



INOVA Nursing REPORT 2020



Mission

To provide world-class healthcare—every time, every touch—to each person in every community we have the privilege to serve

Vision

To be among the leading health systems in the nation



Values

Patient Always
Our People
One Team
Integrity
Excellence

Letter from the Chief Nurse Executive

Leading Through Change



It should be no surprise to anyone who works in healthcare that the World Health Organization (WHO) named 2020 as the International Year of the Nurse and Midwife. In fact, WHO and the American Nurses Association extended that honor into 2021 because of the impact of the COVID-19 pandemic and the increased visibility of nurses' contributions on a global scale. Inova nurses personify that distinction by demonstrating the best in nursing excellence, bringing their innovation, advancements in nursing practice, research and positive outcomes to their patients every day. I am so honored and proud to share their tremendous achievements in Inova Health System's 2020 Nursing Annual Report.

In a year that placed historic demands on healthcare workers, our nurses were a testament to the unwavering commitment they made to their profession. In addition to caring for patients and their families in an everchanging clinical environment, Inova nurses demonstrated their continued dedication to the practice of nursing by pursuing academic degrees and certifications and achieving professional advancement through research presentations at national conferences and symposiums, primarily in virtual settings.

Despite the unimaginable demands of the COVID-19 pandemic, our nursing teams not only continued to provide world-class healthcare, their achievements were recognized and heralded nationally. All five Inova hospitals were rated with 5 out of 5 stars by the Centers for Medicare & Medicaid Services. For the fifth time in a row, all Inova hospitals received a Leapfrog Hospital Safety Grade of A—the highest possible ranking in the D.C. metro area and nationwide. Additionally, I am thrilled to share that Inova Fairfax Medical Campus was named a Magnet® hospital by the American Nurses Credentialing Center (ANCC). Inova Loudoun Hospital prepared for an upcoming Magnet® site visit and Inova Fair Oaks Hospital began their document prep for their redesignation. Inova Mount Vernon and Inova Alexandria hospitals are also both actively pursuing the designation.

In addition to accolades for system-wide teams, individual nurses were honored in a new award program co-sponsored by The Washington Post and the American Nurses Association. Eighteen extraordinary Inova nurses were selected as 2020 Star Nurses Finalists, with an Inova Alexandria RN achieving acclaim as one of only six Nightingale winners in the Washington DC region.

And finally, to the achievement of which I am most proud—our nurses' compassion and resilience. To best protect our patients, we as nurses, must FIRST protect the caregivers. The profound level of care and strength that nurses provided each other in 2020 was not only inspiring, it was humbling for fellow healthcare workers, patients and our community. Our nurses took care of each other, so they could take care of everyone else.

On behalf of all our Chief Nursing Officers, I want to thank each of our 6,000+ nurses. You exemplify our mission to *provide world-class healthcare – every time, every touch – to each person we have the privilege to serve*. I am so proud to work with you.

Sincerely,

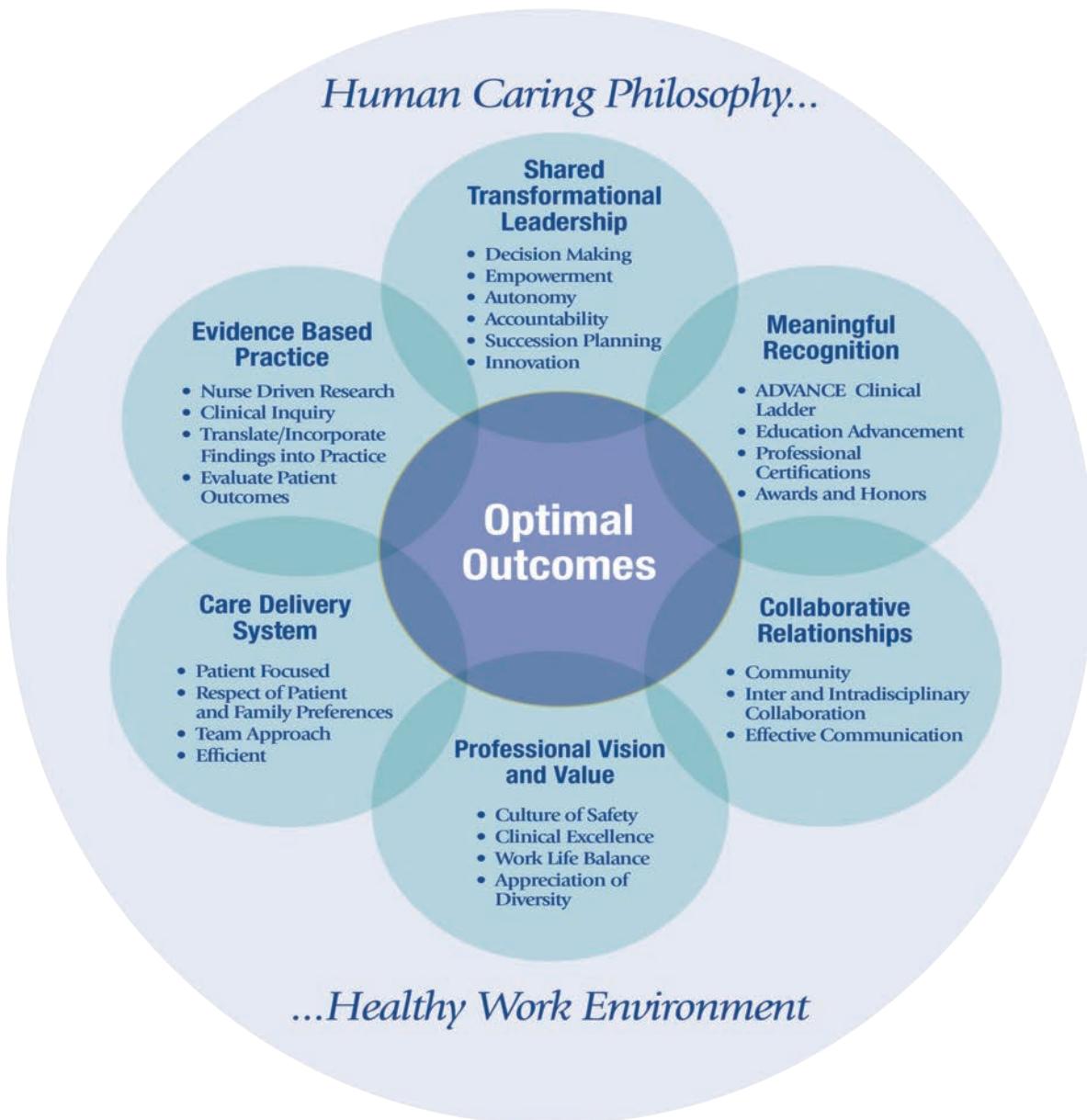
A handwritten signature in black ink that reads "Maureen E. Sintich".

Maureen E. Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC
Chief Nurse Executive
Inova Health System

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Inova's Nursing Professional Practice Model



Inova's Nursing Aspiration

Inova Nursing Aspiration

Inova nurses are the most trusted nurses in the nation.



An Amazing Nurse and a Patient- keeping each other safe- and yet Connecting with each other playing Tic- Tac Toe

Inova Nursing Strategic Plan Priorities 2018 – 2020

GOAL 1: Stabilize and Enhance the Nurse Practice Environment

- 1A.** Establish a multi-faceted approach to bi-directional communication between nurses. Including Shared Decision Making Framework
- 1B.** Implement Unit Based Staffing/Scheduling Committees
- 1C.** Evaluate Existing Shared Decision Making Structures (system, hospital and unit)
- 1D.** Re-evaluate Professional Practice Model
- 1E.** Implement Peer Feedback Process across all nursing positions
- 1F.** Continue to Pursue BSN by 2020
- 1G.** Continue to support national board certification
- 1H.** Implement Nurse Residency Program across all Hospitals
- 1I.** Develop and implement Advanced Practice Provider residency program

GOAL 2: Develop Current and Future Leaders

- 2A.** Expand opportunities for Interprofessional Collaboration
- 2B.** Develop formal Succession Planning Program for aspiring and current nurse leaders
- 2C.** Expand RNUS education and mentoring program
- 2D.** Develop formal leadership mentoring program for existing and aspiring nurse leaders at all levels

GOAL 3: Achieve Top Decile Performance in All We Do

- 3A.** Ensure that Care Delivery Model is supported by Professional Practice Model.
- 3B.** Set Nurse Engagement targets to exceed benchmark based upon Magnet criteria in advance of document submission
- 3C.** Meet or exceed all Quality Goals

GOAL 4: Eliminate Waste

- 4A.** Identify workflow/top of license challenges in model of care for all members of the care team
- 4B.** Implement identified changes to ensure top of license

**All above goals are consistent with maintaining and achieving Magnet status throughout all facilities*

Inova Nursing at a Glance 2020



5 Hospitals

136 Primary and Specialty Care Practices

27 Community Clinics

14 Rehab Centers

18,685

Employees



1,800+

Licensed beds



5,742

Registered Nurses



87.5% BSN+ in 2020

\$1,345,586.00

for scholarships and continuing education programs
hosted at Inova in 2019 through generous philanthropic support

\$54,522

Raised by Inova nurses for community outreach and organizations
like March of Dimes, American Heart Association, and American
Cancer Society



95 new RN3s

172 new RN4s

267

New ADVANCE
promotions

897

Nurses participating in ADVANCE

Facility	RN3	RN4	Total
IAH	37	40	77
IFMC	171	293	464
IFOH	87	26	113
ILH	32	146	178
IMVH	22	43	65
System Total	349	548	897

32

Daisy Award Winners

29

Nursing Excellence
Award Winners



132

New Nursing
Degrees:

1 New MPH, **99** New BSNs

28 New MSNs, **2** New MSN-NP

2 New DNPs, **1** New MHIA

145

Trained in
Healing Touch

185

Nurses contributed to research, quality
improvement or EBP publications or presentations

412

New Certifications

37.82%

with Specialty
Certification

2020 Inova Chief Nursing Officers and Service Line Nurse Leaders



Back row from left to right:

Suzan Shibla, DNP, RN, FNP-BC
Vice President, Nursing
Primary Care Service Line

Francine Barr, DNP, RN
Vice President, Chief Nursing Officer
Inova Alexandria Hospital

Fadia Feghali, MS, RN, NE-BC
Vice President, Nursing
Neurosciences Service Line

Nancy Loeffler, MHA, BSN, ACM-RN, CCM
Assistant Vice President, Chief Nursing Officer
Physician Services

Maureen Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC
Chief Nurse Executive
Inova Health System

Paula R. Graling, DNP, RN, CNOR, NEA-BC, FAAN
Vice President, Nursing
Surgery Service Line

Alquieta Brown, PhD, MHSA, BSN, RN, NEA-BC
Vice President, Chief Nursing Officer
Inova Mount Vernon Hospital

Cindy Estes, DNP, MHA, RN, NEA-BC
Vice President, Nursing
Behavioral Health Service Line

Deborah Fulbrook, Ed.M., MHS, BSN, RN, NEA-BC
Vice President, Nursing,
Musculoskeletal Service Line
Chief Nursing Officer, Inova Fair Oaks Hospital

Patricia E. Hill, MSN, RN, NEA-BC, CENP
Vice President, Chief Nursing Officer
Inova Fairfax Medical Campus

Front row from left to right:

Marguerite Swietlik, DNP, NEA-BC, RN-BC, CPHIMS
Vice President, Chief Nursing Informatics Officer
Inova Health System

Marla Booker, MSHCA, BSN, RN, NEA-BC
Vice President, Nursing
Women's Service Line

Marissa Jamarik, DNP, RN, NEA-BC
Vice President, Nursing, Heart and Vascular Service Line
Chief Nursing Officer, Inova Loudoun Hospital

Patricia Horgas, MSN, RN, NEA-BC
Vice President, Nursing and Nursing Resources and Performance Medicine Service Line

Ashley Virts, MSN-FNP, RN
Vice President, Nursing
Pediatric Service Line

Nancy Bowles, MHA, BSN, RN, OCN®, CRNI®, NEA-BC, CPC, CHONC
Vice President, Nursing
Inova Schar Cancer Institute

Not pictured:
Michelle Vassallo, MHA, BSN, RN, NE-BC, CEN
Vice President, Nursing
Clinical Platforms

Inova Alexandria Hospital



Magnet® Components

Transformational Leadership

2020 was the Year of the Nurse, and our nurses at Inova Alexandria Hospital (IAH) showcased their transformational leadership throughout the year. Transformational leaders advocate for resources and lead nurses to improve practice and achieve desired goals. IAH leaders at all levels supported and led our teams through the challenges of our two COVID-19 surges, all while embracing our team members through actions of support.

Transformational leadership came from many places in 2020, not solely from those with leadership titles. Our nursing teams showcased their creative thinking skills by creating new ways of doing things, utilizing technology to keep our patients safe, and adapting to new ways of caring for patients and each other. Nurses took on respiratory therapy responsibilities and stepped into roles in specialties they had never been in before. Nurses from all over the hospital floated to our intensive care units (ICU), a new ICU was formed, and new models of providing care were implemented to maximize resources and available staff, all while the pandemic swept over our hospital, enveloping all we do. Three Caritas lounges were opened for team members across the hospital as a place to be still and breathe. Team members who utilized the space left messages on a board of support for each other and could take quotes and words of support provided in the Caritas lounge.



Top: Yoga stretches in Caritas lounges; Bottom: Caritas lounge message board

We have learned from 2020 that with strength, courage and fierce determination, we can transform ourselves.

Nurses were flexible, adaptable and innovative as they maximized our models of patient care. Every nurse showed leadership by showing up each day in midst of the fear, uncertainty and constant change. That is where the true transformation lives – in the day-to-day actions of our nurses. Each day, under the weight of the pandemic, they returned to work to care for their patients, demonstrating extraordinary strength, courage and caring in an experience that transformed us all.

We continue on this journey of transformation, looking to what a post-pandemic caring environment resembles and to explore more deeply caring science, the theoretical framework of Inova. We have learned from 2020 that with strength, courage and fierce determination, we can transform ourselves. Jean Watson reminds us that as caring people, “as we sustain another person, we are sustaining ourselves.” We have done just that, in the moments of humanistic caring, we have sustained each other.

Structural Empowerment

Structural empowerment supports the growth of the nurses and their role in the organization. Through the challenges of the pandemic, our clinical practice councils (CPCs) continued to meet and work on morale, resiliency and caring for each other. The women and children's division launched a new Women's Collaborative CPC, bringing together the neonatal ICU (NICU), family-centered care (FCC) and labor and delivery (L&D) units together to work on policy updates and revisions. Our ICU CPC debriefed team nursing and staffing challenges brought on by the pandemic and clarified processes and

communication. These changes allowed the critical care team to shift from our traditional practice model to team nursing more than once in 2020.

IAH supports the advancement of nurses in furthering their education. Bachelor's degrees as a minimum education expectation within two years of hire has been our standard for some time and we attained the level of 83.2% bachelor's degree or above. Nationally, the rate of clinical nurses who have a bachelor's degree or higher ranges from 65 to 76%. IAH compares favorably for the nurses with bachelor's degree or higher.

The ANCC Vizient nursing residency program is alive and well at Inova Alexandria. In 2020 115 new graduate nurses were supported via our year-long residency.

Exemplary Professional Practice

Exemplary professional practice is a conceptual framework for how nurses practice and care for patients together with the interprofessional team. Practicing in nursing through a global pandemic creates many challenges, including protecting our patients from harm. Throughout 2020, our nurses were bombarded with constant changes in equipment, staffing and protocols. In spite of all of the challenges, IAH ended 2020 with a significant reduction in hospital-acquired infections (HAIs). The team at IAH protected our patients from harm, and our patients experienced only one catheter-associated urinary tract infection (CAUTI), zero central line-associated blood stream infections (CLABSIs) and zero C. diff infections. Our nursing teams are fiercely determined to protect our patients from harm related to HAIs and have

Our nurses explored many areas in 2020 and were able to be innovative to adapt to new situations and experiences.

embraced new technology and tools such as external catheters and midlines. The organization performed better than the national benchmark for all eight quarters of 2019 and 2020 on falls and falls with injury.

New Knowledge and Innovation

New knowledge and innovation at IAH enables nurses to explore the best practice for their patients and for their practice environment. Our nurses explored many areas in 2020 and were able to be innovative to adapt to new situations and experiences.

IAH nurses participated in system-wide evidence-based practice (EBP) projects including *Home Sweet Home*, a project on improving education for patients experiencing type II diabetes and *From Screening to Weaning:*

Implementing Evidence-Based Protocols for Pain and Sedation Management in the ICU. IAH nurses were empowered to lead these projects and completed the projects by the end of December, advancing professional practice of the direct care nurse.

The L&D nurses quickly recognized a need for their moms who were experiencing COVID-19 and could not bond with their babies after delivery. Baby video monitors were

obtained so moms could see their babies at any moment while the baby was isolated in the nursery.

Pandemic practices demonstrated innovation from intermittently utilizing a team nursing model in critical care, to best use the staffing resources available. Critical care, through the worst of our pandemic surge, expanded our ICU bed capacity from 36 to 41, and all our nurses learned new ways to communicate and connect with our patients in isolation.

The professional development team led a plethora of on-the-spot educational moments including multiple personal protective equipment (PPE) changes, new protocols for the care of a patient experiencing COVID-19, and changes to content and flow of orientation for new graduate nurses.

A collaborative effort to improve communication was initiated with the launch of Epic Secure Chat. This allowed nursing to use a technology platform that they were familiar with (Epic) to communicate with the medical and support team for nonurgent messages concerning patients. The ease with which nursing adopted this new technology speaks to the adaptability and flexibility our nurses possess as their roles continue to be influenced by advances in technology.



