

**Jose Alejandro, PhD, RN-BC, MBA, NEA-BC, ACM-RN, CCM, CNE, FACHE, FAAN**

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## **EDUCATION**

2021, Purdue Global University, **Post-Masters Certificate**, Adult-Gerontology Acute Care Nurse Practitioner Program, Indianapolis, IN

Ph.D. 2015, Capella University, Doctor of Philosophy in Human Services, Minneapolis, MN Emphasis: Cultural Competence

MSN 2005, University of Phoenix, Master of Science in Nursing, Phoenix, AZ Emphasis: Nursing Administration

MBA 2001, University of Dallas, Master of Business Administration, Irving, TX Emphasis: Healthcare Management

BSN 1998, the University of Texas at Arlington, Bachelor of Science in Nursing, Arlington, TX

AAS 1997, Brookhaven College, Associate of Arts and Sciences, Farmers Branch, TX

LVN 1995, South Plains College, Vocational Nursing Certificate, Lubbock, TX

## **PROFESSIONAL EXPERIENCE**

08/2023 – Present **University of Texas at Southwestern Medical Center**  
**Nurse Scientist**  
**Hours per Week: 40**

Organizational Summary: Why UT Southwestern? With over 75 years of excellence in Dallas-Fort Worth, Texas, UT Southwestern is committed to excellence, innovation, teamwork, and compassion. As a world-renowned medical and research center, we strive to provide the best possible care, resources, and benefits for our valued employees. Ranked as the #1 hospital in Dallas-Fort Worth for the fifth consecutive year, we invite you to continue your healthcare career with us at William P. Clements Jr. University Hospital. You'll discover a culture of teamwork, professionalism, and consistent opportunities for learning and advancement into leadership roles.

The Nurse Scientist position is responsible for leading the development, coordination, implementation, evaluation and dissemination of nursing research activities. This position works closely with the Director for Nursing Research to strategically plan and outline priority initiatives based on hospital quality measures. The Nurse Scientist position ensures the highest quality of scholarly and scientific activity by University of Texas Medical Center (UTSW) nursing staff. This position serves as a role model and consultant related to the nursing research process and coordinates the IRB approval and grant funding process for nursing research. The Nurse Scientist position promotes and facilitates evidence-based interventions at the bedside, a key component for the role.

09/2021 – 09/2022    **Crescent Regional Medical Center**  
**House Supervisor RN**  
**Hours per Week: PRN**

House Supervisor with administrative supervision of hospital and nursing operations during non-standards hours.

09/2022 – 12/2022    **Tarrant County College**  
**Division Dean of Nursing**  
**Hours per Week: 40**

Organizational Summary: Tarrant County College is Texas's third-largest community college. At the same time, the nursing program is the most considerable Associate Degree in Nursing program and among the ten most extensive nursing programs in Texas.

06/2021 – 06/2022    **Edward J Hines, Jr. VA Health System**  
**Associate Director Patient Care Services / Chief Nurse Executive**  
**(Federal Position)**  
Hours per Week: 40

Organizational Summary: The Edwards J Hines, Jr. VA Health System is a 489-bed within the Department of Veteran Affairs in Hines, IL. The system includes an acute care hospital, community-based outpatient clinics, mental health, community and residential communities, subacute, and other outpatient areas. Responsibilities: Provide executive leadership for all nursing practices across the healthcare system and executive sponsor for Case Management, Social Work, Utilization Management, Clinical Documentation Improvement, GIP Hospice, and Post-Acute Programs.

Accomplishments:

- Restructured nursing leadership structure to promote veteran-centric care and improve the staff engagement of 1,500 nurses.

- Initiated the ANCC Magnet accreditation journey by establishing the first Chief Nurse of Nursing Research and Magnet Accreditation position.
- Championed the budget requirements to replace all end-of-life equipment and establish a SMART simulation lab.
- Rebuild the relationship with labor-management partners, which decreased the number of grievances and complaints from various unions.

