

## PAUL BROWN

MSN, RN

## EDUCATION

**MASTER OF SCIENCE IN NURSING**

Executive Leadership with Honors  
University of Texas Medical Branch |  
2016

**BACHELOR OF SCIENCE IN NURSING**

With Honors  
Regents College, New York | 2014

**ASSOCIATE OF SCIENCE IN NURSING**

Regents College, New York | 1998

**EMERGENCY MEDICAL TECHNICIAN - INTERMEDIATE**

TranStar EMS | 1994

**LICENSED VOCATIONAL NURSE**

Tyler Hospital, Texas | 1992

**EMERGENCY MEDICAL TECHNICIAN**

TranStar EMS | 1990

## WORK EXPERIENCE

**REGIONAL DIRECTOR OF OPERATIONS REGION III**

University of Texas Medical Branch Correctional Managed Care | 2017-2023

- Lead presenter of "Ethical Challenges of Correctional Nurses Caring for Patients on Death Row", January 2018 ACA Conference – Orlando, Florida
- Co-presenter of "Coping with Natural Disasters in a Correctional Setting", January 2018 ACA Conference – Orlando, Florida
- Co-presenter of "Quality Improvement Methodology and Tools" at August 2018 ACA Conference – Minneapolis, Minnesota.
- Responsible for oversight of healthcare operations at 24 American Correctional Association (ACA) accredited facilities throughout Southeast Texas accounting for more than 570 FTEs caring for over 30,000 patients.
- Managed operating budget exceeding \$53.9 million.
- Negotiated mutually beneficial agreements with TDCJ Wardens, Regional Wardens, and Deputy Directors to ensure patient needs and access to care are met while respecting the mission and strategic priorities of security.
- Promoted a "You are the company" understanding of core values and contractual obligations to facility staff who serve as frontline organizational representatives.
- Established quarterly joint Nurse Manager / Practice Manager meeting schedule to encourage and facilitate a unified effort in meeting organizational objectives between these departments.
- Served as chairman on employee appeal hearings.
- Piloted Medical Assistant Telehealth initiative.
- Presented on Collaborative Working Relationships at March 2018 New Manager Training

**REGIONAL DIRECTOR OF NURSING SERVICES REGION III**

University of Texas Medical Branch—Correctional Managed Care | 2011-2017

- Responsible for nursing services provided across 24 American Correctional Association (ACA) accredited facilities throughout Southeast Texas, including maximum-security facilities and Death Row, accounting for 404 nursing FTEs caring for over 34,000 patients.
- Managed nursing department staffing with budgets exceeding \$19 million.
- Coordinated UTMB Correctional Managed Care (CMC) Nursing Services Financial Report with CMC Finance Department.
- Provided consulting on Nursing Services for El Paso County Jail.

## CONTACT INFORMATION

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Spring, TX 77382

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[pbrown@jallenassociates.net](mailto:pbrown@jallenassociates.net)

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## LICENSES & CERTIFICATIONS

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### REGISTERED NURSE

Texas No. 647881  
1998-Present

## WORK EXPERIENCE CONTINUED

- Participated in policy development to meet contractual obligations with the Texas Department of Criminal Justice and Board of Nursing regulations.
- Conducted in-depth Quality Review Investigations to determine appropriateness of care and nursing adherence to Scope of Practice.
- Served as Chairperson on CMC and UTMB campus appeal hearings.

### DISTRICT DIRECTOR OF NURSING SERVICES, BEAUMONT

University of Texas Medical Branch—Correctional Managed Care | 2008-2011

### SENIOR CLUSTER NURSE MANAGER, FEDERAL BUREAU OF PRISONS

University of Texas Medical Branch—Correctional Managed Care | 2006-2008

### CLUSTER NURSE MANAGER

University of Texas Medical Branch—Correctional Managed Care | 2001-2006

### ASSISTANT NURSE MANAGER

University of Texas Medical Branch—Correctional Managed Care | 2000-2001

## CONSULTING EXPERIENCE

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### ASSOCIATE

Correctional Healthcare Management | 2013-Present

- **California Department of Corrections & Rehabilitation (CDCR)**

Participated in a multi-site comprehensive assessment responsible for assessing the appropriateness of nursing care in meeting constitutionally mandated healthcare standards.

- **State of Georgia**

Participated in conducting unit site visits and comprehensive assessments of their healthcare spaces to assist the state in better understand how the existing facilities and their design/conditions support the mission of the Georgia Department of Corrections and the Georgia Department of Juvenile Detention.

## PUBLICATIONS

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Co-author of multiple chapters in 4<sup>th</sup> and 5<sup>th</sup> editions of Masters-Level Textbook Financial Management for Nurse Managers published by Jones and Bartlett – named 2017 Book of the Year in Nursing Finance & Leadership by the American Journal of Nursing (4<sup>th</sup> edition).