Awards and Recognition

Nursing Excellence Awards

Charity James, BSN, RN – Structural Empowerment

Ruth Lee, DNP, MS, MBA, RN, NEA-BC – Transformational Leadership

Dennis Ponce Quintanilla, BSN, RN – Rising Star

Danielle Thompson, BSN, RN 4, CEN – Exemplary Professional Practice

Kelly Vanasche, BSN, RN, CEFM – New Knowledge, Innovation and Improvement

2019 Employee of the Year Award for Exceptional Service in Healthcare from the Healthcare Council of the National Capital Area (HCNCA)

JR Macabulos, BSN, RN

Chapter Excellence in Leadership Award Presented at the 40th Anniversary Celebration of the Epsilon Zeta Chapter

Lisa Hawksworth, MSN, RN, NEA-BC

Daisy Awards

Rosalynn Alvarez, BSN, RN

Maureen Godinho, BSN, RN

Adrienne Kimak, RN

Akongne Mbah Ambe, BSN, RN

The Alexandria Chamber of Commerce's Valor Awards

Critical care team

Emergency department

Inpatient departments

Support services teams

The Washington Post, in Partnership with the American Nurses Association, Star Nurses Award Nominees

Jennypher Dichoso, BSN, RN

Florina (Nina) Reynoso-Ray, BSN, RN

Zach Wotherspoon, DNP, APRN, FNP-BC, RN, CPEN

The Washington Post, in Partnership with the American Nurses Association, Star Nurses Award Winner

Sarah Rose, BSN, RN, CMSRN

Nursing Stars Unit Recognition

Emergency department

Unit 21 – medical oncology

Unit 26 – Twig Surgical Center

Unit 27 – cardiovascular neuroscience ICU (CVNICU)

Presentations

Tea for the Soul: Fostering Resilience and Soul Care in the Pandemic and Beyond [Podium]

Jennifer Drake DNP, RN, NPD-BC, ONC, Caritas Coach; Rev. William H. Tweedley, BD ThM, BCC. 26th International Caritas Consortium, Unitary Caring Science: Throwing the Road Out Ahead Amidst Global Pandemic. Virtual, Oct. 22, 2020.

Publications

Eva Keeling, MSN, RN, NE-BC; Joycelyn Cudjoe, PhD, RN; Lisa Hawksworth, MSN, RN, NEA-BC; Jennifer Drake, DNP, RN, NPD-BC, ONC; Theresa Davis, PhD, RN, NE-BC, FAAN; Scott D. Barnett, PhD; Devina Desai, MPH. Journal of Nursing Measurement, Development and psychometric testing of the Remote Visual Monitoring Acceptance Tool (RVMAT); 2020 Springer Publishing Company. <http://dx.doi.org/10.1891/JNM-D-19-00092>

Eva Keeling, MSN, RN, NE-BC; Joycelyn Cudjoe, PhD, RN; Lisa Hawksworth, MSN, RN, NEA-BC; Jennifer Drake, DNP, RN, NPD-BC, ONC; Theresa Davis, PhD, RN, NE-BC, FAAN. Journal of Nursing Measurement, Remote visual monitoring during a pandemic; 2020 Springer Publishing Company. <http://dx.doi.org/10.1891/JNM-D-20-00100>

Zahra Almosawi, BSN, RN; Zachary Wotherspoon, DNP, APRN, FNP-BC, RN, CPEN; Irenius P. Suglo, BSN, RN, CEN, CPEN. Caring: a Passage to Heart: An Anthology of Caritas Processes® Experienced, Edited by Jean Watson and Marie Clayton, Caritas #2: The Direction of My Career; Caritas #6: From Cruise to Caring Practice; Caritas #8: Orientee in the ER; Lotus Library, an imprint of Watson Caring Science Institute.

New Degrees

Bachelor of Science in Nursing

Alice Cho, BSN, RN
Jasmine James, BSN, RN, CMSRN
Linda Lee, BSN, RN
Samntha Porter, BSN, RN
Betsy Sanchez, BSN, RN
Michelle Shalita, BSN, RN
Ronnie Wright Mays, BSN, RN

Master of Science in Nursing

Jennifer Byerly, MSN, RN, CEN
Nermala Vasu Diven, MSN, RN, CSMRN

Scholarships

Bachelor of Science in Nursing Scholars

Jackie LoBue, BSN, RN, CEN – Second Year AH Medical Staff Clinical Advancement Scholarship in Memory of Jessica Tisak
Suh Yang, BSN, RN, CCRN – First Year AH Medical Staff Clinical Advancement Scholarship in Memory of Jessica Tisak
Sadia Iman, BSN, RN – B5 Robert “Boots” McKinley, Jr. Oncology A7 Staff Clinical B8 Advancement Scholarship
Ray Suglo, BSN, RN, CEN, CPEN – Rydell Family Clinical Scholarship

Doctorate of Nursing Practice Scholars

Ruth Lee, DNP, MS, MBA, RN, NEA-BC – Shih Scholarship for Nursing Conference

Certifications

Certified Emergency Nurse

Brooke Bowers, BSN, RN, CEN

Certified Medical-Surgical Registered Nurse

Jasmine James, BSN, RN, CMSRN
Ama Acheampong, BSN, RN, CMSRN
Wintana Habtu, BSN, RN, CMSRN



Registered Nurse 3

Melanie Heredia, BSN, RN, CNOR
Aclema Leith, BSN, RN, PCCN
Kathryn O’Leary, BSN, RN, CEN
Jocelyn Robinson, BSN, RN, CMSRN

Registered Nurse 4

Anita Babinski BSN, RN, CAPA
Tennele Debysingh, BSN, RN, CPAN
Cameron Lew, BSN, RN, CEN
Barbara McPherson BSN, RN, CPAN
Ashley Rostek, BSN, RN, CMSRN
Maria Valdez, BSN, RN, RNC-NIC

Professional Organization Activities

Jennifer Drake, DNP, RN, NPD-BC, ONC, Caritas Coach – International Association of Human Caring – education committee conference abstract reviewer
Jennifer Drake, DNP, RN, NPD-BC, ONC, Caritas Coach – National Association of Orthopaedic Nurses – review course author
Jennifer Drake, DNP, RN, NPD-BC, ONC, Caritas Coach – National Association of Orthopaedic Nurses – review course educator
Jennifer Drake, DNP, RN, NPD-BC, ONC, Caritas Coach – Watson Caring Science Institute, Caritas Healing Connections – convenor and co-facilitator

Jennifer Drake, DNP, RN, NPD-BC, ONC, Caritas Coach – Watson Caring Science Institute – faculty, Caring Science, Mindful Practice massive open online course (MOOC)

Lisa Hawksworth, MSN, RN, NEA-BC – Epsilon Zeta Chapter of Sigma Theta Tau, George Mason University – President-Elect

Laci M. Wallin, MSN, RNC – NOVA Phi Mu Alumnae Chapter, VP Finance, April 2020

Laci M. Wallin, MSN, RNC – Sigma Theta Tau, Interim Treasurer through February 2020

Laci M. Wallin, MSN, RNC – Sigma Theta Tau, Treasurer, February 2020

Volunteer Activities

Betsy Cerullo, RNC-OB, C-EFM, RN4 – Presented “Down-and-Dirty Labs and Diabetes” to George Mason nursing students – June 2020

Danilo Flores, BSN, RN – Medical Mission of Mercy – supervised operating room, scrubbed cases, Feb. 10 – 14, 2020

Janet Stein, BSN, RN – Medical Reserve Corps w/ Fairfax County Health Department – medical volunteer working with COVID-19 testing in community and long-term care facilities, March to August 2020

Inova Fairfax Medical Campus



Magnet[®] Components

Transformational Leadership

On Dec. 16, 2020, Inova Fairfax Medical Campus (IFMC) was designated as a Magnet[®] organization. As of February 2021, only 9.1% of hospitals in the US are ANCC Magnet[®] designated.

2020 was an exceptional year for our world-class nursing team at IFMC. The journey to nursing excellence was well underway when the COVID-19 pandemic occurred. Our entire organization rose to the challenge of providing exceptional patient care. Transformational nursing leaders led the way as they engaged collaboratively with teams across the enterprise to open COVID-19 dedicated units as well as implementing proactive PPE strategies to keep all team members safe. Nursing leaders participated in the ongoing assessment of the teams' alternate skill sets and expertise as well as deploying team members into alternate practice specialties. Leadership provided daily messaging through an expanded use of all communication platforms, including daily huddles, and added new online tools. By remaining flexible throughout the pandemic, many nursing leaders assumed new roles and led the organization in new and different ways such as the expansion of services within clinical units.

Structural Empowerment

Many of the already existing structures and processes supporting nursing practice allowed for rapid transitions during the pandemic enabling care of COVID-19 patients in 14 dedicated units. New structures and processes designed to meet changing needs were also developed during this time such as the People Power Pool, the PPE task force, and the care and wellness team. New nursing staffing models were also developed during the pandemic and many staff members received additional training, which enabled them to expand their clinical practice to support a variety of areas.

Staffing resources were shared, not only within the organization but also across all Inova facilities. Shared governance continued to flourish by pivoting to an all-online format. Members of shared governance tackled the important issues of diversity and inclusion as well as improving nurse resilience, all while continuing to meet the changing needs of the patients. The organization is proud to report their exemplary practice in falls prevention. For both the indicators of falls and falls with injury, IFMC outperformed the national benchmark all quarters in both 2019 and 2020.

IFMC supports the advancement of nurses in national board certification and in education. Our rate of national board

New protocols were developed for these patients during the pandemic, which have become nationally recognized.

certification by Registered Nurses is 35%, well on their way to reaching benchmarks nationally. Bachelor's degrees as a minimum education expectation within two years of hire has been our standard for some time and we have attained the level of 86% bachelor's degree or above. Both of these statistics compare favorably to national statistics. Nationally, the rate of clinical nurses who are board certified ranges from 37-40% and the rate of clinical nurses who have a bachelor's degree or higher ranges from 65 to 76%.

The ANCC Vizient nursing residency program is alive and well at Inova Fairfax Medical Campus. In 2020 395 new graduate nurses were supported via our year-long residency.

Exemplary Professional Practice

Several new clinical practices emerged as patient care evolved in 2020. A prehospital screening process was developed for all procedural patients. Clinicians from several disciplines were trained to provide respiratory care to patients. An evidence-based proning protocol was also implemented to support COVID-19 patients' care. Inner-professional collaboration opportunities provided for the creation of Multidisciplinary Early Recognition and Intervention Team (MERIT) rounding as well as new staging strategies for skilled nursing care patients.

New Knowledge and Innovation

Technology was at the center of many innovative patient care improvements realized during the pandemic. Patient iPad communication was implemented early in the pandemic



to keep patients connected to their loved ones while in the hospital. Avasys monitoring was linked to the eICU, allowing for 24/7 surveillance of high-risk patients. The extracorporeal membrane oxygenation (ECMO) program expanded from the cardiovascular ICU (CVICU) to also provide services to patients in the medical-surgical ICU (MSICU) and cardiac ICU (CICU). New protocols were developed for these patients during the pandemic, which have become nationally recognized. Innovative technology also kept our team members safe. The creation of plexiglass intubation boxes protected team members during complex intubations. PPE kits and individual reusable N95 masks were procured and distributed to the members of our team.

Awards and Recognition

Nursing Excellence Awards

Sonia Astle, MSN, RN, CCNS – New Knowledge, Innovation and Improvement
Abigail Ballard, RN – Rising Star
Dristi Basnet, RN – Exemplary Professional Practice
Erin Reynolds, BSN, RN – Transformational Leadership
Janelle Victory, BSN, RN, RNC-MNN – Structural Empowerment

Daisy Awards

Jane Doe, BSN, RN, NEA-BC
David Crain, BSN, RN
Nicole Glover, BSN, RN
Rebecca Goetz, BSN RN
Miranda Jarvis, RN
Sidney Kilbride, BSN, RN
Kelly Marano, BSN, RN, CCRN
Masuda Nawabe, BSN, RN, CPN
Mayra Olivos, BSN, RN
Jacquelyn Patton, BSN, RN, CCRN
Rachel Reardon, RN
Andrew Warzinski, BSN, RN
Timetra Williams-Sanders, BSN, RN

IAMS Merit Award: IHVI Bleeding Reduction Quality Initiative

Francine DeHaan, MSN, RN, CCRN-K
Julieanne George, MSN, RN, PCCN, CCRN-K
Carrie Hahndorf, BSN, RN, PCCN
Stephanie Hancock, BSN, RN PCCN, NE-BC
Marian Hartle, RN
Joby Hyman, BSN, RN, CSSM
Marina Ocasio, MSN, RN, CNL, NE-BC
Sharri Robinson, MSN, RN, CV-BC

IAMS Sustainability Award: The Bloody Show Must Go On

Bethany Batres, BSN, RN, RNC-OB
Jennifer Bodnark, BSN, RN, RNC-OB
Ericka Davis, MSN, RN, C-EFM, FNP-BC
Amy Donlan, MSN, RN, CENP
Natalie Doudaklian, MSN, RN, WHNP-BC, C-EFM
Amber Fuller, MSN, RN
Janet Hooper, MA, BSN, RN, RNC-OB, LCCE
Dianna Hovmiller, MSN, RN, RNC-OB
Krystol Large BSN, RN, C-EFM
Jennifer Lykins, BSN, RN
Susan McClanahan, BSN, RN, RNC-OB
Colleen Radich, BSN, RN, RNC-OB

Nursing Stars Unit Recognition

Cardiac telemetry unit north (CTUN)
CVICU
Cardiovascular operating room (CVOR)
FCC units
Medical critical care step-down unit (MCCSU)
Pediatric emergency department
Pediatric hematology-oncology unit
Pediatric ICU
Pediatric intermediate care unit
Pediatric medical-surgical unit
Surgical short stay unit
Women's surgical specialty unit (WSSU)

EBP Posters Created

Acquired Delirium in Inpatient Hospitalizations
Jeni Taskesen, BSN, RN; Madison Ginn, BSN, RN; Natasha Rovenolt, BSN, RN; Elizabeth Delmare, RN; Jamie Reyes, BSN, RN; Ellen Verhoeve, BSN, RN. IFMC New Graduate Residency Program – Cohort 9, January to December 2020.
Best Practices to Promote Mobility and Activity in Pediatric Patients on Isolation [Presented at Induction]
Crystal Cougar, BSN, RN; Devon Doss, BSN, RN; Nicole Glover, BSN, RN; Jilleane Pascual, BSN, RN; Sarah Wilber, BSN, RN. IFMC New Graduate Residency Program – Cohort 7, April 2019 to March 2020.

Code Blue! How Confident Are You?

[Presented at Induction]

Jessica Balzer, BSN, RN; Francois d'Auzon, BSN, RN; Ashley Leger, BSN, RN; Sara Sanchez, BSN, RN; Ariel Stout, RN; Bethel Tan, RN; Leah Widdifield, BSN, RN. IFMC New Graduate Residency Program – Cohort 7, April 2019 to March 2020.

Does a Standardized Progress Note Within Care Plan Charting vs. Freehand Charting Improve Multidisciplinary Communication and Efficiency in an Adult Oncology Acute Care Setting? [Presented at Induction]

Wesley Brown, RN; Katie Corey, BSN, RN; Bobby Mendoza, BSN, RN; Sarah Mueller, BSN, RN; Ali Rambo, RN; Jadon Thomas, BSN, RN; Azadeh Vaziri, RN. IFMC New Graduate Residency Program – Cohort 8, October 2019 to September 2020.

During Labor and Delivery, Does Maternal Movement and Positioning in Relation to Fetal Position Decrease the Rates of Cesarean Sections?

Meagan Rocichaud, BSN, RN; Kellie Stark, BSN, RN; Katie Young, BSN, RN; Karina Blunt, BSN, RN; Jennifer Gonzalez, BSN, RN; Danielle Cammiso, BSN, RN; Maria Beatriz Zanotti, BSN, RN; Isabella Trolle, BSN, RN. IFMC New Graduate Residency Program – Cohort 8, October 2019 to September 2020.

Early Nonpharmacological De-escalation of the Agitated or Mentally Altered Patient

Victor Garcia, RN; Christine Guzman, BSN, RN; Jaymes Dressel, BSN, RN; Rebecca Noyes, BSN, RN; Allison Vermillion, RN; Jessica Chan, BSN, RN. IFMC New Graduate Residency Program – Cohort 8, October 2019 to September 2020.

Evidence-Based Practice Education Tools to Result in More Accurately Reported Pain by Patients on a Postoperative Vascular Unit

Madison Thomas, BSN, RN; Shannon Duffy, BSN, RN; Molly Milne, RN; Christie Sweet, BSN, RN; Samantha Nguyen, RN; Zaina Abulhawa, BSN, RN. IFMC New Graduate Residency Program – Cohort 8, October 2019 to September 2020.

Fall Prevention in Hospitals' Inpatient Settings

Stephanie Francis, BSN, RN; Yerin Han, BSN, RN; Ackmed Koroma, BSN, RN; Jane Lee, BSN, RN; Deborah Lowenthal, BSN, RN; Emma Ramirez, RN; Carlyn Snoddy, BSN, RN. IFMC New Graduate Residency Program – Cohort 9, January to December 2020.

For Postpartum Patients, Does the Addition of Written and Visual Fall Prevention Education Compared to Oral-Only Fall Prevention Education Decrease Falls?

Annah Barrett, BSN, RN; Kaitlyn Miller, BSN, RN; Amy Moore, BSN, RN; Mary Ellen Nguyen, BSN, RN; Elaina Rahaman, BSN, RN; Samantha Voiro, BSN, RN. IFMC New Graduate Residency Program – Cohort 8, October 2019 to September 2020.

Got Teeth? Better Teeth, Better Health

Christa Dinh, RN; Louissica Francois, RN; Matthew Lease, BSN, RN; Chanda McIver, RN; Shaknoza Moore, BSN, RN; Kathleen Orrick, BSN, RN; Lisa Vo, BSN, RN. IFMC New Graduate Residency Program – Cohort 7, April 2019 to March 2020.

Identification of Postpartum Mood Disorders with the Use of Electronic Resources [Presented at Induction]

Luwam Amare, BSN, RN; Tracy Apitz, RN; Teressa Brown, RN; Hawa Ehsan, BSN, RN; Devon Mackenzie, BSN, RN; Theresa Matula, BSN, RN; Mia Shirey, BSN, RN; Rachel Wagner, BSN, RN. IFMC New Graduate Residency Program – Cohort 9, January to December 2020.

Implementation of Short Educational Sessions to Improve Nurse Confidence with Peripheral Catheter Insertion

Denise Garvin, BSN, RN; Erica Martell, BSN, RN; Jinyi Lee, RN; Lynette Johnson, RN; Meghan McCann, MPH RN; Megan Thibeau, BSN, RN; Sarah Lyons, RN. IFMC New Graduate Residency Program – Cohort 7, April 2019 to March 2020.

Implications of Early Mobility in Adult Cardiothoracic Patients

Alexandra Cornejo Castro, BSN, RN; Zipporah Fedelicio, BSN, RN; Swetlana Graf, BSN, RN; Carrie Lanphear, BSN, RN; Sydne Smith, BSN, RN. IFMC New Graduate Residency Program – Cohort 9, January to December 2020.

