publications to improve the health of the underserved population at the NIAIMS Clinic in Upper Cardoza in Washington, D.C.



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Janice Davis, MS, RN

Senior Nurse Manager
CAPT, United States Public Health Service
Nursing Department, NIH Clinical Center

Academic Degrees

BA, University of Dayton, Dayton, OH
BSN, University of Maryland, Baltimore, MD
MS, University of Maryland, Baltimore, MD

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CAPT Janice Davis is the Senior Nurse Manager for 5SW Medical Surgical Day Hospital, OP9 Medical/Surgical Specialties including rheumatology and liver diseases, OP5 Ear, Nose and Throat (ENT) and neurology, and OP1 Dental Research Clinic. These areas provide care for both adult and pediatric patient populations.

CAPT Janice Davis earned a BSN in Nursing from the University of Maryland in 1988, and a MS in Nursing Administration in 2002 from the University of Maryland. She is board certified through the American Nurses Credentialing Center as a Nurse Executive and holds a BA in Psychology '88 from the University of Dayton. CAPT Davis began her nursing career at the NIH Clinical Center in 1988 as a Neuroscience Nurse Intern and later held positions as a Clinical Research Nurse in Neurology, Critical Care and Cardiology. In 1999, she became a Research Nurse Coordinator for the National Heart Lung and Blood Institute (NHLBI) and was the lead nurse in launching a state of the art Cardiac MRI program as an NIH collaborative initiative with a community hospital. In this role she served as an associate investigator and a primary investigator of a research study examining Anxiety and the Physiological Response in Patients undergoing MRI. In 2002 she was selected as a Nurse Manager in Ambulatory Care and was promoted to Senior Nurse Manager in the Medical Surgical Specialty service in 2013.

She joined the United States Public Health Service in 2003 and is currently serving in the rank of Captain. CAPT Davis has presented nationally on leadership, clinical and research topics pertaining to her areas of interest including clinical research nursing.



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Mai Hill Lloyd, BSN, RN

Clinical Manager
Nursing Department, NIH Clinical Center

Academic Degree

BSN, Howard University, Washington, DC.

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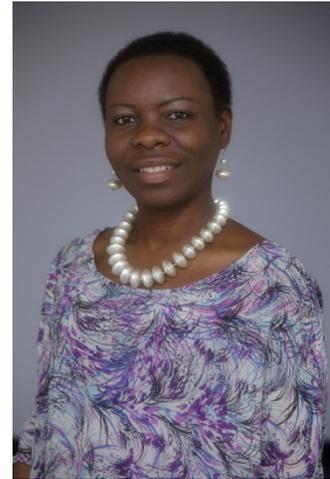
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Biosketch

Mai Lloyd is the Clinical Manager for the Medical Surgical Day Hospital within the Nursing Department at the National Institutes of Health. As the Clinical Manager, Mai leads a team of experienced nurses providing quality and exceptional care to a wide variety of adult medical surgical patients. The 5 SWS nursing unit is a multi-institute diagnostic and therapeutic day hospital serving adults patients with various endocrine, metabolic, allergic, immunologic, infectious diseases, ophthalmologic and behavioral health disorders, gynecological, rheumatologic, and nephrologic consult services.

Mai started her career as a staff nurse at Washington Hospital Center on the Surgical Oncology Unit. Later she worked at Providence Hospital as a Staff Nurse for several years. At Providence she worked on several medical surgical units serving patients and families with various medical challenges. She has strong comprehension of HIV/AIDs, orthopedics surgery and recovery, gastric by-pass, cardiovascular disorders, endocrine disorders and many other medical surgical disorders. She joined the Clinical Center as a Clinical Research Nurse working in the outpatient clinics. With a quest to advance her knowledge about research, Mai transitioned to National Institutes for Child Health and Human Development (NICHD) as a Research Nurse Specialist working with patients who have endocrine related disorders. Mai is currently pursuing a master degree in Health Services Administration.

She brings to the position vast experience in medical surgical nursing, research, and leadership. She is innovative, hardworking and has great drive for excellence. In partnership and collaboration with her nurse manager and her interdisciplinary team, her goal is to help transform the Day Hospital into the best unit in the Clinical Center.