**08/1990 – present      US Air Force/US Army Reserves**  
**Public Affairs Specialist / Clinical Nurse**  
 Hours Per week: 40 (active duty)/16 (reserves)

A decorated nurse in the Army Reserves Medical Command based in Garden Grove, California. Serves honorably on five deployments supporting Operation Enduring Freedom and Humanitarian Missions. Roles include Company Commander, Detachment Commander, and Head Nurse – Telemetry Ward. Other honors received include Commendation and Achievement Medals for outstanding work performance on deployments.

**04/2018 – 06/2021      University of California Irvine Health**  
**Director – Care Management**  
 Hours per Week: 40

Organizational Summary: UC Irvine Medical Center in Orange, CA, is a 411-bed Level 1 Trauma academic medical center. Responsibilities: Provide executive leadership for Case Management, Social Work, Utilization Management, Clinical Documentation Improvement, GIP Hospice, and Post-Acute Programs.

Accomplishments:

- Created Utilization Management Program in September 2018, which resulted in a “Do Not Final Bill” (DNFB) reduction from over \$38 Million in arrears to less than \$1 Million.
  - Department of Healthcare Services audit results for two consecutive quarters’ best in the state with 99% accuracy.
  - Implemented Complex Case Management meetings for patients with LOS >10 Days with a 37% reduction.
  - Successful implementation of SB1152 Homeless Law requirements in January 2018, collaborating with UC San Diego.
  - Reduce readmission with newly established Preferred Provider Network Skilled Nursing Facilities from 30% to less than 5%. I added three home health agencies to the Preferred Provider Network.
- We have implemented “On the Spot” physician education by Clinical Documentation Improvement Specialists.

**08/2015 – 12/2020      Mount St. Mary’s University – Los Angeles**

**Assistant Professor/Lead Faculty – RN-to-BSN Program/Interim  
Director ADN Program**  
Hours per Week: 40

The full-time lead faculty is responsible for leading the RN-to-BSN program. Lead faculty for all courses. Created content for all RN-to-BSN courses. I have served on university committees on institutional awareness and range.

**04/2015 – 10/2017** Tampa General Hospital  
**Director – Care Management**  
Hours per Week: 40

Organizational Summary: Tampa General Hospital (TGH) is a 1,011-bed Level 1 Trauma, Transplant, and Burn Center. The complex also includes a 59 Bed Rehabilitation Hospital. The Academic Medical Center serves a dozen counties with a population of over four million people with assets of \$2.1 Billion. Responsibilities: Provide executive leadership for the Care Coordination, Social Work, Utilization Management, and Post-Acute Programs. I managed three assistant directors and seven managers responsible for 160 employees and over \$25 million in salaries, equipment, and property. Responsibilities include Chair of Length of Stay Steering Committee, policy development, strategic planning, budget, regulatory oversight, and clinical and non-clinical personnel management.

Accomplishments:

- Executive Health Resources (UM) Termination resulting in FY2016 \$1.1 Million reductions from FY15.
- TGH post-acute care subsidy reduction of \$900,000 in FY2016 from FY2015.
- Created and implemented ED dedicated CM team, which resulted in a 23% reduction in overutilization.
- Established Observation Unit dedicated CM team, which resulted in a 50% reduction in Observations.
- Centralized the UM Department, resulting in 100% notification and 87% denial overturn rate.

**05/2012 – 03/2015** Cornerstone Healthcare Group  
**Corporate Director – Care Management** Hours per Week: 40

Organizational Summary: A Long-Term Acute Care Hospital, Senior Living, and Behavioral Health located in Dallas, Texas. CHG, founded in 1990, owns 18 hospitals (13 employed there) in six states. Responsibilities: The Subject Matter Expert in nursing care planning for medically complex patients for all 13 hospitals in the hospital division. Responsibilities include direct supervision of 13 Directors of Case Management; indirect control of 50 case managers and ten clinical documentation specialists.