Implications of Sleep Promotion vs. Sleep Disturbances on Patient Satisfaction in Acute Hospitalization Stay

Shamara Black, RN; Victoria Boyake, BSN, RN; Estefania Delgado, RN; Yana Madreymova, BSN, RN; Audrey Quaye, BSN, RN; Serenna Schantz, BSN, RN; Goldy Yang, RN; Maite Zurita, BSN, RN. IFMC New Graduate Residency Program – Cohort 8, October 2019 to September 2020.

Improving Nurse-Physician Communication Using Digital Mobile Apps [Presented at Induction]

Alex Young, BSN, RN; AJ Syquo, BSN, RN; Emma Davis, BSN, RN; Sean Gaetani, BSN, RN; Sharifa Joseph, BSN, RN; Toni Rodgers, BSN, RN; Yonju Lail, BSN, RN. IFMC New Graduate Residency Program – Cohort 7, April 2019 to March 2020.

In Adult Inpatient Hospitalized ICU patients, Does Variation in Completing the CAM-ICU Delirium Tool Affect Timely and Accurate Identification of Delirium?

Edward Feeney, RN; Sophia Frelk, BSN, RN; Nilofer Jamialahmadi, BSN, RN; Zachary Kestle, RN; Tu Quyen Nguyen, BSN, RN; Victoria Ragland, BSN, RN; Sarah Turner, BSN, RN; Annia Yampolsky, RN. IFMC New Graduate Residency Program – Cohort 9, January to December 2020.

In an Adult Emergency Department, Will Implementing Visual Cues in the Process of Blood Draws Decrease the Number of Unlabeled and Mislabeled Specimens?

Ramon Bacani, BSN, RN; Callie Headley, BSN, RN; Jon LeClair, BSN, RN; Allison Phibbs, RN. IFMC New Graduate Residency Program – Cohort 7, April 2019 to March 2020.

In Extremely Low Birthweight Infants, Does Implementing a NEC Prevention Bundle Decrease Incidence of NEC as Compared to Current Practice?

Amanda Gatian, BSN, RN; Danielle Guirgis, BSN, RN; Margaret French, BSN, RN; Jordan Grosskopf, BSN, RN; Caitlin Kenney, BSN, RN; Brittany Barker, BSN, RN. IFMC New Graduate Residency Program – Cohort 8, October 2019 to September 2020.

In Higher Acuity Units, Is the Johns Hopkins Fall Risk Assessment (JHFRAT) Efficient to Prevent Falls?

Jineane Hallaj, BSN, RN; Artemis Jannesari, BSN, RN; Alanna Kelley, BSN, RN; Heather Kenney, BSN, RN; Delaini Middlebrooks, BSN, RN; Sarah Lim, BSN, RN; Emily Surprenant, BSN, RN; Morgan Timberlake, BSN, RN; Samantha Tran, BSN, RN; Samuel Trejo, BSN, RN; Ruqia Wasage, BSN, RN; Laura Yeshnik, BSN, RN; Arianna Zoriotech, BSN, RN, TCRN. IFMC New Graduate Residency Program – Cohort 8, October 2019 to September 2020.

In Pediatrics, Does Early Intervention of Active and Passive Range of Motion Contribute to Decreased Length of Hospital Stay?

Laura Young, BSN, RN; Carolyn Seltzer, BSN, RN; Ashley Lee, BSN, RN; Bethany Rendall, BSN, RN; Jordan Schilling, BSN, RN; Amanda Navarro, BSN, RN; Charlotte Pik, BSN, RN; Dianna Argueta, BSN, RN; Rachel Bennett, BSN, RN. IFMC New Graduate Residency Program – Cohort 8, October 2019 to September 2020.

In Primiparous Women, Does Early Amniotomy (Prior to 4cm Dilation) Compared to Delayed Amniotomy Increase the Incidence of Primary C-Section?

Abigail Esplana, BSN, RN; Jennifer Kwapick, RN; Casey McMunn, BSN, RN; Wallis Payano-Batchel, BSN, RN; Tolulase Onifade, BSN, RN; Shannon Sullivan, MSN, RN. IFMC New Graduate Residency Program – Cohort 9, January to December 2020.

Is Diet Restriction During Labor Best Practice?

Brittany Breeden, BSN, RN; Michelle Bui, BSN, RN; Jamie Campos, BSN, RN; Jessica Eidt, BSN, RN; Raven Forrest, BSN, RN; Skye Wiser, BSN, RN. IFMC New Graduate Residency Program – Cohort 7, April 2019 to March 2020.

Methods to Reduce Patient-to-Healthcare Worker Workplace Violence [Presented at Induction]

Talia Aird, RN; Lisa Eppard, RN; Lourdes Martinez, BSN, RN; Gabrielle Pedersen, RN; Maria Rafalco, RN. IFMC New Graduate Residency Program – Cohort 9, January to December 2020.

Music Therapy for Infants [Presented at Induction]

Colleen Campbell, BSN, RN; Taylor Foster, BSN, RN; Loren Gant, BSN, RN; Audra-Michelle Giordano, BSN, RN; Jennie Le, BSN, RN; Melanie Lee, BSN, RN; Grace Kim, BSN, RN; Taylor Mortensen, BSN, RN, MScN; Samantha Patterson, BSN, RN; Taylor Sarno, BSN, RN; Kryshon Jackson-Simmons, BSN, RN. IFMC New Graduate Residency Program – Cohort 7, April 2019 to March 2020.

Nonpharmacological Interventions to Reduce Pain

Tahiratou Diallo, RN; Fatma Hussein, RN; Zaira Mendoza-Gijon, RN; Tinotenda Muvavarirwa, RN; Teena Pokhrel, RN; Nichole Savard, BSN, RN; Hunter Worrell, BSN, RN. IFMC New Graduate Residency Program – Cohort 8, October 2019 to September 2020.

Nurse Residency Program Poster Project 2020

Hannah Amoako, BSN, RN; Rachel Holtsclaw, BSN, RN; Rachel Reardon, RN; Diana Reyes, RN; Natalie Surak, BSN, RN; Olivia Wilson, RN; Leslie Yousefi, BSN, RN. IFMC New Graduate Residency Program – Cohort 8, October 2019 to September 2020.

Pain Assessments in Nonverbal Pediatric Patients [Presented at Induction]

Andrea Baker, BSN, RN; Kayleigh Dolieslager, BSN, RN; Carly Fulton, BSN, RN; Reika Kagami, BSN, RN; Virginia Morrissette, BSN, RN; Betsy Overesch, BSN, RN; Courtney Scott, BSN, RN; Joshua Taylor, BSN, RN. IFMC New Graduate Residency Program – Cohort 9, January to December 2020.

Patient Deterioration Simulation in Enhancing Nurse Residents' Confidence [Presented at Induction]

Hannah Gorka, RN; Shamal Lord, BSN, RN; Jahoas Marquez, BSN, RN; Jessica Nguyen, MSN, RN; Jeannine Schulte, BSN, RN; Monica Ung, RN. IFMC New Graduate Residency Program – Cohort 9, January to December 2020.

Prevention of Delirium

Anusuya Adhikari, RN; Kimberly Powell, BSN, RN; Hao Pera, RN; Carlos Estrella, BSN, RN; David Crain, BSN, RN; Anna DeShong, BSN, RN. IFMC New Graduate Residency Program – Cohort 8, October 2019 to September 2020.

Review of Current Practices in Treatment of Pain in the Neonatal Intensive Care Unit

Bettina Magnotti, BSN, RN; Minh-Tu Pham, BSN, RN; Katrina Schmude, RN; Sokhna Sock, BSN, RN; Timetra Williams-Sanders, BSN, RN; Deanne Zapanta, BSN, RN; Leah Zhang, BSN, RN. IFMC New Graduate Residency Program – Cohort 8, October 2019 to September 2020.

SBAR Communication and Patient Outcomes

Lauren Curaca Malito, BSN, RN; Olivia Diamond, BSN, RN; Diana Dipilato, BSN, RN; Megan Fossi, BSN, RN; Gina Ivins, BSN, RN; Su Juong Lee, BSN, RN; Daniel Brown, BSN, RN; Emily Potts, BSN, RN; Wenliang Wei, RN; Jordana Williams-Lark, BSN, RN. IFMC New Graduate Residency Program – Cohort 9, January to December 2020.

Specimen Handling

Michelle McCormick, BSN, RN; Astrid Gilles, RN; Greg Herrick, BSN, RN; Jennifer Hall, BSN, RN; Brittany Cruse, BSN, RN. IFMC New Graduate Residency Program – Cohort 8, October 2019 to September 2020.

Standardized Pain Medication Schedules

Janette Logan, RN; Levi Esteves Soares, BSN, RN; Mai Anh Le, BSN, RN; Mallory Faustin, BSN, RN; Rachel Moore, BSN, RN; Serena Chavez Ives, BSN, RN; Sherika Davis, BSN, RN. IFMC New Graduate Residency Program – Cohort 8, October 2019 to September 2020.

Standardized Pre-Op to Procedural Room Handoff [Presented at Induction]

Samantha Ehrlich, BSN, RN; Jeong Bin Lee, BSN, RN; Azeb Argaw, RN. IFMC New Graduate Residency Program – Cohort 9, January to December 2020.

Surgical Smoke: Going Clear [Presented at Induction]

Rachel Johnston, BSN, RN; Rashawnda Singmore, BSN, RN; Julia Golojuch, BSN, RN. IFMC New Graduate Residency Program – Cohort 7, April 2019 to March 2020.

The Importance of Pre-Operative and Postoperative Pain Management Education with Surgical Patients

Sagal Aden, RN; Carmen Beverly, RN; Jessica Casey, BSN, RN; Kelly Deskevich, BSN, RN; Natalia Iraheta, BSN, RN; Jennifer Merriman, RN; Jamie Mills, BSN, RN; Samira Mortazavi, BSN, RN; Nasiba Nizam, BSN, RN; Heidi Poole, BSN, RN; Aubriann Roush, BSN, RN; Sidney Showman, BSN, RN. IFMC New Graduate Residency Program – Cohort 8, October 2019 to September 2020.

To Sleep or Not to Sleep?

Eric Calimlim, BSN, RN; Emily Cunningham, RN; Jasmine Gillion, RN; Alexa Griswold, BSN, RN; Ana Martinez, BSN, RN. IFMC New Graduate Residency Program – Cohort 8, October 2019 to September 2020.

Use of Progressive Mobility Protocol to Reduce Patient Harm

Jimmy Nolen, BSN, RN; Chris Fuller, BSN, RN; Thy Dai, BSN, RN; Janet Galla, BSN, RN; Anne Nelson, BSN, RN; Carrie Luong, BSN, RN. IFMC New Graduate Residency Program – Cohort 7, April 2019 to March 2020.

Use of Sitz-Bath for Post-Vaginal Delivery Patients [Presented at Induction]

Caitlin Davies, BSN, RN; Inkyung Kim, BSN, RN; Amy Fox, BSN, RN; Pavithra Banavar, BSN, RN; Ashleigh Holzworth, RN; Jillian Metzler, BSN, RN; Iman Lee, BSN, RN; Maria Gibney, BSN, RN; Claire Cerand, BSN, RN. IFMC New Graduate Residency Program – Cohort 7, April 2019 to March 2020.

What Can Be Done to Lower the Severe ROP Rates in Premature Infants with Oxygen Saturation and Medications?

Mira Cherchari, BSN, RN; Meghan Clarke, BSN, RN; Elizabeth Wilken, BSN, RN. IFMC New Graduate Residency Program – Cohort 9, January to December 2020.

What Is the Best Practice for Early Mobility to Prevent Increased Blood Clots, Increased Length of Stay, Loss of Muscle Function/Tone and Susceptibility of Infection in Adult Bedridden Patients in a Critical Care Hospital Setting? [Presented at Induction]

Rachel Buxton, BSN, RN; Orni Chowdhury, BSN, RN; Gretchen Engelmann, MS, RN; Pamela Estes, BSN, RN; Morgan Gocke, BSN, RN. IFMC New Graduate Residency Program – Cohort 8, October 2019 to September 2020.

When to Pee or Not to Pee? A Shakespearean Variation on Labor Urination

Sydney Marks, BSN, RN; Heather Swords, RN; Danielle Lanning, RN; Jennie Morgans, BSN, RN; Sruti Vyas, BSN, RN. IFMC New Graduate Residency Program – Cohort 7, April 2019 to March 2020.

Abstracts Submitted

Closing the Gap: A Nurse-Driven Approach to Managing Pediatric Diabetic Ketoacidosis [Podium]

Jannider Arias, BSN, RN, CCRN; Emily DeMarco, MNS, RN, NPD-BC, CCRN; Madison Rickard, BSN, RN, CCRN; Laura Sealover, BSN, RN; Megan Zoretich, BSN, RN, CCRN. American Association of Critical Care Nurses National Teaching Institute.

Presentations

Endobrochial Valves for Persistent Broncopleural Fistula after Pneumothorax in Cystic Fibrosis [Poster]

Lauren Marinak, MSN, NP-C, RN. American Thoracic Society. Virtual, May 2020.

Head Off Hypothermia [Poster]

Oluwatoyin Akinyemi, MSN, RN, CNOR, NPD-BC; Crystal Corfman, BSN, RN, CNOR; Lauren Shumpert, BSN, RN, CAPA; Laurie Waldron, BSN, RN, CAPA. Association of Perioperative Registered Nurses (AORN) Global Surgical Conference and Expo. Virtual, May to July 2020.

Holistic Care in a Broken World [Podium]
Suzanna Bell, BSN, RN. Caritas Consortium. Virtual, Oct. 22, 2020.

Lite it Up: Lowering Infections through Team Engagement [Poster]

Colleen Radich, BSN, RN, RNC-OB, CNOR. AORN AORN Global Surgical Conference and Expo. Virtual, May to July 2020.

Publications

Margaret Stewart, BSN, RN, PCCN. Caring: A Passage to Heart, A Beautiful Wedding, Pgs. 95-96, Lotus Library

Susan McClanahan, BSN, RN, RNC-OB. Caring: A Passage to Heart, Basic Needs as Sacred Acts, Pgs. 150-151, Lotus Library

Melissa McElfish, BSN, RN, CCRN, SCRN. Caring: A Passage to Heart, Giving back to God, Pgs. 39-40, Lotus Library

Judith Tipton, MSN, RN, CCRN, NPD-BC, RN-BC. Caring: A Passage to Heart, Introspections on Healing Touch, Pgs. 36-38, Lotus Library

Suzanna Joy Bell, BSN, RN. Caring: A Passage to Heart, Nurturing and Growing the Future, Pgs. 126-128, Lotus Library

June Souaya, BSN, RN. Caring: A Passage to Heart, Unit Grandpa, Pgs. 148-149, Lotus Library

Irene Flores, MSN, RN, OCN. Caring: A Passage to Heart, Watching a Baseball with a Beer in Hand, Pgs. 93-94, Lotus Library

Jessica Dunn, DNP, FNP-BC; Jennifer Rickerby, DNP, FNP-BC; Kathryn Scully, MSN, RN, CCRN. Journal of Perianesthesia Nursing, Implementation Science: Incorporating Obstructive Sleep Apnea Screening and Capnography Into Everyday Practice, Pgs. 7-16

Carol Swamidoss Douglas, PhD, RN, MPH; Scott Barnett, PhD, MSPH; Miriam Faunda, MSN, RN, CAPA; Leilani Jankus, MSN, RN, CCRN, CPAN. Journal of Perianesthesia Nursing, Selection of Screening Tool for Sleep Disordered Breathing or Obstructive Sleep Apnea in Pediatric Patients in a Peri-Anesthesia Setting, Pgs. 7-16

Cynthia Bauley, BSN, RN, IBCLC, RLC. The Journal of Perinatal Education, The Influence of Education and Specialty Certification on Nurses' Intent to Support Breastfeeding Post Delivery, Pgs. 220-228

Oluwatoyin Akinyemi, MSN, RN, CNOR, NPD-BC. Outpatient Surgery Magazine, Head off Hypothermia, Pgs. 48-51

Rincon, T. A.; Bakshi, V.; Beninati, W.; Carpenter, D.; Cucchi, E.; Theresa Davis, PhD, RN, NE-BC, FAAN; Dreher, J.; Hiddleston, C.; Johansson, M. K.; Katz, A. W.; Olff, C.; Wansor, E. A.; Ward, D.; Washington, V.; WinterBottom, F.; & Kleinpell, R. M. (2020). Describing advanced practice provider roles within critical care teams with Tele-ICUs: Exemplars from seven US health systems. *Nursing Outlook*, 68(1), 5-13.

