Tewiana C. Norris

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(915) 258-1092

Education **New Mexico State University** Las Cruces, NM

Post Master’s Certificate FNP (pending certification exam)

Doctor of Nursing Practice -PMHNP 2016

Bachelor of Science in Nursing 2010

**Webster University** El Paso, TX

Master of Art

**Long Island University** Long Island, NY

Bachelor of Arts

Professional

Experience

**Emergence Health Network**  07/2019 – present

201 E. Main St. El Paso, Texas

**PMHNP-BC**

* Psychiatric Mental Health Nurse Practitioner across the organization serving patients across the lifespan which includes children and adolescents, adults, Intellectual Developmental Disorders, Crisis and Emergency Services, Jail based services and Extended Observation Unit.
* Serving Assertive Community Treatment program and Assisted Outpatient Treatment serving adults with severe mental illness including Schizophrenia, Schizoaffective disorder, depression, anxiety, and bipolar disorder.
* Serving MAT and OBOT programs across the organization
* Perform psychiatric evaluations, formulate diagnosis and plan including psychotropic and substance use disorder medications
* Administer long-acting injections. Collaborate with interprofessional team such as, therapist, case managers and all other appropriate persons to assist patient with treatment goals.
* Initiate affidavits for assisted outpatient treatment for individuals requiring court appointed treatment. Assist in crisis situations to determine appropriate level of care.

**Emergence Health Network**

201 E. Main St**.**  06/2012 - present

El Paso, Texas

**Chief Nursing Officer**

* Maintains active role as advisor to CEO with regards to division activities to ensure constant flow of information for strategic planning and./or growth opportunities.
* Supervises, directs, and evaluates assigned staff, processing employee concerns and problems, directing work, counseling, disciplining, and completing employee performance appraisals.
* Coordinates, assigns and reviews work and establishes work schedules; maintains standards: monitors status of work in progress; inspects completed work assignments; answers questions; gives advice and direction as needed.

**Las Palmas Medical Center** 03/2011 – 10/2013

1801 N. Oregon St. El Paso, Texas

**Telemetry/Critical Care**

* Provided critical nursing care for patients who were released from intensive care but still required close monitoring for signs of physical distress or danger.
* Utilized medical equipment to monitor the vital signs of patients, worked with physicians to develop treatment plans for patients on the telemetry unit, and supervised the work of licensed vocational nurses and nursing assistants who provided basic patient care, such as taking blood pressures, heart rates, blood oxygen levels and cardiac electrical activity of patients.
* Constantly monitored specialized equipment, and telemetry monitors to keep track of this information and take prompt action to treat patients who developed problems.

**Peak Behavioral Health** 05/2011 – 12/2013

5065 McNutt Rd. Santa Teresa, NM

**Charge RN**

* Ensure safe and therapeutic environment for adult and geriatric patients with acute psychiatric diagnoses requiring medication management and stabilization. Utilize nursing scope of practice, participate in daily treatment teams, and provide education to assist patients to manage symptoms.
* Charge Nurse of 15 bed residential treatment center for adolescent boys unit for mental and behavioral health and substance abuse. Shift assignments, manage staff and unit, medication administration, patient admissions, assessments, discharges.
* Participate in treatment team meetings; make recommendations to psychiatrist, therapist based on evaluation of behavior of patients. Crisis interventions, care plans, nurse and mental health tech education and training

**El Paso Psychiatric Hospital** 11/2010 – 05/2011

4615 Alameda Ave El Paso, Texas

**Psychiatric RN**

* Provided direct patient care to adults, children/adolescents with mental illnesses, additionally, assessed mental health needs, developed care plans.
* Assisted patients with regaining or improving their coping skills.
* Managed therapeutic environments.
* Administered and monitored treatment regiments.
* Provided crisis intervention and counseling.
* Served as charge nurse

**University Medical Center** 05/2010 – 05/2011

4615 Alameda Ave El Paso, Texas

**Surgical Ortho RN**

* Coordination and provision of direct patient care to patient who were either going to surgery or recovering from various types of surgeries including but not limited to hip, knee, craniology, obstetrics, etc.

**EP County Probation**  03/2005 – 09/2006

800 E. Overland Ave El Paso, Texas

**Probation Officer**

* Under the direct supervision of the chief probation officer, first assistant chief probation officer, or assistant chief probation officer, investigated thoroughly the offender’s personal history, background and environment; reports findings to the court and is prepared to make appropriate recommendations on dispositions
* Periodically interviewed probationers to determine the effectiveness of probation supervision and areas in which casework counseling are needed.
* Referred probationers to social resources in the community for assistance in rehabilitation
* Enforced court orders
* recommended revocation of probation and/or modification of court ordered documents when necessary

**EP County Probation**  01/2005 – 03/2006

800 E. Overland Ave El Paso, Texas

**Substance Abuse Counselor**

* Provided case management and counseling services to adults with chemical dependency problems, which included co-occurring disorders in some cases.
* Provided optimal client care using the knowledge and skills of a counseling process and human care environment. Additionally, conducted individual counseling sessions, facilitated group sessions, provided treatment planning and evaluation, and documented all services provided by to clients.
* Demonstrated knowledge related to basic counseling techniques, case management procedures, intake procedures, and familiarity with the disease concept of addiction/alcoholism and issues related to prenatal substance abuse.
* Demonstrated knowledge of federal and state laws regarding client confidentiality, which included new HIPAA regulations.
* Demonstrated familiarity with available community resources and ability to write effective, concise, clear progress reports orally and in writing. Demonstrated knowledge of and ability to effectively use computers, which included Word, Excel, Outlook, email and Internet.
* Demonstrated ability to act independently with good judgment. Implemented proficient time management and organizational skills.

**El Paso MHMR** 06/2001 – 01/2005

201 E. Main Ave El Paso, Texas

**Caseworker**

* Assisted with day to day clinical operations including, but to limited to exercising problem-solving skills, conducting chart audits, making schedules, reprimanding and/or praising staff, assisting clinic manager with employee performance evaluations/feedback.
* Supervised a team of rehab specialist (10) as well as conducted and wrote assessments for mental health clients. Ensured mental health clients receive the proper service and treatment in addition to maintaining continuity of care.
* Provided management and coordination for case load of mental health consumers.
* Assisted in accessing medical, social, educations, vocational, and other appropriate services to enhance quality of life for consumers on an outpatient basis.

**Certifications & Licenses**

Texas RN

Texas APRN

New Mexico APRN

Arizona APRN

**Clinical Rotations: University Medical Center and Emergence Health Network**

* Conducted assessments, wellness and sickness exams and formulated diagnosis for patients across the lifespan
* Immunization review and administration
* Minor procedures such as skin ag removals, cyst drains, fluid removal from knee, etc

References: Available upon request