

Melinda Starkes, RN, MSN, CLNC, CPAN

Forensic Nurse



As a Forensic Nurse with Engineering Systems Inc (ESi). Ms. Starkes' nursing background includes Critical Care and Post Anesthesia Care for Vascular, Urological, Gynecological, Bariatric, Plastic, ENT, Orthopedic, and Spine Surgery. She also has clinical experience in Endoscopy, and Bone Marrow Transplant. She has completed certifications in Advanced Cardiac Life Support and Pediatric Advanced Life Support and is a Certified Peri-anesthesia Nurse and Certified Legal Nurse Consultant.®

Prior to joining ESi, Ms. Starkes worked as a clinical nurse for several large acute care hospitals. She has over 15 years of experience in quality patient care, nursing education, and leadership. Several of her roles required a close partnership with hospital risk management teams and informatics committees where she developed a risk management approach in reviewing of policies, procedures, medical records, and patient care standards in the clinical setting. Ms. Starkes has experience in analyzing and investigating medical records, legal documents, and government reports. She has experience serving as a nurse expert witness in medical malpractice cases, attending independent medical exams (IME's) and evaluating cases for merit.

Ms. Starkes specializes in creating medical summaries that outline critical information such as pertinent past medical history, pre-existing conditions, prior injuries, current medical history, physical injuries, diagnoses, lifestyle factors, medications, subjective evidence, and missing medical records. She also aids in preparing deposition questions, injury diagrams and assists in the development of medical-legal exhibit.

Education

Bachelor of Business Administration, Texas A&M University, College Station, TX

Bachelor of Science of Nursing, University of Texas Health Science Center, Houston, TX

*George Foundation Academic Scholarship Recipient
University of Texas Health Science Center*

Master of Science of Nursing-Forensics, Texas A&M University, College Station, TX, August 2025

Contact Information

mkstarkes@engsys.com

(832) 403-2050

ESi Houston

18500 Trails End Road
Conroe, TX 77385

Areas of Specialization

- Identification of pertinent information
- Injury identification
- Analysis of missing records
- Medical record summarization
- Occupational medical certification review (DOT/FAA records)
- Critical analysis of healthcare, investigative, government and legal records

Licenses & Certifications

- Advanced Cardiac Life Support, American Heart Association Pediatric Advanced Life Support, American Heart Association
- Certified Peri-anesthesia Nurse, American Board of Peri-anesthesia Nursing Certification NIH Stroke Scale International
- Certified Legal Nurse Consultant®
- Forensic Explosion Dynamics and Complex Fatality Scene Analysis Certification International Association of Arson Investigators Pasadena Fire Marshal's Office Training

Languages

- English

Positions Held

Engineering Systems Inc., Conroe, Texas

- Staff Consultant, 2022 – Present

Houston Methodist Hospital, The Woodlands, TX

- Clinical Nurse, Critical care and Post Anesthesia Recovery Unit, 2020 – 2022

Baylor Scott and White Hospital, Lakeway, TX

- Clinical Nurse, Critical care and Post Anesthesia Recovery Unit, 2018 – 2020

The Hospital at Westlake Medical Center, Austin, TX

- Clinical Nurse, Perioperative Services, 2013 – 2018

University Medical Center Brackenridge, Austin, TX

- Clinical Nurse, Perioperative Services, 2007 – 2013

University of Texas MD Anderson Cancer Center, Houston, TX

- Clinical Nurse, Bone Marrow Transplant, 1999 – 2000
- Patient Care Coordinator for Thoracic Surgery Research, 1995 – 1997

Continuing Education

- **Unraveling the Mystery of Medical Review Panels American**, Association of Legal Nurse Consultants
- **Critical Thinking – The Missing Link**, American Association of Legal Nurse Consultants
- **Challenges & Controversies for Testifying Experts and LNCs: Deviations, Damages and Causation Opinions**, American Association of Legal Nurse Consultants
- **Advanced ECG Interpretation**, Houston Methodist The Woodlands
Healthcare Provider Practice Acts
American Association of Legal Nurse Consultants
- **Human Trafficking: Medical Response**, Texas A&M University College of Nursing
- **The Role of the LNC in DME/IME's**, American Association of Legal Nurse Consultants
- **Fire Fatality Investigations** – Presented by Dr. Elayne Pope
International Association of Arson Investigators (IAAI) May 22, 2024

Professional Affiliations/Honors

- American Nursing Association
- Texas Nursing Association
- American Association of Legal Nurse Consultants (AALNC)
Online Education, Professional Development, and Forum Committee
- American Society of Peri-anesthesia Nurses (ASPN)
- International Association of Forensic Nurses (IAFN)
- National Association of Legal Nurse Consultants (NACLNC)

Presentations

“*Forensic Engineering: The View from the Eyes of the Forensic Nurse*” presented at the Greater Orlando Chapter of American Association of Legal Nurse Consultants Chapter Update and CE Program Webinar, March 21, 2023.

“*Beneath the Surface: A Nurse's Deep Dive into Forensic Investigation*” presented at the American Association of Legal Nurse Consultants Annual Forum, Pittsburgh PA. April 18, 2024.

“*How Bodies Burn*” presented at the Fire/Electrical Annual Meeting ESi, August 19, 2024.