New Degrees

Bachelor of Science in Nursing

Yasaman Ansari, BSN, RN, RNC-NIC

Lacey Armstrong, BSN, RN, RNC-NIC

Richard Asante, BSN, RN

Rose Asare, BSN, RN

Katelin Brown, BSN, RN

Margaret Cadet, BSN, RN

Caitlin Campbell, BSN, RN

Walter Carpio, BSN, RN

Alexandra Cordon, BSN, RN

Daniela Czerwinski, BSN, RN, CMSRN

Stephen Dologuin, BSN, RN

Eva Farkas, BSN, RN

Ariel Ferguson, BSN, RN

Jennifer Fox, BSN, RN, CCRN, CEN

Gheyoh Gariba, BSN, RN

Elena Ghongkedze, BSN, RN

Christine Guokas, BSN, RN

Samantha Harvey, BSN, RN

Ashleigh Holzworth, BSN, RN

Keara Hoonan, BSN, RN

Christine Jimenez, BSN, RN

Amandeep Kaur, BSN, RN

Lindsay Keeley, BSN, RN

Katelyn Kenner, BSN, RN

Rebecca Lagerlef, BSN, RN

Danielle Lanning, BSN, RN, C-EFM

Michele Lee, BSN, RN, TCRN

Michelle Lopez, BSN, RN, RNC-LRN
Shrylock Lumbao, BSN, RN

Nora Mady, BSN, RN
Kathleen Maresch, BSN, RN, SCRN
Hope McKoy, BSN, RN

Remy Merriam, BSN, RN

Kyla Milos, BSN, RN

Shannon Monroe, BSN, RN

Tinotenda D. Muvavarirwa, BSN, RN

Mary Myers, BSN, RN, RNC-OB

Mikul Noffsinger, BSN, RN

Ramapoza Odwyer, BSN, RN

Venus Pascal, BSN, RN

Margaret Patin, BSN, RN

Anais Pizarro Delgado, BSN, RN

Kimberly Powell, BSN, RN

Roopa Rani Nalli, BSN, RN

Jennifer Sampilo, BSN, RN, CMSRN

Claudia Sanchez, BSN, RN

Laurahope Schmid, BSN, RN

Anne Smolka, BSN, RN

Nicolette Somerville, BSN, RN

Natasha Spalding, BSN, RN

Laura Thomas, BSN, RN, CMSRN

Vaitiare Tirado De La Rivera, BSN, RN, CPN

Ellen Verhoeve, BSN, RN

Timetra Williams-Sanders, BSN, RN

Heather Young, BSN, RN

Master of Public Health

Megan O'Quinn, MPH, RN

Master of Science in Nursing

Rebecca Adye, MSN, RN, CPEN, CPN

Blair Burns, MSN, RN, CMSRN

Kristen Ceranic, MSN, RN, CARN

Esther Chung, MSN, RN, AGACNP-BC

Monique Cross, MSN, RN

Frances Daneshzadeh, MSN, RN, RNC-MNN

Ericka Davis, MSN, RN, C-EFM, FNP-BC

Sheryl Deguzman, MSN, RN, NP-C

Tabitha Finley, MSN, RN

Amber Fuller, MSN, RN

Ha Le, MSN, RN, CMSRN
Nicole Oakes, MSN, RN, MEDSURG-BC, FNP-BC

Loren Ray-Tyson, MSN, RN, ANP-BC

Doctorate of Nursing Practice

Megan Harvey, DNP, RN, TCRN, CEN

Jacqueline Tibbetts, DNP, RN, CPAN

Scholarships

Bachelor of Science in Nursing Scholars

Erica Christian, RN – Inova Nursing Excellence Scholarship

Heidi Corpuz, RN – Inova Nursing Excellence Scholarship

Carrie Friedman, RN, OCN – Inova Nursing Excellence Scholarship

Nora Mady, BSN, RN – Inova Nursing Excellence Scholarship

Meron Shikur, RN – Inova Nursing Excellence Scholarship

Christelle Tiagni Tchokouassi, RN – Inova Nursing Excellence Scholarship

Master of Science in Nursing – Nurse Practitioner Scholars

Carly Birkhold, BSN, RN, CCRN-K – Inova Nursing Excellence Scholarship

Molly Flannigan, BSN, RN, CCRN – 2020 Gail L. Ahrendts, RN, Excellence in Nursing Scholarship

Brittany Gilbert, RN – Inova Nursing Excellence Scholarship

Anna Liza Ku, BSN, RN, PMH-BC – Inova Nursing Excellence Scholarship

Fathiya Warsame, BSN, RN, CAPA – Inova Nursing Excellence Scholarship

Phoebe Zhou, BSN, RN, CCRN – Inova Nursing Excellence Scholarship

Master of Science in Nursing Scholars

Kelly Duda, BSN, RN, CCRN-CMC – Inova Nursing Excellence Scholarship

Kris Pultz Hematti, BSN, RN, RNC-MNN – Inova Nursing Excellence Scholarship

Certifications

Accredited Case Manager

Louise Dujardin, BSN, RN, ACM

Acute Critical Care Knowledge Professional (Adult)

Daniel Craig, BSN, RN, CCRN-K

Elizabeth Hasse, BSN, RN, CNOR, CCRN-K

Linda Todd, RN, CCRN-K

Adult-Gerontology Acute Care Nurse Practitioner

Esther Chung, MSN, RN, AGACNP-BC

Elizabeth Gibbemeyer, MSN, RN, AGACNP-BC

Adult-Gerontology Primary Care Nurse Practitioner

Keiko Kuykendall, DNP, RN, A-GNP

Adult Nurse Practitioner – ANCC

Margaret Fregoso, MSN, RN, ANP-BC

Advanced Oncology Certified Nurse

Metasebia Shiferaw, MSN, RN, AOCN

Care of the Extremely Low Birth Weight Neonate

Shirley Trammell, BSN, RN, RNC-NIC, C-ELBW

Cardiac Medicine (Subspecialty) Certification

Lauren Dotterer, RN, CMC

Cardiac/Vascular Nurse

Jennifer Fabian, RN, RN-BC

Cardiac Vascular Nursing

Virginia Bunch, BSN, RN, CV-BC

Lisa Davalos, RN, CV-BC

Cardiovascular (CCU/CVICU and Catheterization lab)

Trayce Calicott, BSN, RN, CVRN

Kelly Carlin, BSN, RN, CVRN

Certified Ambulatory Perianesthesia Nurse

Ebonee Jones, BSN, RN, CAPA

Oanh Murakami, BSN, RN, CAPA

Antonieta Tayamen, BSN, RN, CAPA

Certified Breastfeeding Counselor

Phakkajira Hickey, BSN, RN, RNC-NIC, CBC

Certified Clinical Research Professional

Kenyatta Scott, RN, CCRP

Doan Trinh Pham, BSN, RN, CCRP

Certified Emergency Nurse

Danielle Anderson, BSN, RN, CEN

Chelsea Boepple, RN, CCRN, CEN

Krista Card, BSN, RN, CEN

Sheila Carroll, BSN, RN, CEN

Courtney Caton, BSN, RN, CEN

Jared Fisher, BSN, RN, CEN

Catharyn Santana, BSN, RN, CEN

Allison Wade, BSN, RN, CEN

Natalie Wright, BSN, RN, CEN

Alexander Xavier, BSN, RN, CEN

Christine Zito, RN, CEN

Certified Heart Failure Nurse

Kelly Duda, RN, CHFN

Certified Lactation Consultant

Shannon Hawn, BSN, RN, CLC

Bethany Pepper, BSN, RN, CLC

Certified Medical-Surgical Registered Nurse

Carina Abinguna, RN, CMSRN

Maureen Austria, BSN, RN, CMSRN

Divino Beljano, BSN, RN, CMSRN

Xiao Chen, BSN, RN, CMSRN

Aundrea Chichester, BSN, RN, CMSRN

Yuliya Drabovskaya, BSN, RN, CMSRN

Felicia Lynch, BSN, RN, CMSRN

Enkhjargal Gendenjamts, RN, CMSRN

Kaley Hardy, BSN, RN, CMSRN

Anne Howard, BSN, RN, CMSRN

Wilda Lynn, BSN, RN, CMSRN

Rakshya Malla, BSN, RN, CMSRN

Renee Malove, BSN, RN, CPN, CMSRN

Elisa Marable, BSN, RN, CMSRN

Meghan McCann, RN, CMSRN

Kimberly Palacios, BSN, RN, CMSRN

Allison Pickett, BSN, RN, CMSRN

Margo Ryan, BSN, RN, CMSRN

Sarah Throne, RN, CMSRN

Certified Nurse Operating Room

Katelyn Bishop, BSN, RN, CNOR

Amanda Casillas, RN, CNOR

Elizabeth Fricke, RN, CNOR

Elizabeth Hasse, BSN, RN, CNOR, CCRN-K

Grace Lee, RN, CNOR

Ashley Mizelle, BSN, RN, CNOR

Elizabeth Reilly, RN, CNOR

Amanda Sherwood, RN, CNOR

Stephanie Shurter, BSN, RN, CNOR

Shae Spotts, BSN, RN, CNOR

Certified Pediatric Emergency Nurse

Ryan Hannah, BSN, RN, CPEN

Marissa Raja, BSN, RN, CPEN

Julie Reiter, BSN, RN, CPEN

Lauren Rodriguez, BSN, RN, CPEN

Stephanie Ryan, BSN, RN, CPEN

Lauren Squier, RN, CPEN

Certified Pediatric Hematology-Oncology Nurse

Victor Mazzati, BSN, RN, CPHON

Certified Pediatric Nurse

Theresa Au, BSN, RN, CPN

Erica Colchao, RN, CPN

Rachel Deppe, BSN, RN, CPN

Vanessa Haynes, BSN, RN, CPN

Krista Introcaso, BSN, RN, CPN

Eva Klob, BSN, RN, CPN

Renee Malove, BSN, RN, CPN, CMSRN

Veronica Mariscal, BSN, RN, CPN

Amanda Meny, BSN, RN, CPN

Emily Pattillo, BSN, RN, CPN

Sonja Spurkeland, RN, CPN

Elizabeth Werbeck, BSN, RN, CPN

Certified Pediatric Oncology Nurse

Elizabeth Turcott, BSN, RN, CPN, CPON

Certified Professional in Patient Safety

Susanne Fehr, PhD, RN, NE-BC, RN-BC, CPPS

Certified Post Anesthesia Nurse

Patricia Charsky, BSN, RN, CPAN

Eileen Lanquaye, BSN, RN, CPAN

Kelly McCabe, BSN, RN, CPAN

Jessica Sprinkle, BSN, RN, CPAN

Sandra Stait, RN, CPAN

Certified Rehabilitation Registered Nurse

Antsokiya Asfaw, BSN, RN, CRRN

Clinical Nurse Leader

Bradford Garmon, MSN, RN, CNL

Critical Care Registered Nurse

Maya Aly, BSN, RN, CCRN

Jennifer Arias, BSN, RN, CCRN

Ayodele Ayeko, BSN, RN, CCRN

Chelsea Baker, BSN, RN, CCRN

Kristen Barnett, BSN, RN, CCRN

Suzanna (Joy) Bell, BSN, RN, CCRN

Viera Benitez, BSN, RN, CCRN

Jessica Blakely, RN, CCRN

Chelsea Boepple, RN, CCRN, CEN

Haley Boschert, BSN, RN, CCRN

Grace Catherine Sideco, BSN, RN, CCRN

Ashley Chioda, BSN, RN, CCRN

Scott Cohen, BSN, RN, CCRN

Carli Deangelis, RN, CCRN

Florianne Escalambre, BSN, RN, CCRN

Jericho Espiritu, BSN, RN, CCRN

Spencer Holbrook, RN, CCRN

Troy Iglesias, RN, CCRN

Layla Janbaz, BSN, RN, CCRN

Jason Kim, RN, CCRN

Joseph Krzywicki, RN, CCRN

Hana Lee, MSN, RN, CCRN, TCRN

Michael Magnotti, BSN, RN, CCRN

Patrick Marshall, RN, CCRN, NREMT

Macy McNair, BSN, RN, CCRN

Judith Mulwa, BSN, RN, CCRN

Haelim Na, BSN, RN, CCRN

Monica Nable, MSN, RN, CCRN

Amina Nahavandi, BSN, RN, CCRN

Janet Napoleon, BSN, RN, CCRN

Sosthene Ndomo Mballa, RN, CCRN

Ria Paula Ledesma, BSN, RN, CCRN
Melody Pham, BSN, RN, CCRN
Tu Phan, BSN, RN, CCRN
Emily Potter, BSN, RN, CCRN
Kaitlyn Prisciandaro, BSN, RN, CCRN
Paula Radcliff, BSN, RN, CCRN
Charlotte Reed, BSN, RN, CCRN
Madison Rickard, BSN, RN, CCRN
Nina Roberts, BSN, RN, CCRN
Elizabeth Roller, BSN, RN, CCRN
Katherine, Rossbach, BSN, RN, CCRN
Dina Ruzzi, BSN, RN, CCRN
Sydney Salter, BSN, RN, CCRN
Katherine Schultz, BSN, RN, CCRN
Jennifer Sullivan, BSN, RN, CCRN
Yan Sun, BSN, RN, CCRN
Jasmine Tan, BSN, RN, CCRN
Benjamin Thielman, BSN, RN, CCRN
Samuel Trejo, BSN, RN, CCRN
Erin Wilson, BSN, RN, CCRN
Ya Jie Zhou, BSN, RN, CCRN
Megan Zoretich, RN, CCRN

Electronic Fetal Monitoring
Beatrice Asomani, RN, C-EFM
Brittany Breeden, RN, C-EFM
Leah Brown, RN, RNC, C-EFM
Jamie Campos, RN, C-EFM
Erica Delia, RN, C-EFM
Natalie Doudaklian, MSN, RN, C-EFM
Molly Hawkins, BSN, RN, C-EFM
Alain Jacobsen, BSN, RN, C-EFM
Maya Karanth, BSN, RN, C-EFM
Danielle Lanning, BSN, RN, C-EFM
Sydney Marks, BSN, RN, C-EFM
Jennifer Morgans, BSN, RN, C-EFM
Nicole Morton, RN, C-EFM
Denisha Pagsibigan, BSN, RN, C-EFM
Heather Swords, RN, C-EFM
Jennifer Williams, BSN, RN, C-EFM
Kelsie Young, RN, C-EFM
Ning Zhang, BSN, RN, C-EFM, RNC-OB

Family Nurse Practitioner – AANPCP

Beth Allen, MSN, RN, NP-C
Sheryl Deguzman, MSN, RN, NP-C

Family Nurse Practitioner – ANCC

Ericka Davis, MSN, RN, FNP-BC
Pawanpreet Kaur, MSN, RN, FNP-BC
Soojeong Lee, MSN, RN, FNP-BC
Nicole Oakes, MSN, RN, FNP-BC
Erin Payne, DNP, RN, FNP-BC

Gerontological Nurse

Caroline Danquah, BSN, RN, GERO-BC
Ronice Lowe, RN, GERO-BC

Gerontological Nurse – ANCC

Judith Tipton, MSN, RN, CCRN, NPD-BC, RN-BC

Inpatient Obstetric Nursing

Kelly Hettenbach, BSN, RN, RNC-OB
Barbara Johnson, BSN, RN, RNC-OB
Lindsay Porter, BSN, RN, RNC-OB
Ning Zhang, BSN, RN, C-EFM, RNC-OB

International Board Certified Lactation Consultant

Laurie Brutus, RN, IBCLC

Maternal Newborn Nursing

Mary Ann Belardo, BSN, RN, RNC-MNN
Tiffany Anomaly, BSN, RN, RNC-MNN
Nicole Antieri, BSN, RN, RNC-MNN
Corie Cloutier, MSN, RN, RNC-MNN
Rocio Constanza, BSN, RN, RNC-MNN
Jocelyn Golden, RN, RNC-MNN
Hae In Jun, BSN, RN, RNC-MNN
Fatu Kawah, RN, RNC-MNN
Katherine Merchant, BSN, RN, RNC-MNN
Claire Morrison, BSN, RN, RNC-MNN
Vanessa Swanson, RN, RNC-MNN
Emily Sweetnam, RN, RNC-MNN
Darin Webb, BSN, RN, RNC-MNN

Medical-Surgical Registered Nursing

Tara Kolakoski, BSN, RN, MEDSURG-BC
Kimberly Mazzarella, RN, MEDSURG-BC
Rhonda Straka, BSN, RN, MEDSURG-BC
Laura Thomas, RN, MEDSURG-BC
Margaret Treadwell, BSN, RN, MEDSURG-BC

Milliman Care Guidelines

Ashley Atwater, BSN, RN
Emily Bennett, BSN, RN, ACM

National Healthcare Disaster Professional

Charles Jankowski, RN, NHDP-BC

National Registry of Emergency Medical Technicians – Paramedic

Patrick Marshall, RN, CCRN, NREMT

Neonatal Intensive Care Nursing

Anastasia Brown, BSN, RN, RNC-NIC
Lindsay Calonder, BSN, RN, RNC-NIC
Patrycja Chmielewska, RN, RNC-NIC
Crystal Choi, BSN, RN, RNC-NIC

Theresa Decelle, BSN, RN, RNC-NIC

Kaitlyn DeLeon, BSN, RN, RNC-NIC

Tania Diaz Aguilar, BSN, RN, RNC-NIC

Lacey Eubank, BSN, RN, RNC-NIC

Lauren Fitzpatrick, BSN, RN, RNC-NIC

Erin Francis, RN, RNC-NIC

Christine Gardner, MSN, RN, RNC-NIC

Brianna Harrell, BSN, RN, RNC-NIC

Nicole Harrison, BSN, RN, RNC-NIC

Maria Hendrickson, BSN, RN, RNC-NIC

Emily Hornung, BSN, RN, RNC-NIC

Jessica Kuminski, BSN, RN, RNC-NIC

Shivani Patel, BSN, RN, RNC-NIC

Kathleen Poppe, BSN, RN, RNC-NIC

Jackie Rommell, BSN, RN, RNC-NIC

Kimberly Schroeder, RN, RNC-NIC

Hollice Smyles, BSN, RN, RNC-NIC

Sydney Stryker, BSN, RN, RNC-NIC

Courtney Sullivan, BSN, RN, RNC-NIC

Kaitlin Waskie, BSN, RN, RNC-NIC

Soroya Watson, BSN, RN, RNC-NIC



Nurse Executive, Advanced

Paula R. Graling, DNP, RN, CNOR, NEA-BC, FAAN
Danielle Sharpe, BSN, RN, NEA-BC

Nurse Executive

Stephanie Hancock, BSN, RN, NE-BC
Jennifer Stiltner, RN, NE-BC

Nursing Case Management

Michelle Willis, BSN, RN, CMGT-BC

Nursing Professional Development Certification

Oluwatoyin Akinyemi, MSN, RN, NPD-BC
Ellen Makar, DNP, RN, NPD-BC
Emily Namesny, MSN, RN, CMSRN, NPD-BC
Janet Petrillo, BSN, RN, CNOR, NPD-BC
Martha Schneider, DNP, RN, NEA-BC, NPD-BC

Obstetric, Gynecologic and Neonatal Nursing

Leah Brown, RN, RNC, C-EFM

Oncology Certified Nurse

Nataliya Chaykivska, BSN, RN, OCN
Margaret Cole, BSN, RN, OCN
Anne Cushman, BSN, RN, OCN
Anna Decoite, BSN, RN, OCN
Heather Hanes, RN, OCN
Megan Rogers, BSN, RN, OCN
Hannah Wacks, BSN, RN, OCN

Orthopedic Nurse Certified

Jeremy Case, RN, ONC
Alexis Volpone, BSN, RN, ONC

Pain Management Nursing

Deborah Dungan, BSN, RN, PMGT-BC
Christine Rolfes, BSN, RN, PMGT-BC

Progressive Care Nursing (Adult)

James Breceda, BSN, RN, PCCN
Reniah Carlos, RN, PCCN
Caitlin Dimaina, MSN, RN, PCCN
Meredith Duncan, BSN, RN, PCCN
Raheal Gabremariam, BSN, RN, PCCN
Bruktawit Gizaw, BSN, RN, PCCN

