

2023 Veterans Achievers Award Winners



WINNERS



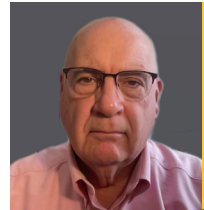
Ro Bowman

*Howard County Medical Center
Nurse Navigator, Spine and
Joint Surgical Services*

Ro Bowman is a veteran of the United States Marine Corps. She is friendly, kind and passionate about supporting others. The Howard County Medical Center staffer has a positive impact on those around her. She helped revive the Employees with Disabilities ERG & Allies and provided access to resources and information to veterans with disabilities. In the overlap between those two communities, Bowman acts as a bridge, ensuring everyone has the information they need to thrive and offering a listening ear to any issues veterans with disabilities are facing.

Bowman does not shy away from a problem. She actively seeks information from veterans about their individual struggles and seeks to make systemic changes. She openly shares her disability status, which makes other veterans more comfortable sharing the challenges they face — they know they're talking to a kindred veteran who understands in a way civilians cannot. Bowman makes herself available to sit with a fellow veteran and go through the process of filing for disability using the Veterans Affairs system — a process that on average can take more than four to six hours, and can bring up a lot of suppressed past traumas.

Bowman promotes leadership and integrity befitting a former marine. She is not afraid to have difficult conversations with leadership in order to bring about positive change. She treats all veterans with respect and honors their sacrifice to our country while ensuring they receive the compensation and recognition they deserve. Bowman is deserving of this wonderful recognition.



Keith Haggard

*Johns Hopkins Health System
Senior Enterprise Resource Planning
Business Analyst*

Whether through his participation in the Hopkins Veterans Employee Resource Group (ERG) or in local community service events, Keith Haggard has been a steadfast supporter and an incredible resource for military veterans and their families, both at Johns Hopkins and in the community at large. Haggard, a United States Coast Guard veteran, is also a huge advocate for mental health services and is the first to offer help to others in need by connecting them to resources. He always thinks outside of the box when it comes to improving the health of our veteran community, and he is genuinely invested in the well-being of those around him.

As a former co-chair and current secretary of the Hopkins Veterans ERG, Haggard has been a crucial part of growing our ERG membership and keeping all members engaged. Our ERG continues to spearhead new initiatives recruiting and retaining veteran employees at Hopkins as well as veteran-friendly events in the community, and the ERG serves as a trusted voice to ODIHE leaders on topics concerning veterans. The success of these efforts is a direct result of Haggard's tireless, dedicated leadership.

Haggard exemplifies each of our JHM core values. Through his guidance of the Hopkins Veterans ERG, his unwavering support of diversity and inclusion (not only for the Veterans ERG but also other ERGs), and his steadfast commitment to treating every single person with respect, Haggard is a great representation of who we strive to be at JHM.

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Ronald Langlotz

*Howard County Medical Center
Vice President, Nursing/Chief Nursing Officer*

Ronald Langlotz is an amazing leader and a proud veteran. He built his career at Johns Hopkins Medicine (JHM) while serving his country as a lieutenant commander in the United States Navy. He also focused on his own professional development as a leader during this time and expanded his education to obtain his doctorate in nursing practice. Langlotz has had a significant impact on the engagement of nurses at Howard County Medical Center over the past few years and at The Johns Hopkins Hospital for many years before. He connects with current and prospective employees who have served and encourages the growth of veterans in our hospital community. He has helped improve quality outcomes and places a significant emphasis on leadership development for nurse leaders. His military service has impacted his service to Howard County Medical Center in the best ways.

Langlotz is committed to improving the community, as evident in his participation in outreach initiatives around workforce development and in activities around Howard County. He is the lead for the United Way campaign this year, and consistently represents Johns Hopkins Howard County Medical Center working with EMS and the office of the County Executive.

Langlotz excels in consistently exemplifying the core values of JHM in his daily interactions, and more importantly in doing so holds his peers and the community accountable for the same. He often says, "What you permit, you promote," and he believes in giving direct feedback to those who don't display these core values. He is an amazing colleague and a model for others.