Accomplishments:

- Redesigned Case Management programs resulting in improved efficiency throughout the hospital division.
- Created centralized Utilization Management and Clinical Documentation Improvement programs.

**01/2011 – 03/2015** Kindred Healthcare  
**Senior Regional Director – Care Management**  
Hours per Week: 40

Organizational Summary: Kindred Healthcare is a national company with approximately 102,000 employees in 2,702 locations in 46 states. With assets of \$6.3 Billion, Kindred Healthcare operates 82 transitional care hospitals, 19 inpatient rehabilitation hospitals, and 91 nursing centers. Responsibilities: Subject Matter Expert in nursing care planning for medically complex patients for all 120 hospitals (at the time) in the hospital division. Responsibilities include direct supervision of five District Directors of Case Management and 33 Directors of Case Management. Fiduciary duties include setting a \$60 million budget for care and discharge planning programs. The second-highest nurse in the East Region serves as the Interim Regional Chief Nursing Officer as needed. My regional role included serving as a member of the East Region Executive Team and Chair of the Care Management Council of the Hospital Division.

Recognize as Top Regional Executive for improving quality outcomes by 32%, improving the EBITDARM by 38%, and reducing nursing case management turnover by 15%. Hospital Division's Employee of the Quarter received the Outstanding Employee of the Quarter for the healthcare system. Served as interim Corporate Senior Director of Case Management for Hospital Division for one year.

**02/2002 – 11/2007** Avidyn Health  
**Regional Director of Operations**  
Hours per Week: 40

Health Plan Executive and Chief Nursing Officer for Southwest Region, providing office oversight in Dallas, San Antonio, Las Vegas, and Los Angeles. Mentored and supervised over four associate directors, 12 managers, and 600 employees of the Southwest Region. For-profit center over third-party administrator and health plan including quality management, case management, utilization management, Precious Cargo maternity program, and health & wellness. Budget responsibilities include \$20 million directly and \$10 million indirectly. Over 600,000 covered lives in HMO, PPO, Medicare, and risk products.

She was recognized for implementing a new care management model to reduce utilization and preserve Medicare and health plan days. Nominated and received the highest honor for Senior Leadership Academy. Chair of Chief Nursing Council, member of Executive Council, and represented Fiserv Health on Fiserv international health panel.

El Centro College of Nursing (2014 – 2015, 2008 – 2010)

**01/2014 – 05/2015**    **Professor & First Level Coordinator**  
Hours per Week: 40

**08/2008 – 12/2010**    **Professor**  
Hours per Week: 40

Theory faculty for first-level courses in the associate degree nursing program.

**08/2006 – 07/2008**    the University of Texas at Arlington  
**Clinical Instructor**  
Hours per Week: 40

Clinical faculty for the bachelor of science nursing program.

Parkland Health & Hospital System (1995 – 2010)

**11/2007 – 02/2010**    **Director Care Management**  
Hours per Week: 40

Provide leadership and oversight for the Patient Access/ADT, Care Coordination, Care Transitions, and Clinical Resource Management programs. I managed two associate directors, four assistant directors, and eight managers with over 400 employees. Manage over \$20 million in salaries, equipment, and property. Recognize for reducing \$4 million in wastage from applying the LEAN methodology. Receive Outstanding Graduate from Senior Leadership Academy. Total assets include \$2.1 Billion. Responsibilities include policy development, strategic planning, budget, regulatory oversight, clinical and non-clinical personnel management, care management, and patient access for all portals of entry into the system. They are recognized by the Dallas County Commissioners Court and Board of Managers for removing requirements from the Centers for Medicare/Medicaid (CMS).

**02/2002 – 11/2007**    **Staff RN, Emergency Department**  
Hours per Week: 16

Part-Time staff emergency department nurse in a Level 1 Trauma academic medical center. Duties included clinical leader, charge nurse, and preceptor.