Jessica Graham, RN, PCCN

Alma Harizi, BSN, RN, PCCN

Sarah Hobbs, BSN, RN, PCCN

Sabeena Jamali, BSN, RN, PCCN

Shamal Lord, BSN, RN, PCCN

Melissa Malong, BSN, RN, PCCN

Kathleen McCullough, RN, PCCN

Elizabeth Stucke, RN, PCCN

Laura Vilhaur, RN, PCCN

Luisa Villanueva, BSN, RN, PCCN

Leah Widdifield, RN, PCCN

Mary Zellhart, RN, PCCN

Psychiatric and Mental Health Nursing

James DeMarco, RN, PMH-BC
Laurie Paris, RN, PMH-BC

Sexual Assault Nurse Examiner – Adult

Nicole Berlin-Steiman, RN, SANE-A
Bobby Stowers, MSN, RN, SANE-A

Stroke Certified Registered Nurse

Bridget Bair, BSN, RN, SCRN
Jerrilyn Balmes, BSN, RN, SCRN
Anna Deshong, BSN, RN, SCRN
Sunita Kharel, BSN, RN, SCRN
Allison Mabe, BSN, RN, SCRN
Kathleen Maresch, BSN, RN, SCRN
Katherine McKenna, RN, SCRN
Katie Mykrantz, BSN, RN, SCRN
Eileen Parry, BSN, RN, SCRN
Summer Salem, BSN, RN, SCRN
Anh Tran, BSN, RN, SCRN
Antoinette Trang, BSN, RN, SCRN
Hunter Worrell, BSN, RN, SCRN

Trauma Certified Registered Nurse

Janet Galla, RN, TCRN
Hana Lee, MSN, RN, CCRN, TCRN
Ie Rae Kim, BSN, RN, TCRN
Mamoona Arif Rahu, PhD, RN, CCRN, TCRN
Laura Yeshnik, BSN, RN, TCRN
Arianna Zoretich, BSN, RN, TCRN

Women's Healthcare Nurse Practitioner

Samantha Sprankle, BSN, RN, WHNP-BC

Registered Nurse 3

Tiffany Anomaly, BSN, RN, RNC-MMN
Jen Arias, BSN, RN, CCRN
Kristen Barnett, BSN, RN, CCRN
Suzanne Bell, BSN, RN, CCRN
Sapana Bhattacharai, MSN, RN, SCRN
Robyn Bopp, BSN, RN, CPHON
Caroline Brooks, BSN, RN, CNOR
Leah Brown BSN, RN, C-EFM
Jeremy Case, BSN, RN, ONC
Patrycja Chmielewska, BSN, RN, RNC-NIC
Natasha DeSousa, BSN, RN, PCCN
Gina DeVille, BSN, RN, CNOR
Nicole Dorman, BSN, RN, CPN
Lauren Douglass, BSN, RN, CCRN
Anja Frazier, BSN, RN, CPN
Elizabeth Fricke, BSN, RN, CNOR
Emma Gonzales, BSN, RN, CPN
Kristen Hadel, BSN, RN, CCRN, PCCN
Shannon Hawn, BSN, RN, CBC
Vanessa Haynes, BSN, RN, CPN
Lynn Heun, BSN, RN, C-EFM
Jihye Hur, BSN, RN, CPN
Hae In Jun, BSN, RN, MNN
Susan Jarosz, BSN, RN, CCRN, EMT
Danielle Kemp, BSN, RN, CCRN
Cadiz Kenji Neil, BSN, RN, PCCN
Gwendolyn Landgrebe, BSN, RN, CPN
Hana Lee, MSN, RN, CCRN
Ronice Lowe, RN, GRN
Christine Luu, BSN, RN, CPN
Jennifer Lyons, BSN, RN, CMSRN
Veronica Mariscal, BSN, RN, CPN
Meghan McCann, BS, RN-BL, MPH
Megan McCoy, RN, BSN, CPN
Amanda Meny, BSN, RN, CPN
Jordan Morris, BSN, RN, CPN
Sophia Motta, BSN, RN, CPN
Bonnie Nelson, BSN, RN, CNOR
Ryan O'Hara, BSN, RN, PCCN
Esther Pak, BSN, RN, CPN
Kathleen Pope, BSN, RN, RNC-NIC

Emily Potter, BSN, RN, CCRN	Caitlyn DiMaina, MSN, RN, PCCN	Audrey Nugent, MSN, RN, C-EFM
Nora Raher, BSN, RN, CCRN	Elizabeth Fricke, BSN, RN, CNOR	Caitlyn Parry, BSN, RN, C-EFM
Julie Reiter, BSN, RN, CPEN	Ira Geminiano, BSN, RN, CMSRN	Manju Paudel, BSN, RN, SCRN
Madison Rickard, BSN, RN, CCRN	Elizabeth Gibbemeyer, BSN, RN, CMSRN	Kimberly Quitugua, BSN, RN, PCCN
Lauren Rodriguez, BSN, RN, CPEN	Julia Giermek, BSN, RN, RNC-OB	Julie Reiter, BSN, RN, CPEN
Katherine Rossbach, MSN, RN, CCRN	Jocelyn Golden, BSN, RN, RNC-MNN	Jonnie Renee Harris, BSN, RN, ONC
Talia Skinner, BSN, RN, CCRN	Micheline Guirguis, BSN, RN, PNC-NIC	Liz Reyes, BSN, RN, CMSRN
Alyssa Stilley, BSN, RN, RNC-MNN	Daniela Haiduc, BSN, RN, SCRN	Gloria Ricaldes, BSN, RN, RNC-MNN
Meghan Stowell, BSN, RN, CCRN	Emily Hanes, BSN, RN, CEN	Denice Roatz, BSN, RN, CMSRN
Rebecca Strizzi, BSN, RN, CPN	Jessica Haupt, BSN, RN, RNC-MNN	Jodi Roberson, BSN, RN, IBCLC
Jennifer Sullivan, BSN, RN, CCRN	Molly Hawkins, BSN, RN, C-EFM	Ana Romero, MSN, RN, CEN
Brianne Sutor, BSN, RN, CPN	Rebecca Hazen, BSN, RN, PCCN	Leah Rose Doble, BSN, RN, CNOR
Emily Sweetnam, BSN, RN, RNC-MNN	Maria Hendrickson, BSN, RNC-NIC, C-ELBW	Dahlia Rose, BSN, RN, C-EFM
Jennina Ting, BSN, RN, CCRN	Corin Hohman, MSN, RN, C-EFM	Stephanie Ryan, BSN, RN, CPN, CPEN
Linda Todd, BSN, RN, CCRN	Carly Isakowitz, BSN, RN, PCCN	Amie Samba, BSN, RN, RN-BC
Anna Tomkiewicz, BSN, RN, CAPA	Alain Jacobsen, BSN, RN, C-EFM	Holly Samuelson, BSN, RN, CNOR
Patricia Tran, BSN, RN, PCCN	Sabeena Jamali, BSN, RN, PCCN	Morgan Sanders, MSN, RN, RNC-NIC
Sara Valenti, BSN, RN, CCRN	Yoon Joo Lim, BSN, RN, CPAN	Catharyn Santana, BSN, RN, CEN
Katherine Vandyke, BSN, RN, TCRN, CCRN	Maya Karanth, BSN, RN, C-EFM	Kathleen Scholl, BSN, RN, PCCN
Elizabeth Werbeck, BSN, RN, CPN	Fatu Kawah, BSN, RN, RNC-MNN	Deborah Skertic, BSN, RN, IBCLC
Registered Nurse 4	Sunita Kharel, MPH, BSN, RN, CCRN	Holly Sloan, BSN, RN, RNC-OB
Mona Abed, BSN, RN, C-EFM	Tara Kolakoski, BSN, RN, RN-BC	Emily Smith, BSN, RN, RNC-MNN
Allyson Abrams, BSN, RN, CPN	Jacquelyn Korka, BSN, RN, RNC-NIC	Sara Sousa, MSN, RN, CEN
Barbara Acquah, BSN, RN, CMSRN	Eileen Lanquaye, BSN, RN, RN-BC	Meghan Stowell, BSN, RN, CCRN
Angela Alexei, BSN, RN, RN-BC	Sarah Lemaster, BSN, RN, CPEN	Amanda Stromberg, BSN, RN, CNOR
Lindsay Amoriello, BSN, RN, RNC-MNN	Kristine Lewis, MSN, RN, CCRN	Heather Swords, BSN, RN, C-EFM
Katrine Andrews, BSN, RN, PCCN	Arminda Liston, BSN, RN, RNC-NIC	Laura Thomas, BSN, RN, RN-BC
Mary Ann Belardo, BSN, RN, RNC-MNN	Geneviv Lobaton, BSN, RN, CNOR	Sally Tobias, BSN, RN, RNC-NIC
Nicole Antieri, BSN, RN, RNC-MNN	Elizabeth Lucas, BSN, RN, C-EFM	Linda Todd, BSN, RN, CCRN
Maureen Austria, BSN, RN, CMSRN	Allyson Manuel, BSN, RN, C-EFM	Megan Toliver, MSN, RN, CCRN, CNL
Christina Baker, BSN, BA, RN-CNOR	Rachel Markovich, BSN, RN, RN-BC	Anh Tran, BSN, RN, SCRN
Rebecca Baumgart, BSN, RN, CEN	Catherine Matkowski, BSN, RN, OCN	Sydney Vishneowski, BSN, RN, C-EFM
Terri Bazemore, BSN, RN, OCN	Elizabeth Mayberry, BSN, RN, C-EFM	Rachel Ward, MSN, RN, CEN, TCRN
Lauren Bickel, BSN, RN, RNC-NIC	Susan McClanahan, BSN, RN, RNC-IPOB	Jacquelyn Wellis, BSN, RN, RNC-NIC
Amanda Blue, BSN, RN, CPN	Macy McNair, BSN, RN, SCRN	Stephen Wireko, BSN, RN, CCRN
Sheila Carroll, BSN, RN, CEN	Katie Merchant, BSN, RN, RNC-MNN	Alexandra Young, BSN, RN, PCCN
Aundrea Chichester, BSN, RN, RN-BC	Shannon Milligan, BSN, RN, RNC-MNN	Ning Zhang, BSN, RN, C-EFM
Ashley Colton, BSN, RN-CEFM	Katie Mykrantz, BSN, RN, CNRN	Frederick Zizina, BSN, RN, TCRN
Caroline Danquah, BSN, RN, RN-BC	Judy Ngo, MSN, RN, OCN	

Inova Fair Oaks Hospital



Magnet[®] Components

Transformational Leadership

Transformational leaders advocate for resources, inspire others, and lead nurses to improve practice and achieve identified goals. In 2020 during the COVID-19 crisis, transformational leadership at all levels was critical to our success. Deborah “Debbie” Fulbrook, BSN, RN, EdM, MHS, NEA-BC, Chief Nursing Officer (CNO), provided leadership and inspiration to all team members, maintaining calm in a state of chaos. Debbie’s leadership and presence supported nurses through the most difficult times. Debbie and all clinical leaders advocated for resources and supported adjusting nursing care hours to provide care to challenging, complex patients. Through this advocacy, our patients received excellent care and had great outcomes. Through transformational leadership, early implementation of cross training during the pandemic allowed us to care for our patients during the fall and spring surges. Cross training helped to strengthen our teams by removing barriers and enhancing communication.

Through Debbie’s leadership and vision, nurses at Inova Fair Oaks Hospital (IFOH) practice in an environment that supports autonomy, collaboration and amazing outcomes. Debbie has been able to influence practices changes throughout the organization through strong partnerships with the interprofessional team and collaboration beyond

nursing. Exceptional leadership from senior directors, clinical directors, administrative directors, RN unit supervisors and others helped us meet or exceed organizational goals, patient experience score targets and clinical outcome targets. Our leaders promote professional growth and development and promote shared decision making. The leaders supported and advocated for new equipment and supplies to improve work efficiencies. Transformational leaders in all levels of nursing at IFOH influence change, improve the practice environment and improve patient outcomes.

Structural Empowerment

Shared governance councils at IFOH continue to focus on improving the patient’s experience, promoting safety and optimizing outcomes. Working with the interprofessional team, unit and hospital-based councils work in concert to improve all aspects of patient care. The professional development council supports the professional development of the registered nurse through education, certification, recognition and support of new team members. Through the support of the professional development council and IFOH Foundation, more than 40 nurses obtained specialty certification in 2020. Currently more than 40 percent of eligible nurses are certified at IFOH. Many nurses have completed new degrees and currently more than 90 percent of our nurses are Bachelor of Science in Nursing (BSN) prepared or greater.

Utilizing Inova's professional practice model, patients and their families continue to experience exceptional care at IFOH.

In 2020, IFOH introduced a dedicated education unit (DEU) to support the transition to practice of new graduate nurses. This innovative onboarding process focused on new skill acquisition, critical thinking, problem solving and patient safety. The clinical preceptor uses Socratic questioning to promote critical thinking. Frequent rounding by team members and ongoing support have been instrumental in the new nurses' success. The role of the clinical preceptor is essential, and many opportunities for training and ongoing development are available to support this role. The Vizient Nurse Residency Program supports the transition of the new nurse over the first 12 months of employment. These innovative programs have strengthened team involvement, promoted team member retention and removed barriers to promoting an integrated team member. In 2020, 21 nurses completed the program.

Exemplary Professional Practice

Utilizing Inova's professional practice model, patients and their families continue to experience exceptional care at IFOH. Both Inova's care delivery model and Jean Watson's Caring Science theory are incorporated into IFOH nurses' daily practice, serving as cornerstones in the delivery of compassionate care. In 2020, many new services were introduced to promote compassionate care including Healing Touch, animal-assisted interventions and music therapy. Many of these interventions have been on hold due to COVID-19. We look forward to reestablishing these programs as soon as possible.

Nurses at all levels of the organization participate in and lead interprofessional teams focused on improving care, outcomes and safety. All nurse-sensitive indicators consistently outperform benchmarks compared to other Magnet facilities. The reduction or elimination of falls with

injuries, hospital-acquired pressure injuries, CAUTIs and CLABSI reflects the commitment of the IFOH nurse to patient safety and implementing practices that are evidence based. Many units have not had any HAIs for more than a year. IFOH nurses, at all levels of the organization, use research, best practices, national standards and professional guidelines to drive practice and outcomes. Nurses contribute to outstanding patient experience scores, which outperform benchmark scores in all domains that are influenced by nursing. A clinical nurse-led, multidisciplinary team is working to implement strategies that promote workplace safety.

New Knowledge and Innovation

Nurses from IFOH consistently integrate evidence-based practice, guidelines and research into their clinical practice. The nurses at IFOH express thanks and gratitude to our colleagues in IFMC's medical library. The library's staff support our many requests for literature searches, helping to identify evidence, research and best practices to improve patient care. These efforts strongly impacted our key result of an exceptional patient experience. In addition, thanks and gratitude go to the nurse scientists at Inova Health System offices. The expertise and wisdom of this group has propelled research at IFOH, and we are forever grateful. Multiple EBP projects were implemented at IFOH this year, resulting in improved patient outcomes and experience. Project results were disseminated internally. Opportunities for dissemination outside Inova have been limited during the pandemic. Research continues to be a strong focus including use of aromatherapy for pain control, infant-driven feeding protocol evaluating the long-term impact on feeding and use of alternate light sources to identify deep tissue injuries. Other studies evaluating Caritas principles and Healing Touch are underway.

Awards and Recognition

Nursing Excellence Awards

Evelyn Irani, MSN, RN, CCRN, NE-BC – Transformational Leadership

Stacy Bennett, BSN, RN, CNOR – Structural Empowerment

Nancy Forrest, BSN, RN, MPH, INCLC – New Knowledge, Innovation and Improvement

Sierra Cerniglia, BSN, RN – Rising Star

Quesias Rivera, BSN, RN, CCRN – Exemplary Professional Practice

Daisy Awards

Regina Decristofaro, MSN, RN, RNC-OB

Melissa Mann, BSN, RN, CMSRN

Kimberly Winter, MSN, RN, CWOCN

Guardian of Excellence, Press Ganey

Radiation oncology department

EBP Posters Created

If You're HAPI and You Know It: Utilizing the Braden Scale and Additional Consideration to Reduce HAPI in Postsurgical Patients
Charles Amara, BSN, RN; Nanaekua O. Attakorah, RN; Nicholette Freberg, BSN, RN; Aadalheidur McClain, BSN, RN; Alexandra Portale, BSN, RN. IFOH New Graduate Residency Program – Cohort 5, August 2020.

Keep Calm and Push On!

Destiny Goodman, BSN, RN; Abena Osei-Gyamfi, BSN, RN; Rachel Rubin, BSN, RN; Kate Williams, BSN, RN. IFOH New Graduate Residency Program – Cohort 5, August 2020.

Reducing Hospital-Acquired Infections

Sierra Cerniglia, BSN, RN; Ashley Dawson, BSN, RN; Young G (Peter) Kim, BSN, RN. IFOH New Graduate Residency Program – Cohort 5, August 2020.

Relax, Refresh, Recharge: Interruption-Free Lunches on the Medical Unit

Jeisca Hernandez Gonzalez, BSN, RN; Kelsey Lingafelter, BSN, RN; Rebecca Rizy, BSN, RN. IFOH New Graduate Residency Program – Cohort 5, August 2020.

We've Got Your Back: Reducing Workplace Injuries

Cindy Adjapong, BSN, RN; Health Blewett, BSN, RN; Nina Ganjei, BSN, RN; Sudia Ghazzi, BSN, RN; Paula Plourde, BSN, RN; Angela Yoon, BSN, RN. IFOH New Graduate Residency Program – Cohort 4, April 2020.



New Degrees

Bachelor of Science in Nursing

Shauna Haines, BSN, RN, RN-BC

Paula Plourde, BSN, RN

Natalee Matheny, BSN, RN

Ksenia Harris, BSN, RN

Angela Yoon, BSN, RN

Charles Amara, BSN, RN

Master of Science in Nursing

Kimberly Winter, MSN, RN, WCON

Aimee Kulrisombart, MSN, RN

Scholarships

Master of Science in Nursing – Nurse Practitioner Scholars

Ava Nazemian, BSN, RN, CEN – Inova Nursing Excellence Scholarship

Audrea DeGregoris, BSN, RN, CEFM – Inova Nursing Excellence Scholarship

Candice Coleman, BSN, RN, CEN, PCEN, TCRN – Inova Nursing Excellence Scholarship

Certifications

Acute/Critical Care Nursing (Adult)

Elizabeth Hasse, BSN, RN, CCRN

Andrea Hsu, BSN, RN, CCRN

Sarah Nahire, BSN, RN, CCRN

Quesias Rivera, BSN, RN, CCRN

Certified Ambulatory Perianesthesia Nurse

Valerie Callaghan, BSN, RN, CAPA

Leilani Craig, BSN, RN, CAPA

Maribeth Kastanowski, BSN, RN, CAPA

Angel Rogers, BSN, RN, CAPA

Margaret Zollman, BSN, RN, CAPA

Publications

Vicki Lindgren, MSN, RN, CCRN, CCNS.

