

DESHA JOHNSON-MAKIYA, PhD, MBA, RN, CCRN, PCCN

Over 18 years of expertise in nursing with an emphasis on team building and promoting the nursing profession by encouraging life-long learning, nursing research, and evidence based practice.

Areas of Expertise Include:

Staff Training & Development	Project Development & Management
Team Coordination & Leadership	Decision Making & Problem Solving
Time Management	Nursing Research
Finance and Budget Creation	Health Laws and Regulations

EDUCATION

Doctorate of Philosophy in Nursing – December 2016

University of Texas at Tyler, TX

Master of Business Administration in Health Care Management – August 2005

University of Phoenix, Phoenix AZ

Bachelor of Science Degree in Nursing – May 1999

Alcorn State University, Alcorn State, MS

PROFESSIONAL EXPERIENCE

Sam Houston State University School of Nursing January – August 2016
Adjunct Professor – The Woodlands Center

Adult Health II Clinical - St. Luke's/CHI The Woodlands January – May 2016

Sam Houston State University School of Nursing August 2016 – present
Visiting Assistant Professor – The Woodlands Center

Adult Health II Lecture – The Woodlands Center August – December 2016

Adult Health II Clinical –Cypress Fairbanks Medical Center August – December 2016

Nursing Concepts II Lecture – The Woodlands Center August – December 2016

Adult Health II Lecture – The Woodlands Center January – May 2017

Adult Health II Clinical –Methodist Willowbrook Hospital January – May 2017

Fundamentals of Nursing Clinical – Cornerstone Hospital January – May 2017

Introduction to Nursing Research – The Woodlands Center May – August 2017

Adult Health II Lecture – The Woodlands Center August – December 2017

Adult Health II Clinical –Methodist Willowbrook Hospital August – December 2017

Fundamentals of Nursing Lecture – The Woodlands Center August – December 2017

Memorial Hermann Health Care System – The Woodlands, TX November 2015 – present
Staff Nurse – Post Anesthesia Care Unit

Memorial Hermann Health Care System November 2007 – November 2015
Education Resource Specialist III – Houston, Humble, & The Woodlands, TX

Planned, organized, and directed programs designed to promote and enhance hospital system strategic plans, health care worker professional growth, and patient safety. Assisted with the development and evaluation of nurse practice objectives to ensure local, state and federal regulatory compliance. As central educator served as facility Nursing Peer Review Chairperson, Performance Based Development System coordinator, and facilitated New Employee Orientation. Served as education resource for MICU, SICU, IMU, Observation Unit, Clinical Decision Unit, and Central Telemetry. Facilitated onboarding of new staff members. Served as Basic Dysrhythmia recognition, 12 Lead EKG, Basic Life Support and Advance Cardiac Life support instructor. Facilitated Acute Coronary Syndrome lecture for Critical Care Internship, coordinated annual Critical Care Skills Day, and Continuing Nursing Education Planner.

Memorial Hermann Health Care System – Houston, TX June 2006 – November 2007
Project Coordinator

Redeveloped and implemented of new programs that supported the vision of the organization and long term strategic plans for Cardiovascular and Orthopedics service lines.

Cardiac Rehabilitation Program: Assisted in the re-establishment of a Cardiac Rehabilitation program to compliment a newly established Cardiovascular Surgery program: Served as a physician liaison, created policies and procedures, capital budget, work flow process, cardiac rehabilitation orders sets, and staff education.

Total Joint Center Program: Assisted in the re-establishment of a Total Joint Center Program: Served as physician liaison, revised policies and procedures, Joint Camp order sets, work-flow process, and staff education. Developed adult patient education plan for an orthopedic patient population.

Memorial Hermann Health Care System – Houston, TX May 2005 – May 2006
Director of Patient Care– Continuing Care Corporation

Directed all administrative and personnel matters in a facility providing 24/7 care for long term acute care clients. Managed 50 employees. Designed, implemented, and maintained a variety of systems and guidelines to ensure and monitor compliance to all program regulations. Supervised and evaluated performance of nurses, certified nurse assistants, unit secretaries, and all other personnel. Organized 6 week staff schedules. Addressed and resolved client and family complaints. Developed and introduced new processes to ensure the safety of the clients and the timely delivery of needed services. Maintain highly productive, efficient, and quality driven environment at all times, with a focus on client care and emotional support. Assisted with the development of practice objectives to ensure financial profitability through short and long range planning to achieve and maintain growth.

Key Accomplishments:

- Maintained expense and revenue budgets
- Press Ganey satisfaction scores ranked in the 99th percentile for two consecutive quarters
- Voted Memorial Hermann Continuing Care Corporation's Manager of Quarter within less than six month of employment
- Served as preceptor, mentor, and resource to less experienced staff.
- Promoted physician/staff relations through collegial in-servicing.
- Successfully served as the first Care4 Electronic Medical Record Pilot unit
- Increased Electronic Medication Administration Record Compliance from 15% to 92% within 3 months
- Voted Memorial Hermann Continuing Care Corporation's Manager of Quarter - October 2005 within less than six month of employment.

- Decreased employee turnover rate by 25% in less than 6 months.

DMS Imaging – Houston, TX
Radiology Nurse Manager

October 2003 – May 2005

Assisted with the development and implementation of Mobile CT and MRI Units at St Luke’s neighborhood clinics. Instrumental developing policy and procedures within a start up Mobile CT and MRI environment. Supervised a staff of radiology technicians and nurses performing various radiological testing. Developed and coordinated work flow processes with interdisciplinary departments. Responsible for maintaining OSHA compliance within mobile environment through observation, analysis, and documentation.

Methodist Willowbrook – Houston TX
Registered Nurse ICU – Flex B

July 2002 – March 2004

Memorial Hermann Continuing Care – Houston, TX
Registered Nurse (6-month Winter Green Contract)

November 2002 – June 2003

Staff Search/Crdentia Staffing Agency– Houston, TX
Per Diem - ICU/CCU Registered Nurse

July 2001 – July 2013

Central Mississippi Medical Center – Jackson, MS
Registered Nurse - ICU/CCU/CVR

June 2000 – June 2001

St. Dominic/Jackson Memorial Hospital – Jackson, MS
Registered Nurse - Orthopedics

June 1999 – January 2001

Research Experience

Doctoral Dissertation: Moral Distress, Leadership Integrity, Ethical Climate and Turnover Intent in Critical-Care Nurses. University of Texas at Tyler. November 2016.

Poster presentation: Foster, J., Kelly, M., Benevento, L., Sherwani, T., Anthony, S., Belew, G., Johnson-Makiya, D., Delacruz, L. Impacting the Global Problem of Delirium in Critically Ill Patients with a Prevention Protocol: A Pilot Study. Sigma Theta Tau International Honor Society for Nurses Biannual Convention, Grapevine, Texas, October, 2011.

Professional Affiliations

American Association of Critical Care Nurses
American Nurses Association
Texas Nurse Association
Sigma Theta Tau International Nursing Honor Society

Professional Service

2017 American Nurses Association Moral Resilience Panel Advisory Member

2017-2018 President elect - North Harris Montgomery County Chapter of the American Association of Critical-Care Nurses