**04/1999 – 02/2002**    **Staff RN, Emergency Department**  
Hours per Week: 40

Full-Time staff emergency department nurse in a Level 1 trauma academic medical center. Duties included clinical leader, charge nurse, and preceptor.

01/1996 – 04/1999    **Staff LVN, Anesthesia Department**  
Hours per Week: 40

Full-Time LVN in the anesthesia department at a Level 1 trauma academic medical center.

08/1995 – 01/1996    **Staff LVN, DeHaro-Saldivar Health Center**  
Hours per Week: 40

Full-Time LVN in the outpatient clinic at a Level 1 trauma academic medical center.

### **CERTIFICATIONS**

2020 – present Certified Nurse Educator – National League for Nursing

2019 – present Nurse Executive, Advanced – Board Certified, ANCC

2016 – present Accredited Case Manager, ACMA

2009 – present Registered Nurse – Board Certified, ANCC

2005 – present Certified Case Manager, CCMC

### **HONORS & AWARDS**

2021    National Association of Hispanic Nurses – Latino Legacy Award (**Lifetime Achievement Award**)

2021    American Nurses Association – California Public Policy Award (Racism in Nursing and Healthcare)

2020    American Association of Men in Nursing Luther Christman Award (**Lifetime Achievement Award**)

2015    Case Management Society of America – Case Manager of the Year

2014    American Association of Nursing – Fellow

2011    American College of Healthcare Executive

2008    Texas Nurses Association – Emerging Leader

## DOCTORAL DISSERTATION

Alejandro, J. (PI). "Cultural Competence Perceptions by Hispanic Nurses." Capella University, Minneapolis, Minnesota. Dissertation Chair: Dr. Debra Hurd. January 2015.

## SCHOLARSHIP

### POLICY BRIEF

Wicks, MN; Alejandro, J.; Bertrand, D.; Boyd, C. et al. (2018). We are achieving advanced care planning in diverse, underserved populations. *Nursing Outlook*. 66(3), 311-315.

### MANUSCRIPT

Bristol, T.; Brett, A.; **Alejandro, J.**; Colin, J. et al. (2019). Nursing faculty readiness for student diversity. *Teaching and Learning in Nursing*. Education and Learning in Nursing. 15(1), 104-108.

## EDITORIALS

**Alejandro, J.** (2021). Considering Case Management Practice from a Global Perspective. *Professional Case Management*. 26(2), 99-103.

**Alejandro, J.** (2021). The canaries in the Coal Mine. *Professional Case Management*. 26(1), 34-35.

White, C.W. & **Alejandro, J.** (2020). Highly reliable case management. *Professional Case Management*. 25(3), 107-110.

**Alejandro, J.** (2020). Professional case management: Promoting the value of case management. *Professional Case Management*. 25(1), 37-38.

**Alejandro, J.** (2020). Renewal and New Beginnings. *Professional Case Management*. 25(4), 230-231.

**Alejandro, J.** (2019). Care progression: Care management alignment. *Professional Case Management*. 24(1), p46-47.

**Alejandro, J.** (2018). Case management: Transforming health care environment. *Professional Case Management*. 23(4), 220-221.

## LECTURES BY INVITATION, SPEECHES & WORKSHOPS



2019: Keynote Speaker, “Future Vision of Case Management,” Case Management Society of America Long Island, NY. October 2021.

2021: Panelist, “COVID-19, Advancing Health Equity during COVID-19 Pandemic,” American Association of Colleges of Nursing (AACN). Virtual. April 20, 2021.

2021: Primary Speaker, “Leadership and Mentorship” for Hispanic Serving Institutions,” AARP, Robert Wood Johnson Foundation and Office of Minority Health, Feb 11-12, 2021.

2020: Keynote Speaker, “Global Response to the Pandemic and Racism,” National Association of Hispanic Nurses, Los Angeles, CA. October 23, 2020.