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Ruth E. Walters, BS, BSN, RN

Clinical Manager
Nursing Department, NIH Clinical Center

Academic Degrees

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Biosketch

Ruth Walters is a clinical manager for the OP1 Dental, OP5 Ear Nose and Throat (ENT), Neurology Clinics, the OP9 Hepatology, Rheumatology, Endocrine, Digestive Disease, Diabetes, Genetics, Cystic Fibrosis and several other smaller clinics. OP1 and OP5 ENT are mainly consult clinics and the research participants are referred from multiple institutes. In this role, responsibilities include monitoring the daily operations of each clinic, reallocating staff as needed, keeping the nurse manager updated, problem solving and providing care for research participants.

Ms. Walters started her nursing career at the Worcester City Hospital in Worcester, Massachusetts in the emergency room and the Medical Intensive Care Unit. She then relocated to Baltimore, Maryland and worked at The Johns Hopkins Hospital in the Coronary Care unit as a clinical nurse and then as a senior clinical nurse. Her next position was the head nurse in the coronary and intermediate care units at Holy Cross Hospital in Silver Spring, Maryland. Then she moved on to The Washington Hospital Center in Washington, D.C. where she worked in the coronary care unit as a clinical manager. She later transferred to become the clinical manager in the intermediate care unit.

Her career at the National Institutes of Health began in the 13 East medical oncology unit and later the Day Hospital where she provided care for oncology patients. She then transferred to the outpatient arena working as a clinical manager for various outpatient clinics. As a clinical manager she works hard to maintain the high standard of care for each research participant, support for the nursing staff and for each institute which is served by these clinics.



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Elizabeth Wendell, MS, RN, OCN ©

Nurse Manager
Nursing Department, NIH Clinical Center

Academic Degrees

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MS, University of Maryland, College Park, Maryland

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Biosketch

Elizabeth Wendell is the Nurse Manager for the Hematology/Cardiology and Ophthalmology clinics with the Nursing Department at the National Institutes of Health, Clinical Center in Bethesda, Maryland. As a Nurse Manager, Elizabeth oversees three ambulatory care clinics providing 14,865 clinic visits annually to a diverse patient population. She directs and coordinates the work of Clinical Research Nurses providing clinical and research care to both adult and pediatric patients. She provides ongoing operational leadership and direction to achieve clinical quality, customer satisfaction, and operational efficiency. She works closely with the multidisciplinary team to provide clinical expertise, protocol knowledge, and research integrity.

Elizabeth started her nursing career in Medical Surgical nursing and then transferred to the Washington Hospital Center as a member of the Critical Care internship program. Elizabeth has held a variety of leadership positions in Critical Care and Oncology nursing. As a Nurse Manager at Holy Cross Hospital, Elizabeth, developed a partnership with Smith Farm Center for the Healing Arts to expand the holistic services provided to cancer patients. Elizabeth also initiated an inpatient hospice program to enhance the end of life care for cancer patients at Holy Cross. Elizabeth joined the National Institutes of Health in 2006 and has held nursing management positions both in the inpatient and outpatient settings. She has participated on many committees to enhance clinical care and quality at the Clinical Center.





NIH Clinical Center Nursing Department Medical Surgical Specialties Leadership Biosketch

LT Cynda Hall, BS, BSN, RN

Clinical Manager
LT, United States Public Health Service
Nursing Department, NIH Clinical Center

Academic Degrees

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Biosketch

Lieutenant (LT) Cynda Hall is the Clinical Manager for the Outpatient 8 (OP8), Infectious Disease Clinic, within the Nursing Department at the National Institutes of Health, Clinical Center in Bethesda, Maryland. The OP8 clinic supports the cutting edge infectious disease research being conducted by the Institute of Allergies and Infectious Disease (NIAID). As a Clinical Manager, LT Hall provides patient focused nursing leadership within the interdisciplinary team to balance clinical care and research needs of patients while providing safe and effective collection of clinical research data.

LT Hall started her career at the Clinical Center in 2007 as an aphaeresis nurse in the Department of Transfusion Medicine providing automated and manual collection of both therapeutic and research blood products in support of treatment and research protocols at the Clinical Center. Prior to coming to the National Institutes of Health, LT Hall worked as a nurse in a variety of patient care settings from medical surgical to community care nursing. She received her Bachelor of Science in Nursing from Bowie State University in 2005 and a Bachelor of Science in Health Services Management from the University of Maryland University College in 1997.