

Dr. R. Faral Glover, DNP, MSN, MHA, RN

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An experienced Registered Nurse with 28 years of progressive competency in nursing care, clinical leadership, and healthcare management within various-sized organizations. Seeking a leadership opportunity fully expecting that my advanced education and experience will bring a benefit to your organization. Career experience includes direct bedside care in ICU, home health, and emergency services (ED). I moved into clinical leadership as House Supervisor, then into management in ED and trauma services. An outside the box thinker, I possess a professionally supportive leadership style placing importance on data matrices, employee satisfaction, service quality and interventions, and best practices for healthcare improvement for improved patient outcomes. Adept understanding of team dynamics and a hands-on leader, motivating, multi-tasking and performance driven. Skills also include strategic planning, change leadership, critical thinking, total quality management, education and retention, and regulatory compliance support within the organization.

Professional Experience

Medely Medical Staffing – Houston, TX 02/2022 – Present

Registered Nurse

Currently working per diem shifts performing duties in patient care within the Greater Houston area. Locations include Emergency Rooms and Pre-op surgical locations.

Central Home Health Services of Texas – Houston, TX 12/2021 – 4/2022

Field Registered Nurse

Providing clinical care to medical patients by offering them in-home skilled nursing care, providing access to assistance with their daily activities and personal care, multidisciplinary collaboration for in-home physical, occupational, and speech therapy services, communication with the physicians and advanced practice clinicians, and Case Management. Oasis experience.

UltraStaff and Arch Medical Staffing – Houston, TX 1/2021 – Present

Per Diem Registered Nurse Charge Nurse

Provided clinical leadership and direction for COVID-19 Testing and Vaccination Clinics sponsored by various local entities providing the Pfizer, Moderna, and Johnson & Johnson COVID-19 vaccines to the public. As a hands-on leader, my duties include direct patient care with vaccination administration and/or testing, clinical leadership, HR duties, observation nurse, and working in teams made up of various clinical and non-clinical personnel and supplemental staff from other agencies. I also help care for any patient medical issue that may arise.

GraceER (Free-standing Emergency Room) – Houston and Pearland, Texas 9/2019 – 12/2020

Interim Director of Nursing, Director of Nursing, and ED staff RN

Provided leadership of staff at the organization's two facilities while still providing direct care to ED patients as a working hands-on director. Also, provided direct emergency and urgent care to patients presenting to the facility.

Doctoral studies (Chamberlain University) – Houston, Texas 10/2018 – 12/2020

During this time, I have returned to school to complete a long-time goal to obtain a Doctor of Nursing Practice (DNP) degree with a concentration in Healthcare Systems Leadership. Graduated December 2020. GPA – 4.0.

United Memorial Medical Center – Houston, Texas 2017 – 2018

Director of Emergency Services and Trauma Manager

Provided departmental leadership for an 11-bed Emergency Department having 35+ FTEs, management of the Level IV trauma services, oversight of the general and critical care services, stroke and cardiac emergencies, transfers to higher level of care, and 24/7 responsibility for the department and staffing.

HCA Gulf Coast Division – Houston, Texas 2014 – 2017

Nurse Manager of Emergency Services – East Houston Regional Medical Center

ED Clinical Quality Coordinator – Houston Northwest Medical Center

ED Staff RN – HealthOne Pearland, West Houston Medical Center

3 free-standing EDs – Pearland, Sugar Land, Houston, Texas 2014 – 2015
ED Staff RN – HealthOne Pearland, Emerus ER, Sacred Heart Emergency Room

CHI St. Luke’s Sugar Land Hospital – Sugar Land, Texas 2012 – 2014
House Supervisor
 Administrative liaison and clinical leadership of 40-45 FTEs during the absence of administration and director, supported staffing needs, bed control, and transfer center management. Helped to coordinate, supervise, and participate in quality direct patient care and professional practice. Maintained supply chain, procedural scheduling, and staff coordination.

First Street Hospital – Bellaire, Texas 2010 – 2013
House Supervisor and ED nurse
 Administrative liaison and clinical and personnel leadership assisting with staffing, scheduling, bed control and supply chain. Performed research for EHR that was eventually purchased by the facility to advance care documentation and fulfill meaningful use requirements. Customer service liaison promoting patient satisfaction. Chaired the Document Control Committee, assisted with staff education, quality improvement and risk management as needed, backup pharmacy nurse.

Memorial Hermann Healthcare System – Houston/Sugar Land, Texas 2001 – 2010
ED Staff RN/Charge nurse - Memorial Hermann Sugar Land
ED Staff RN - Memorial Hermann Premier Staffing

Various other healthcare organizations
ED staff RN/Relief charge nurse – Oak Bend Medical Center – Richmond, TX 2002 - 2004
ICU Staff Nurse – Woodland Heights and Memorial Medical Centers (Lufkin, TX) 1999 - 2001
Home Health Staff Nurse/Lead Nurse – Lufkin, TX and Kilgore, TX 1993 - 1999
Per diem ICU and ED Nurse – Various locations from Houston, TX to Dallas, TX 1995 - 1998

Education and Certifications

Doctor of Nursing Practice	Chamberlain University – Houston, Texas	2020
Major Area: Nursing, Healthcare Systems Leadership		
Master of Science in Nursing	University of Phoenix – Phoenix, AZ	2011
Master of Healthcare Administration	University of Phoenix – Phoenix, AZ	2011
Bachelor of Science in Nursing	University of Phoenix – Phoenix, AZ	2009
Associate Degree in Nursing	Angelina College – Lufkin, TX	1993

Licenses and Certifications

Registered Nurse		
Texas		Expires February 2024
American Heart Association		
Basic Life Support (BLS)		Expires May 2022
Advance Cardiac Life Support (ACLS)		Expires May 2022
Pediatric Advanced Life Support (PALS)		Expires August 2022

A more detailed resume’ is available upon request.

Thank you.