2020: Keynote Speaker, “Professional Case Management as a Value Proposition,” Case Management Society, Tacoma, WA. October 7, 2020.

2020: Keynote Speaker, “Professional Case Management as a Value Proposition,” Case Management Society, Chicago, IL. March 9, 2020.

2020: Keynote Speaker, “Servant Leadership in Nursing,” Texas Nursing Students Association. Austin, TX. February 21, 2020.

2019: Presenter, Introduction to On-Line Learning. Mount St. Mary’s University. Los Angeles, CA. November 11, 2019.

2019: Co-Presenter, Sickle Cell Equity for Hispanics: NAHN Innovations and Partnership – webinar. <https://youtu.be/26UA-yjwIGw>. September 25, 2019.

2019: Keynote Speaker, “Case Management Strategies for Overcoming Patient-Related Hurdles in Moderate-to-Severe Asthma. Case Management Society of America Annual Conference. Las Vegas, NV. June 13, 2019.

2019: Keynote Speaker, “Future Vision of Case Management,” Case Management Society of America Knoxville Chapter Annual Conference. Knoxville, TN. May 23, 2019.

2019: Keynote Speaker, “Future Vision of Case Management,” Case Management Society of America Kansas City Chapter Annual Conference. Kansas City, MO. May 7, 2019.

2019: Keynote Speaker, “Future Vision of Case Management,” Case Management Society of America Tacoma Chapter Annual Conference. Tacoma, WA. May 8, 2019.

2019: Keynote Speaker, “Future Vision of Case Management,” Case Management Society of America Dallas-Fort Worth Chapter Annual Conference. Dallas, TX. April 12, 2019.

2019: Keynote Speaker, “Future Vision of Case Management,” Case Management Society of America Chicago Chapter Annual Conference. Chicago, IL. April 11, 2019.

2019: Keynote Speaker, “Future Vision of Case Management,” Case Management Society of America Olympia Chapter Annual Conference. Olympia, WA. April 10, 2019.

2019: Keynote Speaker, “Future Vision of Case Management,” Case Management Society of America Houston Chapter Annual Conference. Houston, TX. January 31, 2019.

2018: Presenter, “Population Health: The Role of the Associate Degree Nurse,” Organization for Associate Degree Nursing Annual Conference. Philadelphia, PA. November 10, 2018.

2018: Co-Presenter, “Informed Trauma Care.” American Academy of Nursing Policy Conference. Washington, DC. November 1, 2018.

2017: Keynote Speaker, “Collaboration Diversity World Café,” Nuts and Bolts, Minneapolis, Minnesota. August 3, 2017.

2016: Plenary Speaker, “Bridging Clinical into the Classroom Setting” Organization of Associate Degree Nursing. Dallas, Texas. December 3, 2016.

2016: Keynote Speaker, “Minority Nursing in Leadership.” Minority Nursing Regional Conference. Springfield, Massachusetts. October 29, 2016.

2016: Guest Speaker, “Current and Future Trends in Case Management.” California Department of Public Health – Children Medical Services. Los Angeles, California. April 5, 2016.

2015: Keynote Speaker, “Hispanic Healthcare: Promoting the Growth of Hispanics in Nursing.” National Association of Hispanic Nurses – Dallas Chapter. Dallas, Texas. October 18, 2015.

2012: Panelist, “DNP or Ph.D.? Which is Right for me? National Association of Hispanic Nurses Annual Conference, San Juan, Puerto Rico. July 19, 2012.

2011: Guest Lecturer, “Strategies for Recruitment, Retention and Career Enhancement of Hispanic Nurses.” New Jersey City University, November 18, 2011.

2011: Presenter, “The Indigent Population: The Unique Roles of RN and SW Case Managers.” Case Management Society of America Annual Conference, San Antonio, June 17, 2011.

