
Judy Upshaw

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Professional Summary

I have 16 years of experience in Health Care Management: Ambulatory Surgery Center, Long Term Care, Home Health Care, Correctional Healthcare, Staff Development, Education and Simulation. I have excellent communication skills. I am a motivated leader that believes in teambuilding and empowering employees to provide the best patient care/services possible in a cost effective environment.

Licenses

TX RN License – 631041
CPR certified through American Heart Association

Skill Highlights

- Effective Policy and Program Development
- Effective Communicator
- Experienced in Electronic Medical Records
- Physician Relations
- Team Building
- Cost Containment

Professional Associations

Texas Nurses Association
American Nurses Association
National Association of Professional Women
Covington's Who's Who

Volunteer Organizations

Member - SART (Sexual Assault Response Team) of Walker County, Huntsville, TX
Board Member - SAAFE House (Sexual Assault Abuse Free Environment) Huntsville, TX

Professional Experience

August 2017 to
present

Sam Houston State University School of Nursing
Assistant Clinical Professor

Instructor for Health Assessment and Fundamentals

August 2013 to
August 2017

Sam Houston State University
School of Nursing
Director of Nursing Laboratories

Duties:

- Develop and implement policy and procedures specific to the School of Nursing Laboratories
- Prepares and manage annual budget
- Implemented an inventory control system
- Manage lab staff and student workers
- Create and maintain an environment for student learning
- Schedule maintenance on all mannequins and equipment
- Assists faculty and students with skills and scenarios
- Creates appropriate environment and moulage for scenarios
- Collaborates with faculty weekly to plan appropriate learning activities and scheduling of scenarios
- Operates and assists with audio visual equipment
- Remediate students that are referred to the lab by faculty
- Provides laboratory training for all faculty/staff in the department
- Attends annual training on Simulation
- Active member of the Houston Area Consortium Committee for Simulation Specialist
- Assisted Professor Galloway with Intro to Clinical Practice in Fall 2013
- Chair of the Laboratory Committee
- Member of the Curriculum Committee
- Member of the Executive Committee for the School of Nursing.

I am currently working with the design team for The Woodlands Center School of Nursing. It will be an additional location for Sam Houston State University School of Nursing in The Woodlands, Texas. I have been working with the project manager, architects, Director of The Woodlands Center, The Dean of The College Health Sciences, SHSU procurement and numerous vendors.

December 2011 to
July 2013

Director of Correctional Care, Huntsville Memorial Hospital,
Huntsville, Texas

Duties:

- Maintain a collaborative relationship with the Texas Department of Criminal Justice to ensure excellent healthcare in a secure environment.

- Serve as a liaison between HMH Administration and TDCJ Administration
- Develop and implement policies and procedures specific to the Correctional Care Unit
- Direct the planning, implementation and evaluation of nursing care for the Correctional Care Unit
- Coordinate the delivery of patient services
- Creates and maintains an environment for learning
- Assure that nursing staff meets the legal, ethical, institutional and professional standards
- Maintained quality control programs, staffing and budgeting for the department

Director of Education and Staff Development, Huntsville Memorial Hospital, Huntsville, Texas

Duties:

- Directs and administers educational programs
- Develop and monitor budget and ensure program remains within budgetary limitations
- Participates in planning curriculums and schedule of instruction
- Responsible for the quality management and standards for all patient care programs including planning, policy development, procedural review and prioritization. Responsible for the overall development and operation of the Joe G. Davis Vocational Nursing Program and the Staff Development department within Huntsville Memorial Hospital
- Coordinate and supervision of four full time employees and four part time employees
- Establish contracts with agencies as a source for nursing student's clinical experiences under faculty supervision

July 2006 to
November 2011

**University of Texas Medical Branch
Region I and Region II**

District Director of Nursing

Duties:

- University of Texas Medical Branch – Correctional Managed Care
- Provide leadership and direction to nine Nurses managers and 256 nursing employees on 12 prison units.
- Provide guidance and direction to nursing personnel for the provision of nursing care based on established Standard operating procedures, Standards of care, policies and procedures, Nurse Practice Act, Texas Board of Nursing Examiners Rules and Regulations, American Correctional Association Health Care Standards and the organizational mission
- Utilize the abilities of nursing personnel to provide continuous and optimum achievable quality nursing care to patients through collaboration with organizational leaders regarding resource allocations, organizational/facility budget relative to providing a sufficient number and mix of appropriately qualified staff for delivery of care/services

**Director of Education for University of Texas Medical Branch
Correctional Managed Care – August 2011 – November 2011**

January 2005 to
June 2006

**A Pinewood Home Health
Huntsville, Texas**

Clinical Director

- Responsible for the care of 67 homebound patients and managing 12 employees
- Ensuring that staff follows policy and procedures, as well as state and federal guidelines, and maintaining budget for the nursing department
- Physician, patient and family liaison
- Ensure quality patient care is provided
- Monitor infection control standards by making home visits

April 2003 to
December 2004

**Riverwood Healthcare
Madisonville, Texas**

Director of Nursing

- Responsible for the overall care of a 90 bed long term care facility
- Supervision of 50 employees
- Other duties include scheduling, ensuring that staff adheres to policy and procedures, as well as state and federal guidelines
- Ensure quality patient care provided

Education

Current

University of Texas at Arlington

Arlington, Texas

Nursing

Enrolled in graduate school to obtain Master of Science in Nursing

December 2012

University of Texas at Arlington

Arlington, Texas

Nursing

Bachelor of Science in Nursing

May 1996

Tyler Junior College

Tyler, Texas

Nursing

Associate Degree in Nursing

1984

Westwood High School

Palestine, Texas

High School Diploma

References available upon request