Holistic Nursing Practice, The Effects of Healing Touch on Critical Care Patient Vital Signs: A Pilot Study. Pgs. 244-251.

Linda Arundel, MSN, RN, WCON; Katherine Scadfide, PhD, RN; Mary Curry Narayan, MSN, RN, HHCNS-BC. Journal of Wound, Ostomy and Continence Nursing, Bedside Technologies to Enhance the Early Detection of Pressure Injuries. A Systematic Review. Pgs. 128-136.

Certified Nurse Operating Room

Emilia Bautista Santiago, BSN, RN, CNOR
Stacy Bennett, BSN, RN, CNOR
Elizabeth Hasse, BSN, RN, CCRN, CNOR
Christina Hovan, BSN, RN, CNOR
Steve Miller, BSN, RN, CNOR
Crystal Nguyen, BSN, RN, CNOR

Certified Clinical Research Coordinator

Maria Obeid, DNP, RN, NP-C, AGPCNP-BC, CCRC

Certified Emergency Nurse

Katherine Bergquist, BSN, RN, CEN
Veda Casey, BSN, RN, CEN
Nijhila Dasari, BSN, RN, CEN
Christopher Husberger, BSN, RN, CEN
Christine Lee, BSN, RN, CEN
Rachel Leopold, BSN, RN, CEN
Mary Price, BSN, RN, CEN
Ava Nazemian, BSN, RN, CEN
Allison Wade, BSN, RN, CEN
Mary Wu, BSN, RN, CEN
Jennifer Zechman, BSN, RN, CEN

Certified Medical-Surgical Registered Nurse

Lisa Calhoun, BSN, RN, CMSRN

Certified Pediatric Emergency Nurse

Ester Maura King, BSN, RN, CEN, CPEN

Electronic Fetal Monitoring

Amy Buchanan, BSN, RNC-OB, C-EFM
Chelsea Heyn, BSN, RN, C-EFM
Tiffany Reid, BSN, RN, C-EFM

Gerontological Nursing

Mitzpah Harris, BSN, RN, RN-BC
Alma Kahn, BSN, RN, RN-BC
Helen Opoku Agyemang, BSN, RN, RN-BC

Inpatient Obstetric Nursing

Judith Healy, BSN, RN IBCLC, RNC-OB
Miri Kim, BSN, RN, RNC-OB

Maternal Newborn Nursing

Nancy Herzog, RN, RNC-MNN
San-San Lui, BSN, RN, RNC-MNN

Medical-Surgical Registered Nurse

Shauna Haines, BSN, RN, RN-BC
Amanda Patterson, BSN, RN, RN-BC

Nursing Executive

Susan Ellis, BSN, RN, NE-BC
Evelyn Irani, MSN, RN, CCRN, NE-BC
Stephanie Jones, MSN, RN, NE-BC

Progressive Care Nursing (Adult)

Amy Gray, BSN, RN, PCCN
Ramanpreet Kaur, BSN, RN, RN-BC, PCCN
Hannah Williams, BSN, RN, PCCN

Trauma Certified Registered Nurse

Elizabeth Moran, BSN, RN, CEN, TCRN
Crisin Schaub, BSN, RN, CEN, CPEN, TCRN

ADVANCE

Registered Nurse 3

Adwoa Boahemaa, RN
Nikhila Dasari, BSN, RN, CEN
Mark Espirtu, RN
Therese Findjieu, BSN, RN, CMS-RN
Molly Gauthier, BSN, RN, RNC-OB
Amy Gray, BSN, RN
Chelsea Heyn, BSN, RN
Pauline Huynh, BSN, RN, PCCN
Shahnaz Imani, RN, AD, CCRN
Ramarpreet Kaur, BSN, RN, RN-BC
Anh Phong Nguyen, BSN, RN, CCRN
Sara Rehman, BSN, RN, CPN
Kayla Simpson, BSN, RN, CEN

Registered Nurse 4

Linda Arundel, MSN, RN, CWCON
Stacy Bennett, BSN, RN, CNOR
Aimee Boice, BSN, RN, CNOR
Kathryn Brewster, BSN, RN, PCCN
Veda Casey, BSN, RN, CEN
Regina DeCristofaro, BSN, RN
Melissa Fincham, BSN, RN
Janal Gandhal, BSN, RN, RNC-NIC
Julia Gordon, MSN, RN, CCRN
Laura Griffith, BSN, RN, CPAN
Maribeth Kastanowski, BSN, RN

Alma Khan, BSN, RN, RN-BC

Sally Miller, RNS, RN, RNC-NIC

Ava Nazemina, BSN, RN, CEN

Jessica Patterson, BSN, RN, RNC-NIC

Cristin Schaub, BSN, RN, CEN

Brittany Smith, BSN, RN

Amy Trang, BSN, RN, PCCN

Kimberly Winter, MSN, RN, CWCON

Professional Organization Activities

Linda Arundel, MSN, RN, CWCON – Medical Reserve Corps Loudoun County – vaccinator
Linda Arundel, MSN, RN, CWCON – Mid-Atlantic Region Wound, Ostomy and Continence Nurses (WCN) Society – Chairman of Education

Linda Arundel, MSN, RN, CWCON – Ostomy Support Group of Northern Virginia – medical advisory board member

Stephanie Fitch, BSN, RN, CEN, TCRN – Virginia Emergency Nurses Association (ENA) State Council – President

Stephanie Fitch, BSN, RN, CEN, TCRN – National ENA Advocacy Advisory Council – advisory council member

Joanne Neri, BSN, RN, RN-BC – Leukemia and Lymphoma Society of America – fundraising team captain

Vicki Lindgren, MSN, RN, CCRN, CCNS – American Association of Critical Care Nurse (AACN) – Beacon Award senior panelist

Vicki Lindgren, MSN, RN, CCRN, CCNS – AACN – Beacon Award Program Task Force member

Volunteer Activities

Emergency department – Air mattress donation for abused women's shelter

Emergency department – Back-to-school care backpacks for foster children

Emergency department – Holiday cards for all Sunrise residents

Emergency department – Shelter meal prep

ICU – Inova blood drive

Inova Loudoun Hospital



Magnet® Components

Transformational Leadership

Transformational leadership is essential as Inova Loudoun Hospital's (IFH) nursing leaders guide effectively through change, advocate for resources, serve as a strategic partner in the organizations' decision-making, and support nursing and organizational goals. During the COVID-19 crisis, transformational leadership was critically important to the health and safety of our teams and our patients. Our CNO, **Marissa Jamarik, DNP, RN, NEA-BC**, was instrumental in guiding our team through this unprecedented global pandemic. Marissa, in partnership with the system, advocated for resources, made sure staff had adequate PPE and supplies, supported early cross-training and reassignment of nurses whose departments had closed, and helped to develop surge planning as needed for safe patient care.

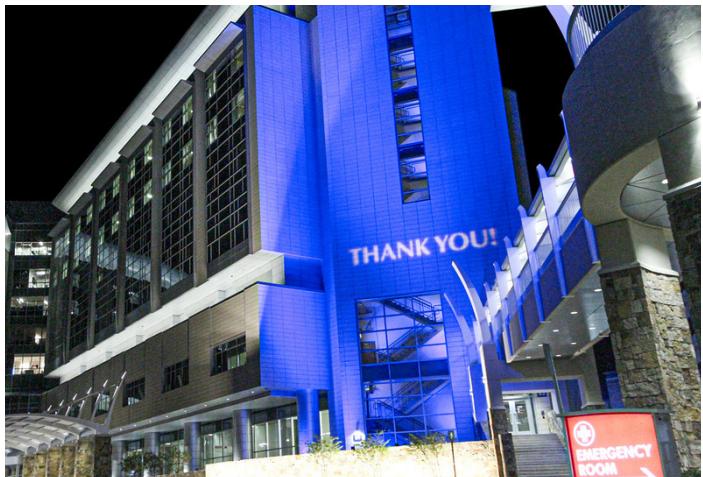
The development of team nursing was an effort undertaken by the entire leadership team to ensure assistance in units hit the hardest by the coronavirus: our critical care units. Exceptional nursing leadership at all levels helped to maintain excellent patient care throughout the pandemic and beyond. 2020 certainly was a year we learned to lean in and lean on each other for support at the hospital and system level.

Structural Empowerment

Nurses at all levels are included in shared governance and unit practice councils. The councils are designed to improve nursing care and patient outcomes and foster the professional practice of nursing. In 2020, 13 nurses began their journey on the ADVANCE clinical ladder as RN3s, and 45 nurses climbed the ladder to become an RN4. ILH currently has 146 nurses participating in the ADVANCE program.

Inova Loudoun Hospital supports the advancement of nurses in national board certification and in education. Our rate of national board certification by Registered Nurses is 54%. Bachelor's degrees as a minimum education within two years of hire has been our standard for some time and we have attained the level of 87% bachelor's degree or above. Both of these statistics compare very favorably to national statistics. Nationally, the rate of clinical nurses who are board certified ranges from 37-40% and the rate of clinical nurses who have a bachelor's degree or higher ranges from 65 to 76%.

The ANCC Vizient nursing residency program is alive and well at Inova Loudoun. In 2020 74 graduate nurses were supported via our year-long residency. Our Vizient/ANCC Nurse Residency program graduated 27 nurse residents.



Exemplary Professional Practice

Our fourth Magnet document was submitted in June 2020, demonstrating our continuing journey of excellence. ILH nursing has a distinction to be truly proud of – going 643 days without a CAUTI. We had one CAUTI in August 2020, but that was the only CAUTI for the whole year. In our National Database of Nursing Quality (NDNQI) data, most of our units exceeded the Magnet mean for falls with injury, hospital-acquired pressure injury (HAPI), CLABSI and CAUTI. Our pediatric ED received the prestigious Lantern Award in 2020. Our stroke team received the prestigious Get with the Guidelines® -- Stroke Gold Plus Quality Award and the Mission: Lifeline NSTEMI Silver Quality Achievement Award. In addition, our cardiac and pulmonary rehabilitation program renewed their certification from the American Association of Cardiovascular and Pulmonary Rehabilitation (AACVPR).

In September, **Elyssa Wood, PhD, MPH, RN, CPEN, CPN, TCRN**, was inducted into the Academy of Emergency Nursing (AEN) and can proudly list FAEN as one of her professional credentials. The AEN honors emergency nurses who have made enduring, substantial contributions to emergency nursing, advance the profession of emergency nursing including the healthcare system in which emergency nursing is delivered, and provide visionary leadership to ENA and AEN.

New Knowledge and Innovation

2020 was a challenging year, to say the least. Most conferences, whether local, regional or national, were either cancelled or became virtual conferences. However, ILH did have four posters accepted for presentation. “Perception of Opioid Use Survey (POUS): Measuring the Perceptions of Healthcare Workers Toward Opioid Use and Misuse” was accepted at the MedStar Washington Hospital Center

Research Conference in March. Authors were **Alison Burton, BSN, RN**, and **Lindsay Schoem, BSN, RN, TCRN**. “Getting Serious About Being Delirious: Video Education for RNs” was accepted at the University of Virginia Evidence-Based Practice Symposium in Charlottesville, VA in April 2020 and at the American Delirium Society Conference in Indianapolis, IN in June 2020. The author of this was **Amanda Golino, MSN, RN, CCRN, CCNS, RN-BC, TCRN**. Unfortunately, all of these conferences were cancelled due to COVID-19. At the September ENA Virtual Conference, **Elyssa Wood, PhD, MPH, RN, CPEN, CPN, TCRN, FAEN**; **Amber Wilson, MSN, RN, CEN**; and **Johanna Emory, BSN, RN, CEN, TCRN** presented their poster, “Evidence-Based Practice: Improving Pediatric Readiness Among Nurses in Freestanding Emergency Rooms.”

ILH had three publications in 2020. Two were joint publications with other nurses in Inova Health System. “The Influence of Education and Specialty Certification on Nurses’ Intent to Support Breastfeeding Post-Birth” was published in *The Journal of Perinatal Education* by authors **Linda Cassar, DNP, RNC-OB, CNE**; **Cynthia Bauley, BSN, IBCLC, RLC**; **MaryAnn Friesen, PhD, RN, CPHQ**; **Monica Brannon, BSN, RNC-MNN, IBCLC, RLC**; **Lani Brown, MSN, RNC**; **Tracy Cross, BSN, IBCLC, RLC**; and **Qiuping Zhou, PhD, RN**. “The Effect of Healing Touch on Critical Care Patients’ Vital Signs” was published in *Holistic Nursing Practice* by authors: **Theresa Davis, PhD, NE-BC, CHTP, FAAN**; **Mary Ann Friesen, PhD, RN, CPHQ**; **Vicki Lindgren, MSN, RN, CNS, CCRN, CCNS**; **Amanda Golino, MSN, RN, CCRN, CCNS**; **Robin Jackson, MSN, BSHS, RN-BC, CCRN, CCNS, CHTP**; **Lucrezia Mangione, MA, NCC, LCPC, CMT, CHTP, CHT**; **Diane Swengros, MSN, RN-BC, CHTP**; and **Joel G. Anderson, PhD, CHTP, FGSA**. The final article was “Instrucciones De Alta Por Video: Effectiveness of Video Discharge Instructions For Spanish-Speaking Caregivers” in *The Pediatric Emergency Department* by the *Journal of Emergency Nursing* with authors: **Elyssa B. Wood, PhD, MPH, RN, CPEN**; **Scott Barnett, PhD**; **Gina Harrison, MSN, RN, NE-BC, CEN, CPEN**; **Kristina Presgrave, BSN, RN, CPEN**; **Sarah Stinson, BSN, RN, CPEN**; and **Erin Rovelli, RN, BSN**.

In 2020, nurses from three different clinical areas – ICU, 26 Main and Loudoun Adult Medical Psychiatric Services (LAMPS) – participated in system-wide EBP projects that led to changes in practice.

Awards and Recognition

Nursing Excellence Awards

Sarah Atkinson, BSN, RN – Rising Star
Julie Costanzo, BSN, RN4, RNC-OB – Structural Empowerment
Pattie Grunwald, BSN, RN, RNC-OB, CCRN – Transformational Leadership
Erin Rovelli, BSN, RN – Exemplary Professional Practice
Sonya Sterbutzel, MSN, RN, NE-BC – Transformational Leadership
Jordan Tyczka, MSN, RN, CEN, TCRN – New Knowledge, Innovation and Improvement



Daisy Awards

Stephanie Baumgartner, BSN, RN, CCRN
Mike Bowen, BSN, RN, GERO-BC
Dan Buffington, RN, TCRN
Julie Costanzo, BSN, RN, RNC-OB
Maribeth Crooks, BSN, RN, RNC-OB
Allyson Diamond, BSN, RN
Leah Foster, RN
Rosemarie Pascua, BSN, RN
Amy Peters, BSN, RN, CPEN
Jaspreet Sidhu, BSN, RN
Lisa Smith, BSN, RN
Kanta Telhan, MSN, RN, ACM

2020 Get with the Guidelines® – Stroke Gold Plus Quality Achievement Award

Stroke team

2020 Lantern Award

Pediatric emergency department

AACVPR Certification

Pulmonary rehabilitation program

ILH Foundation Nursing Star

Honeida Ayala, RN

ILH Unit Nurse of the Year Recipients

Wendy Ayers, BSN, RN, CWOCN – WOCN
Nursing Support Unit Nurse of the Year
Brenna Barnhouse, BSN, RN, MEDSURG-BC – PACU Unit Nurse of the Year
Rosie Barry, BSN, RN, TCRN – 26 Main/Medical Nurse of the Year
Megan Biwan, BSN, RN – 42 North Postpartum Nurse of the Year
Katie Cahoon, BSN, RN – 41 North/Surgical Oncology Nurse of the Year
Stephanie Cushman, BSN, RN – IHVI/Radiology Unit Nurse of the Year
Rosa Castellano, BSN, RN, PCCN – 3 West/IMC Nurse of the Year



Sonya Sterbutzel, MSN, RN, NE-BC, Director Pediatrics and Observation, Winner Transformational Leadership: Pictured from left to right, April Brown, DNP, RN, MEDSURG-BC, NE-BC, Sr. Director Emergency Services, Maureen Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC, Sonya Sterbutzel, MSN, RN, NE-BC and Marissa Jamarik, DNP, RN, NEA-BC



2020 ILH Daisy Awards: ILH DAISY Winners Quarters 1 and 2 (from left to right): Maribeth Crooks, BSN, EN, RNC-OB, 22 North; Jaspreet Sidhu, BSN, RN, 26 Main; Stephanie Baumgartner, BSN, RN, CCRN, ICU; Allyson Diamond, BSN, RN, Float; Amy Peters, BSN, RN3, CPEN, ED-PEDS; and Kanta Telhan, MSN, RN, ACM, Case Management.

Nicole Diamond, BSN, RN, ONC –
Pre-Op Unit Nurse of the Year

Kathleen DiGirolamo, MSN, RN –
Outpatient Services Radiation Oncology
Unit Nurse of the Year

Ashley Elmore, BSN, RN, CCRN – 51/52
North/PCU Nurse of the Year

Shaundreka Fox, MSN, RN, RNC-OB –
22 North Labor and Delivery Unit Nurse
of the Year

Anne Gutierrez, BSN, RN, CPN –
Pediatrics Unit Nurse of the Year

Leslie Hicks, BSN, RN, MEDSURG-BC –
LAMPS Unit Nurse of the Year

Deborah Kesecker, RN – LNRC Unit
Nurse of the Year

Susaan Liang, MSN, RN, MEDSURG-BC –
Observation Unit Nurse of the Year

Emily Mayer, BSN, RN, TCRN – Ashburn
Emergency Department Unit Nurse of the
Year

Latrice Moore, BSN, RN, CCRN –
Float Pool Nurse of the Year

Melissa Omotola, BSN, RN, TCRN –
Lansdowne Emergency Department Unit
Nurse of the Year

Kristina Presgrave, BSN, RN, CPEN –
Pediatric Emergency Department Unit
Nurse of the Year

Natalie Ropp, BSN, RN – Cornwall
Emergency Department Unit Nurse of
the Year

Vicky Sapla, BSN, RN – Operating Room
Unit Nurse of the Year

Adele Tierney, BSN, RN – Outpatient
Services Mobile Health Unit Nurse of
the Year

AEN Induction

Elyssa Wood, PhD, MPH, RN, CPEN, TCRN,
FAEN

Mission: Lifeline NSTEMI Silver Quality Achievement Award

ILH

The Washington Post, in Partnership with the American Nurses Association, Star Nurses Award Finalist

Erin Brand, BSN, RN, PCCN

Pam Kravatz, BSN, RN, RN-BC

Nursing Stars Unit Recognition

Progressive Care Unit – 52 North

Accepted Abstracts

*Getting Serious About Being Delirious:
Video Education for RNs [Poster Accepted]*
Amanda Golino, MSN, RN, CCRN, CCNS,
RN-BC, TCRN. University of Virginia
Evidence-Based Practice Symposium –
Charlottesville, VA, April 14, 2020; American
Delirium Society Conference – Indianapolis,
IN, June 14 – 16, 2020.