2010: Presenter, “Mentorship Leadership STARS within Case Management.” DFWCMSA, Dallas, October 20, 2010. (Repeat)

2010: Presenter, “Mentoring Leadership STARS within Case Management.” Case Management Society of America, Orlando, Florida, June 16, 2010.

2009: Presenter, “Case Management of the Indigent Population.” LA Chapter, Case Management Society of America. March 9, 2012.

2008: Presenter, “What is the RN Case Manager’s role in coordinating care for the unfunded population?” LA Chapter, Case Management Society of America. March 12, 2012.

2006: Presenter, “Care Planning for the unfunded population: A Health Plan’s Approach!” Texas Hispanic Caucus, April 12, 2006.

### **EDITORIAL BOARDS**

2018 – present      Professional Case Management

2015 – present      American Nurse Today

2012 – 2018      MinorityNurse.com

### **PROFESSIONAL MEMBERSHIP AND SERVICE**

2021 – present      **American Association of Colleges of Nursing**  
    ✦ 2021 – 2022: Member, Diversity, and Inclusivity Committee

2018 – present      **Association of California Nurse Leaders**  
    ✦ 2021-2023: Treasurer and ANA Delegate  
    ✦ 2019-present: Member, Annual Planning Committee  
    ✦ 2018-2019: Members, Bylaws Committee

2015 – present      **Organization for Associate Degree Nursing**  
    ✦ 2019-present: Director, OADN Foundation  
    ✦ 2017-2019: Board Member (Ex-Officio)  
    ✦ **2017-2019: President, OADN Foundation**  
    ✦ 2016-2017: Director, OADN Foundation

2014 – present      **American Academy of Nursing**  
    ✦ 2019-present: Board of Directors  
    ✦ 2019-present; Board Liaison (Three Expert Panels)  
    ✦ 2017-2018: Chair, Nominating Committee  
    ✦ 2016-2017: Member, Nominating Committee

- ✦ 2017-2018: Chair, Cultural Competency & Health Equity Expert Panel
  - ✦ 2014-present: member, Cultural Competency & Health Equity Expert Panel
  
- 2014 – present      **American Association of Men in Nursing**
  - ✦ 2020-present: Board of Directors
  - ✦ 2019-2020: Member, Finance & Audit Committee
  
- 2013 – present      **American Organizational of Nurse Leaders**
  - ✦ 2013-2014: Strategic Planning Committee
  - ✦ 2012-2013: (non-member) Advisory Committee
  
- 2010 – 2017      **National Coalition of Ethnic Minority Nursing Assoc.**
  - ✦ 2016-2017: Vice President
  
- 2008 – present      **American College of Healthcare Executives**
  
- 2006 – present      **Case Management Society of America**
  - ✦ 2021-2021: Immediate Past President
  - ✦ **2018-2020: President**
  - ✦ 2017-2018: President-Elect
  - ✦ 2011-2014: Treasurer
  - ✦ 2010-2011: Treasurer,
  - ✦ 2009-2010: Board of Directors
  
- 2005 – present      **Sigma Theta Tau International**
  - ✦ 2019-present: Treasurer
  - ✦ 2015-2019: Treasurer, Building Corporation
  
- 1998 – present      **American Nurses Association (TX, FL, CA)**
  - ✦ 2021-present: ANA/C Treasurer
  - ✦ 2020-present: ANA/C Legislative Committee
  - ✦ 2017-2018: West Central Reg. Director (FL)
  - ✦ 2010-2012: Board of Directors, TNA Dist. 4
  - ✦ 2008-2010: Vice President, TNA Dist. 4
  - ✦ 2006-2008: Board of Directors, TNA Dist. 4
  
- 1995 – present      **National Association of Hispanic Nurses**
  - ✦ 2014-2016: Immediate Past President
  - ✦ **2012-2014: President**
  - ✦ 2010-2012: President-Elect

✦ 2006-2008: Vice President