*Perception of Opioid Use Survey (POUS):
Measuring the Perceptions of Healthcare
Workers Toward Opioid Use and Misuse
[Poster Accepted]*

Alison Burton, BSN, RN; Lindsay Schoem,
BSN, RN, TCRN. MedStar Washington
Hospital Center Research Conference –
Washington, DC, March 12, 2020.

Presentations

*Evidence-Based Practice: Improving
Pediatric Readiness Among Nurses in
Freestanding Emergency Rooms [Poster]*
Elyssa B. Wood, PhD, MPH, RN, CPEN,
TCRN, FAEN. ENA Conference. Virtual,
September 8 – 11, 2020.

Publications

Linda Cassar, DNP, RNC-OB, CNE; Cynthia
Bauley, BSN, IBCLC, RLC; MaryAnn
Friesen, PhD, RN, CPHQ; Monica Brannon,
BSN, RNC-MNN, IBCLC, RLC; Lani Brown,
MSN, RNC; Tracy Cross, BSN, IBCLC,
RLC; Qiuping Zhou, PhD, RN. The Journal
of Perinatal Education, The Influence of
Education and Specialty Certification on
Nurses' Intent to Support Breastfeeding
Post-Birth, 29(4): Pgs. 219-227, Springer
Publishing, ISSN (online): 1548-8519

Elyssa B. Wood, PhD, MPH, RN, CPEN,
TCRN, FAEN; Scott Barnett, PhD; Gina
Harrison, MSN, RN, NE-BC, CEN, CPEN;
Kristina Presgrave, BSN, RN, CPEN;
Sarah Stinson, BSN, RN, CPEN; Erin
Rovelli, RN, BSN. Journal of Emergency
Nursing, Instrucciones De Alta Por
Video: Effectiveness Of Video Discharge
Instructions For Spanish-Speaking
Caregivers In The Pediatric Emergency
Department, Pgs. 180-187, Elsevier Inc.
St. Louis Missouri, <https://doi.org/10.1016/J.JEN.2019.11.00610>

Theresa Davis, PhD, NE-BC, CHTP, FAAN;
Mary Ann Friesen, PhD, RN, CPHQ;
Vicki Lindgren, MSN, RN, CNS, CCRN,
CCNS; Amanda Golino, MSN, RN, CCRN,
CCNS; Robin Jackson, MSN, BSHS, RN-BC,
CCRN, CCNS, CHTP; Lucrezia Mangione,
MA, NCC, LCPC, CMT, CHTP, CHT; Diane
Swengros, MSN, RN-BC, CHTP; Joel G.
Anderson, PhD, CHTP, FGSA. Holistic
Nursing Practice, "The Effect of Healing
Touch on Critical Care Patients' Vital Signs",
Pgs. 244-251, Wolters Kluwer Health, Inc,
DOI: 10.1097/HNP.0000000000000394

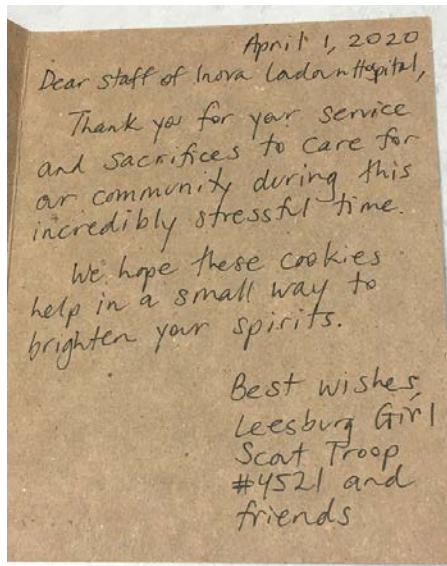
New Degrees

Bachelor of Science in Nursing

Vivian Bowman, BSN, RN
Hannah Brooks, BSN, RN, C-EFM
Clair Crisostomo, BSN, RN
Chase Curbow, BSN, RN
Shea Devlin, BSN, RN
Ingrida Fauver, BSN, RN
Kathryn Heister, BSN, RN, RNC-MNN
Maylin Hernandez, BSN, RN
Samantha Kamara, BSN, RN
Sarah Marmet, BSN, RN
Phouc Nguyen, BSN, RN, PMH-BC
Mallory Rosetti, BSN, RN, AOCN
Kimberly Stout, BSN, RN
Sydney Swarns, BSN, RN
Karen Vanderlinde, BSN, RN
Brooke Thompson, BSN, RN
Brian Wilkinson, BSN, RN
Dee Wright, BSN, RN, CCRN

Master of Science in Nursing

Samantha Blakeslee, MSN, RN
Brittany Camp, MSN, RN
Rebecca McCoy, MSN, RN, CPEN, TCRN
Olivia Page, MSN, FNP-BC



Scholarships

Bachelor of Science in Nursing Scholars

Slavita Bello, RN – Ladies Board Nursing Scholarship

Melinda Weaver, RN, CCRN – Ladies Board Nursing Scholarship

Master of Nursing Scholars

Rachel Allani, BSN, RN – Ladies Board Nursing Scholarship

Jennifer Cifuentes, BSN, RN, RNC-MNN – Ladies Board Nursing Scholarship

Ashley Elmore, BSN, RN, CCRN – Ladies Board Nursing Scholarship

Megan Franklin Megan Franklin, BSN, RN – Ladies Board Nursing Scholarship

Jessica Kelly, MSN, RN, CMSRN – Ladies Board Nursing Scholarship

Susaan Liang, MSN, RN, MEDSURG-BC – Inova Nursing Excellence Scholarship

Susaan Liang, MSN, RN, MEDSURG-BC – Ladies Board Nursing Scholarship

Latrice Moore Latrice Moore, BSN, RN, CCRN – Ladies Board Nursing Scholarship

Adriene Simms, BSN, RN, CCRN – Susan Mills Scholarship, The Ladies Board of Inova Loudoun Hospital

Maria Michelle Soriano, BSN, RN – Ladies Board Nursing Scholarship

Catrina Timpe, BSN, RN – Ladies Board Nursing Scholarship

Master of Nursing – Nurse Practitioner Scholars

Ashley Brown, BSN, RN, TCRN – Inova Nursing Excellence Scholarship

Doctorate of Nursing Scholars

Sarah Oliver, MSN, RN – Ladies Board Nursing Scholarship

Peace Peters, BSN, RN4, MEDSURG-BC – Ladies Board Nursing Scholarship

Certifications

Accredited Case Manager

Robin Earp, BSN, RN, ACM

Ambulatory Care Nursing

Christine Kenna, BSN, RN, AMB-BC

Certified Cardiac Rehabilitation Professional

Klancy Killian-Tucker, BSN, RN, RN-BC, CCRP

Certified Emergency Nurse

Peggy Wiecek, BSN, RN, RN-BC, CEN

Natalie Wright, BSN, RN, CEN

Certified Nurse Operating Room

Tracey Bondurant, MSN, RN, CNOR

Kelly Delong, BSN, RN, CNOR

Zina Drott, BSN, RN, CNOR

Lisa Dundas, BSN, RN, CNOR

Darian Gregory, RN, CNOR

Shelby Howell, MSN, RN, CNOR

Chelsea Verdin, BSN, RN, CNOR

Critical Care Registered Nurse

Michelle Waterman, BSN, RN, CCRN

Electronic Fetal Monitoring

Emily Lemons, BSN, RN, C-EFM

Family Nurse Practitioner – ANCC

Amanda Gatling, MSN, FNP-BC

Medical Surgical Nursing

Farhan Shaukat, MSN, RN, MEDSURG-BC

National Healthcare Disaster Professional

Christopher Roberts, BSN, RN, CEN, NHDHP-BC

Neonatal Intensive Care Nursing

Kimberly Friend, BSN, RN, RNC-NIC

Nurse Coach Board Certified

Jamie Ulrich, BSN, RN, PCCN, CMSRN, NC-BC

Pain Management Nursing

Katherlyn Dugan Munoz, BSN, RN, PMGT-BC

Pediatric Nurse

Elyssa Wood, PhD, MPH, RN, CPEN, TCRN, RN-BC, FAEN

Pediatric Nursing

Erin Rovelli, BSN, RN, PED-BC

Kathleen Slack, BSN, RN, PED-BC

Progressive Care Nursing (Adult)

Vijaya Bhattarai, BSN, RN, PCCN

Rosa Castellano, BSN, RN, PCCN

Sarah Cowart, RN, PCCN

Rahinatou Kima, BSN, RN, PCCN

Lea Lines, BSN, RN, PCCN

Mabel Mbelli, MSN, RN, PCCN

Danielle Nielsen, BSN, RN, PCCN

Psychiatric Mental Health Nursing

Bobbi Miles-Belding, BSN, RN, PMH-BC

Phuoc Nguyen, BSN, RN, PMH-BC

Trauma Certified Registered Nurse

Joanna Ahn, BSN, RN, TCRN

Amy Baker, MSN, RN, CEN, TCRN

Victoria (Rosie) Barry, BSN, RN, TCRN

Ashley Brown, BSN, RN, TCRN

Daniel Buffington, RN, TCRN

Brea Calhoun, BSN, RN, TCRN

Tiffany Fitzgerald, BSN, RN, TCRN

Benjielou Ford, BSN, RN, TCRN

Rebecca Gray, BSN, RN, CEN, TCRN

Amanda Golino, MSN, RN, CCNS, CCRN, PMGT-BC, TCRN

Ie rae Kim, BSN, RN, TCRN

Kathleen Kuzma, BSN, RN, TCRN

Emily Mayer, BSN, RN, TCRN

Katherine McCorry, BSN, RN, CEN, TCRN

Rebecca McCoy, MSN, RN, CPEN, TCRN

Serena-Lynn McReynolds, BSN, RN, CPEN, TCRN

Melissa Omotola, BSN, RN, TCRN

Anna Sengpiehl, BSN, RN, TCRN

In 2020, 13 nurses began their journey on the ADVANCE clinical ladder as RN3s, and 45 nurses climbed the ladder to become an RN4. ILH currently has 146 nurses participating in the ADVANCE program.



Registered Nurse 3

Jennifer Cifuentes, BSN, RN, RNC-MNN
MaryJo Dunn, BSN, RN, CMSRN
Hannah Ferguson, BSN, RN, C-EFM, RNC
Kimberly Friend, BSN, RN, RNC-NIC
Elecia Herndon, BSN, RN, CPEN
Christine Kenna, BSN, RN, AMB-BC
Rahinatou Kimba, BSN, RN, PCCN
Rachel LaFranceschina, BSN, RN, PCCN
Satkeirn Perez, BSN, RN, RNC-MNN
Amy Peters, BSN, RN, CPEN
Kathleen Slack, BSN, RN, PED-BC
Sarah Towne, BSN, RN, CRNI
Alfredo Villaflor, BSN, RN, CEN

Registered Nurse 4

Elizabeth Allard, BSN, RN, PCCN, CMSRN
Vijaya Bhattari, BSN, RN, PCCN
Heather Brabant, BSN, RN, CMC
Brea Calhoun, BSN, RN, TCRN
Corrine Carlisle, MSN, RN, CCRN
Jennifer Cifuentes, BSN, RN, RNC-MNN
Sarah Cowart, RN, PCCN
Zina Drott, BSN, RN, CNOR
Doris Dixon, BSN, RN, PCCN
Lisa Dundas, BSN, RN, CNOR
Mary Jo Dunn, BSN, RN, CMSRN

Kenya Fogleman, MSN, RN, RNC-MNN
Frewoine Gebremdhin, BSN, RN, PCCN
Anna Haynes, BSN, RN, IBCLC
Stephanie Herrera, BSN, RN, CNOR
Devin Jackson, BSN, RN, CCRN
Megan Jonkers, BSN, RN, CNOR
Samantha Kelly, BSN, RN, CAPA
Amanda Kroner, BSN, RN, TCRN
Johanna Kushan, BSN, RN, TCRN
Mark Leipfert, BSN, RN, CMSRN
Susan Leonard, BSN, RN, RNC-MNN
Susaan Liang, MSN, RN, CMSRN
Lea Lines, RSN, RN, PCCN
Christina Lloyd, MSN, RN, RNC-NIC
Tabitha Madil, BSN, RN, CCRN
Kelsey Malpartida, BSN, RN, PCCN
Alicia Maltby, BSN, RN, CCRN
Natalie Mateo, BSN, RN, PCCN
Serena McReynolds, BSN, RN, CPEN
Katie Dugan Munoz, BSN, RN, PMGT-BC
Melissa Omotola, BSN, RN, TCRN
Sarah Palos, BSN, RN, RN-BC
Marianito Pasaylo, BSN, RN, PCCN
Satkeirn Perez, BSN, RN, RNC-MNN
Kristina Resing, BSN, RN, RNC-MNN
Erin Rovelli, BSN, RN, PED-BC
Lindsay Schoem, BSN, RN, TCRN

Kitty Sharp, BSN, RN, CEN
Sara Vandegenste, MSN, RN, CCRN,
Alfredo Villaflor, BSN, RN, CEN
Michelle Waterman, BSN, RN, CCRN
Jessica Wepee, BSN, RN, CCRN
Dee Wright, BSN, RN, CCRN
Natalie Wright, BSN, RN, CEN



Inova Mount Vernon Hospital



Magnet[®] Components

Transformational Leadership

Inova Mount Vernon Hospital's (IMVH) CNO, **Alquietta Brown, PhD, MHSA, BSN, RN, NEA-BC**, continues to foster an environment of support and encouragement in leading nurses to excel in their professional practice. Even with the huge challenges this year due to the unprecedented COVID-19 pandemic, she continued to champion for resources to make sure IMVH had the staff and supplies needed to safely care for this vulnerable patient population. Through daily rounding during the spring, Dr. Brown and the nursing leadership team were able to quickly identify needs and resolve issues brought up by the frontline staff.

Dr. Brown instilled in nurse leaders at all levels the autonomy to make decisions, acquire resources and advocate for what they needed. She encouraged them to influence change and improve their practice environment to assure improve patient outcomes. Accomplished nursing leaders across the organization embrace the organizational goals, support professional growth and facilitate a shared decision-making environment.

Throughout this pandemic, while many things looked different, what did not change was leadership's unwavering support of IMVHs Magnet journey, successful onboarding of the new graduates through the residency program and

supporting practice changes throughout the organization through strong interprofessional collaborations.

Structural Empowerment

IMVH embraces a culture of shared governance. Nurses at all levels are included in the work of shared governance and unit practice councils. Clinical issues and concerns are brought to the monthly clinical excellence and quality council, where nurses from across the organization participate through multidirectional communication and collaboration with all disciplines to improve patient outcomes and the work environment at the unit level. Nurses throughout the organization are also represented on various interprofessional teams to achieve identified goals around safety, quality and patient experience.

Ongoing professional development continues to be a cornerstone of nursing practice. There are structures and processes in place to support the professional development of the nursing staff. Nurses are afforded the time to participate in educational programs. While the pandemic brought changes to the way nurses participated in educational activities, through the use of creativity and technology IMVH nurses attended numerous educational programs, continued to pursue degrees, became certified in their specialties and advanced on the clinical ladder.

Inova Mount Vernon Hospital supports the advancement of nurses in national board certification and in education. Our rate of national board certification by Registered Nurses is 34.7%. Bachelor's degrees as a minimum education expectation within two years of hire has been our standard for some time now and we have attained the level of 91.8% bachelor's degree or above. Nationally, the rate of clinical nurses who are board certified ranges from 37-40% and the rate of clinical nurses who have a bachelor's degree or higher ranges from 65 to 79%. IMVH compares exceptionally well in the rate of nurses with a bachelor's degree and above and is well on their way to meeting national benchmarks in certification.

The ANCC Vizient nursing residency program is alive and well at Inova Mount Vernon. In 2020 31 newly graduated nurses were supported via our year-long residency.

The nurse residency program continued to support the new nurses' transition to practice with 31 new graduates joining IMVH in 2020. The end-of-life task force partnered with community members to provide education to staff from a family perspective.

Exemplary Professional Practice

IMVH's nursing team works in partnership with team members across the organization to advocate for high-quality patient outcomes through collaboration and bidirectional communication. Nurses at all levels participate in and lead interprofessional teams focused on improving patient care and safety. The stroke Committee, MSET team and sepsis teams are interprofessional groups led by nurses.

In 2020, IMVH continued to be a leader both regionally and nationally in providing world-class sepsis care. For the fourth year in a row, our hospital had the highest compliance among Inova hospitals with the SEP-1 core measure. At the end of 2020, CMS.gov reported that we had achieved 90 percent on SEP-1, well above the Virginia average of 54 percent and national average of 60 percent. Despite the challenges of 2020, IMVH maintained better-than-expected sepsis mortality rates, even when compared to similarly sized Magnet hospitals across the nation. In 2020, our emergency department team reduced the time it takes for severe sepsis and septic shock patients to receive antibiotics by 15 percent. Nurses, working alongside providers and team members

from multiple disciplines, have led the way with these life-saving initiatives. IMVH officially received its two-year Joint Commission recertification as a Primary Stroke Center and was redesignated as a Center of Excellence for hip and knee surgery.

Nurses are acutely aware of their unit-based quality data and review strategies geared toward improvement at their council meetings. We consistently outperform benchmarks on the nurse-sensitive indicators and have active plans in place to sustain our excellent outcomes. IMVH consistently outperforms the national benchmarks on all nurse-sensitive indicators including falls with injury, HAPIs, CAUTIs, and CLABSI, which is indicative of the frontline nurses' commitment to EBP and exemplary professional practice.

In the 2020 NDNQI RN satisfaction survey, IMVH nurses exceeded benchmark in the Magnet domains of adequate staffing, manager/leader, foundations for quality care, participation in hospital affairs, autonomy, professional development opportunities and interprofessional relationships.

New Knowledge and Innovation

Innovation in nursing practice and patient care are the hallmark of an organization on the Magnet journey, and even with the unique challenges that 2020 presented, IMVH nurses continued to integrate EBP into their clinical practice. We had nurses from three different clinical areas (ICU, med-surg and behavioral health) participate in EBP projects that led to changes in practice. Our culture of clinical inquiry around research climbed, with two ongoing research projects led by clinical nurses.

Tigist Mannaye, MPH, BSN, RN4, CRRN, presented the results of her completed nursing research study around trio rounding in acute rehabilitation virtually at the Association of Rehabilitation Nurses (ARN) National Conference in October. She was also accepted for a regional poster presentation based on her research findings.

The IMVH Nursing Research and EBP Council has seen an increase in frontline staff membership, with several of the members completing a quality improvement or EBP project as part of their DNP programs.

Awards and Recognition

Nursing Excellence Awards

Jamie Cypress, BSN, RN, CEN – Exemplary Professional Practice
Larisa Golding, MSN, RN – Transformational Leadership
Daniel Lee, BSN, RN – Rising Star
Donna Thomas, MSN, RN – New Knowledge, Innovation and Improvement
Sanel Van Wyk-pierre, BSN, RN – Structural Empowerment

Barbara Mancini Excellence in Neuroscience Nursing Award, presented by the Inova Neuroscience Service Line

Mary Jobson-Oliver, BSN, RN, SCRN

Nursing Stars Unit Recognition

Emergency department

Presentations

Trio Rounding in Acute Rehab [Podium] [Poster]

Tigist Mannaye, MPH, BSN, RN4, CRRN. ARN National Conference. Virtual, October 20 – 24, 2020; Annual Virginia Henderson Research Symposium. Virtual, November 10, 2020.

New Degrees

Bachelor of Science in Nursing

Florence Afriyie, BSN, RN, CMSN
Belaynesh Desalegn, BSN, RN, CRRN
Savannah Johnson, BSN, RN
Barbara Lloyd, BSN, RN
Zakia Lucas, BSN, RN
Nigist Mekisso, BSN, RN
Paramjeet Sandhu, BSN, RN
Moriah Sedlak, BSN, RN
Amanda Whetzel, BSN, RN
Sade Williams, BSN, RN
Nilda Wiman, BSN, RN

Master of Science in Nursing

Kathleen Flannery, MSN, RN, CEN
Kimberly Gandy-Perras, MSN, RN
Linda Owusu, MSN, RN, FNP-BC
Nisha Patel, MSN, RN, CGRN

Master of Science in Nursing – Nurse Practitioner

Lamesha Golver, MSN, RN, FNP-BC
Rosemary Gyasi, MSN, RN, FNP-BC



Scholarships

Bachelor of Science in Nursing Scholars

Tarekgn Kassie, RN, CCRN – Inova Nursing Excellence Scholarship

Master of Science in Nursing – Nurse Practitioner Scholars

Margaret Adeyeri, BSN, RN – Inova Nursing Excellence Scholarship

Certifications

Certified Wound Care Nurse

Maria Gutierrez, BSN, RN, CRRN, CWCN
Jennifer Julia-simbulan, BSN, RN, CWCN
Kari Pecha, BSN, RN, CWCN

Family Nurse Practitioner – ANCC

Mackenzie Hamilton, MSN, RN, CEN, FNP-BC
Linda Owusu, MSN, RN, FNP-BC

Medical-Surgical Registered Nurse

Carina Abinguna, BSN, RN-BC, CCRN
Florence Afriyie, BSN, RN-BC
Naima Jacobs, BSN, RN-BC
Amanda Lee, MSN, RN-BC, NP
Sarah Naputi, MSN-NI, RN-BC, CRRN
Fatmata Thulla, BSN, RN-BC

Nurse Executive

Courteny Elliott, BSN, RN, NE-BC
Stacey Schaab, MBA, BSN, RN, LNHA, CPHQ, NE-BC

Orthopedic Nurse Certified

Ella Galardo, BSN, RN, OCN



Registered Nurse 3

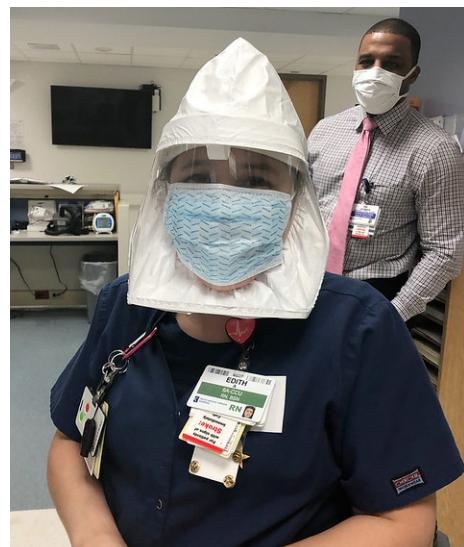
D'andra Fortune, BSN, RN, CRRN
Xiaoguang Li, BSN, RN, CRRN
Luis Rivera Pena, BSN, RN, TCRN
Tadu Tsegaye, BSN, RN

Registered Nurse 4

Vibeke Bakhshi-Azar, BSN, RN, SCRN
Rose-Anne dela-Paz, BSN, RN-BC
Suzanne Doty, BSN, RN, CEN
Marie Hicks, BSN, RN, CCRN
Tigist Hadgu, BSN, RN, OCN
Sara Mulhurn, BSN, RN, CMSN
Lindsay Well, BSN, RN, CEN

Professional Organization Activities

Margaret Hiler, MSN, RN, CWOCN – Society of Wound Ostomy Continenence Nurses, DC Affiliate – Chapter President



Physician Services

The year 2020 was a challenging and interesting year. So much of our normal work was placed on indefinite hold, some continued in a very different virtual world, some of the teams were deployed to care for COVID-19 patients, and others were deployed as support team members assuring PPE levels were maintained by working with supply chain. Even with all the distractions and deterrents, amazing ambulatory team members rose to the challenge, keeping patients at the center of their work.

Nursing Practice Council Becomes the Shared Governance Council

Support for the nursing practice council moving to shared governance continued in 2020, resulting in a transformational council. They continue to facilitate discussions to move a clinical staffing model to achieve excellence in support of team member retention and engagement, meeting our Inova values of Patient Always, One Team, Our People and Excellence. The council has examined what shared governance is, how to apply it to their decision making and how to then make recommendations to senior leadership. In 2021, the shared governance council will be partnering with the system-level shared governance council and the governance congress.

The Patient Safety Committee Becomes the Patient Safety Council

The patient safety committee was expanded to encompass more areas in the ambulatory world and changed its name to the patient safety council. At this time, we have 102 safety coaches or champions across the ambulatory settings. The monthly meetings have allowed the coaches to learn best practices from one another, participate in discussions on breaking down barriers and implementing what works for each individual clinic and workflow, allowing better safeguards for patients and team members. We have better compliance with environment of care rounding highlighting areas of concern and creating a more rapid turnaround of deficiencies. Each month, members share great ideas concentrating on areas of concern such as medication error reduction, proper specimen

labeling and falls prevention. Focus work groups have been initiated to examine best practices for each of those areas.

Clinical Leadership Team

The clinical leadership team at physician services had a transformational year. On March 16, 2020, our world had to be reexamined related to the work we do. Orientation was moved to a virtual presentation, and progress meetings for new hires entailed mask-wearing and ensuring social distancing. It also demanded creativity as we were seeing more patients via televisits, so assuring new hires were on track with their rooming skills, blood pressure protocols, medication histories and social determinants demanded thinking outside the box. The team rose to the challenge and continued training throughout the pandemic. Some of our team members also changed their focus, ensuring PPE was ordered and delivered in a timely manner by partnering with supply chain.

As we moved into the following months, some of the team was deployed to the COVID-19 results team, and some were deployed to the hospitals. It demonstrated the true resilience of the team's adaptability, perseverance, and dedication to Patient Always and One Team. Throughout the following months, they continued to orient the new team members and support them on their journeys, with the designated preceptors, to achieve their goals and become contributing members of their nursing teams.

The Ambulatory Clinical Efficiency Improvement Committee

Dr. Goel and physicians from across service lines have formed a committee, working with RNs, to provide protocols and workflows to increase physician and clinical team members' efficiencies in the clinics. The committee examines current workflows and policies to determine what clinical team members can perform working at the top of their licenses. In 2020, 15 protocols were examined and renewed, and 4 new ones were initiated. Their work continues in 2021, examining preference lists, workflows and protocols with input from the various service lines.

Awards and Recognition

Great Catch Winners 2020

Month	Team Member	Department
January	Ashley Cottrell, MSN, BSN, RN-BC	Physician Services
February	Nancy Belen	Inova Primary care, Springfield
March	Kristy Mattey	Inova Primary Care, Dunn Loring
May	Emily Escalante, CCMA and Mayra Ventura, CCMA	Inova Primary Care, Annandale
July	“Medical Staff”	Potomac Radiation Oncology
August	Patricia Muse	Inova Physical Therapy Center
September	Colleen Granter, LPN	Inova Primary Care, Vienna
October	Rebekah McCraw	Fairfax Family Medicine
November	Katie Chagnon, LPN and Alicia DeLeon	Women’s Health, Falls Church
December	Hannah Schum, LPTA	Inova Physical Therapy Center, Mt. Vernon

Nursing Excellence Awards

Marilaan Ven Der Merwe, RN – Rising Star

Induction into Sigma Theta Tau International Honor Society of Nursing, Psi Upsilon Chapter

Becky Schrews, BSN, RN



Marilaan Ven Der Merwe, RN – Rising Star: From left to right: Nancy Loeffler, MHA, BSN, ACM-RN, CCM; Sheila Whitt, MHA, RN; Marialaan Van der merwe, RN; Venise Astorga

New Degrees

Bachelor of Science in Nursing

Maria Valdez, BSN, RN, RNC-NIC

Master of Science in Nursing

Alphonza Baker, MSN, RN

Master in Nursing Leadership

Ashley Cottrell, MSN, BSN, RN-BC

Registered Nurse

Kelly Bly, LPN

Certifications

Ambulatory Care Nursing

Ashley Cottrell, MSN, BSN, RN-BC

Cardiac/Vascular Nurse

Cathryn Stegmoyer, BA, BSN, RN-BC

Medical Surgical Nursing

Barbara Shaver, MSN, RN, MEDSURG-BC

Multiple Sclerosis Nurse

Taylor Mortensen, BSN, RN, MSCN

Pain Management Nurse

Theresa Meehan, BSN, RN, RN-BC

Inova System Office Structural Empowerment

Inova Foundation

Valuing Nurses: Our Community Comes Together to Say “Thank You”

We are extremely proud of the way our nurses have provided world-class care to our community throughout the COVID-19 pandemic, and we are deeply grateful for the many ways our community came together in such a big way to support our nurses and team across Inova.

In 2020, thanks to our incredibly generous community:

- Our **Inova Honors** event raised more than \$1.15 million for our Team Member Well-Being and Resilience Fund and other critical programs.
- More than **60,000** meals, snacks and drinks were donated to provide nourishment and a smile to teams throughout Inova.
- More than 60 donors honored Inova nurses and nursing units through our Nursing Stars program, donating **\$53,000** for nursing continuing educational opportunities.

In addition, below are just a few of the many generous and thoughtful donors whose compassionate support made a critical difference in 2020, contributing more than \$750,000 to support nursing education throughout Inova:

- Longtime donors and board members **Natalie and Wes Bush** continued their generous support of nursing research, specifically focused on EBP and implementation sciences.
- **Mr. and Mrs. Gary Ahrendts** extended their **Gail L. Ahrendts, RN, Excellence in Nursing Scholarship** through 2025. This scholarship, which benefits an IHVI

coronary care unit nurse or IFMC nurse who demonstrates excellence in bedside nursing, honors Mr. Ahrendt's sister, Gail, who mentored many nurses during her more than 40 years at Inova.

- Our partners at the **Claude Moore Charitable Foundation** provided a generous grant for the Claude Moore Scholarship Fund, building on their nearly two decades of incredible support.
- Longtime nursing supporters **Marilyn and David Karlgaard** made a gift to the Karlgaard Nursing Scholarship Endowed Fund to provide perpetual scholarship funding.
- We were grateful to receive an estate gift from the late **Ms. Irene Pierce**, a retired ExxonMobil employee and community member. Ms. Pierce's gift will create the Irene Pierce Scholars program to provide scholarships for nurses pursuing advanced nursing degrees.
- Our friends at **PNC Charitable Trusts** continued their loyal support with a generous grant for ongoing clinical and professional education.
- **Mark and Wendy Stavish** continued their generous support of the Stavish Family Endowment for Nursing Excellence, focused on nursing education and recognition at ILH.

We are deeply grateful for the impactful support from these donors and others like them, who help ensure Inova remains competitive and reinforces our commitment to excellence in nursing practice, education and research.

In 2020, 23 scholarships were awarded from system-level foundation funds, totaling \$195,500 in support to nurses at all levels of education.

New Graduate Nurses Assimilation in a Pandemic

New graduate nurses joining organizations during the crisis of COVID-19 required an onboarding designed with a new lens to be successful. Surveys in spring 2020 showed that new graduates were shortchanged in their last semester of school due to the Covid-19 pandemic and described high stress levels. As a result, Inova Nursing created a bundle of interventions to support them. Nursing professional development professionals from throughout the system provided the interventions.

Component 1 was a New Graduate Boot Camp, designed to increase confidence and competency in major COVID-19 care-related experiences as well as prioritization and clinical deterioration. The course lasted six hours, and participants rotated through the five stations sequentially. The topics included in the interactive learning event included:

- PPE
- Oxygen delivery – pulse ox nebulizers and metered-dose inhalers
- Prioritization tabletop exercise
- Changing patient conditions/patient deterioration/MEWS/sepsis
- Introduction to COVID-19 website
- CPR/MSET response in a COVID-19 environment
- Nasopharyngeal swabbing

Component 2 included the use of an evidence-based assessment of confidence and anxiety. This assessment was completed in the first two weeks after hire and then again and at the end of the three-month orientation period. The assessment was utilized to assess nursing graduates' self-confidence and anxiety during clinical decision making and to assist clinical educators to help novice clinicians improve.

Component 3 involved a wound care expert nurse shadow experience within the orientation hours to promote greater strength in this area of clinical practice. All new

grads appropriate to the experience were engaged in this experience for four hours during their clinical orientation hours.

Component 4 emphasized patient safety communication and mindfulness tools, namely SBAR, CUS and PAUSE. By incorporating this into programming in creative ways, the goal was supported to promote patient safety practice confidence and competence.

Component 5 was more of a redesign than a new strategy. The nursing residency program was resequenced to pull patient safety and critical thinking work earlier into the residency and to streamline some areas to enable more focused experiences such as boot camp and resiliency training.

Component 6 involved the goal to implement teaching rounds using Socratic teaching methods with the new graduate, preceptor and members of professional practice. Such efforts, led by expert nurses in professional practice, supported the new graduate and preceptor in critical thinking development and patient care problem-solving skills.

Component 7 supported the emotional and mental well-being of our new graduates. Webinars on resilience were provided. These were so successful that we made plans for live interactive sessions at boot camp for the coming year.

The bundle was evaluated in several ways. Some of the findings included:

- Early retention data showed 95-percent retention rates.
- Improvements in self-confidence and anxiety were demonstrated.
- Orientations were extended only 6 percent of the time.
- New graduates who received additional support reported better precepted experiences and more exciting and challenging work across all five hospitals.
- 94 percent of new graduates felt their clinical progression was supported.

Orientation and Onboarding

Inova Nursing's Professional Development (INPD) team supports all nursing personnel in their initial orientation and onboarding as well as assisting with educational needs requested by service lines. Specialty fellowship programming is provided to novice nurses or advanced beginners who are transitioning to a new specialty. Fellowship programming consists of blended learning to include classroom, simulation and online modules provided by specialty organizations. In addition, the team provides the system-wide Clinical Technician Academy to all eligible clinical technicians, EMTs, nurse externs and patient safety associates.

All programs provided by the professional development team were challenged in 2020, as they had to rapidly switch to an online format due to the pandemic. Multiple applications were used to support the online environment including Zoom, YouTube videos, canvas pages and purchasing of additional learning modules. The department was able to slowly return some courses to in-person sessions while maintaining safe classroom environments, and the department rose to the challenge and saw an increase of attendees for both nursing and the Clin Tech Academy from 2019 to 2020.

INPD Specialty Fellowship Programming	2020 Number of Attendees	2019 Number of Attendees
Progressive care	265	214
Critical care	241	171
Emergency	142	162
Medical-surgical	207	215
NICU	43	41
Pediatrics	36	37
Peri-op	26	30
Perinatal (L&D, FCC)	117	68
Behavioral health	48	29
Total	1,125	967

Clin Tech Academy	2020	2019
CT1/CT2	456	405
EMT	46	29
Nurse externs	0	78
Patient safety associates	63	47
Total	565	559

Schools of Nursing

Inova partners with 10 local nursing schools that utilize Inova for clinical rotations. These rotations provide clinical experience to nursing students in the Medical-Surgical, Women's Health, Pediatric and Behavioral Health units and assist with satisfying the clinical rotation hours required by the Virginia Board of Nursing. The graph below represents how many hours each campus provided to the nursing students, this includes students enrolled in bachelor's, associate and LPN programs.

In 2020, Inova provided 284,327 clinical hours to undergraduate nursing students, despite the closure of sites to students related to COVID-19. Inova also provides clinical placements for senior capstone students. In 2020, Inova offered a total of 244 nursing students a clinical placement for their senior capstone, totaling 37,590 hours presented by an Inova RN. We are able to offer capstone placements to local schools as well as schools outside of the Northern Virginia region. For the fall semester we were able to gain approval from the PPE committee to fit-test all senior capstone students, this not only was pivotal to their safety but it opened up capstone slots to areas such as the ED, OR and PACU that were not able to host a senior capstone since March 2020.

Campus	RN – Student Clinical Groups		
	Jan – May	Aug – Dec	Total
IAH	424,457	21,820	46,277
ILH	21,114	18,626	39,740
IFMC	74,185	50,281	124,466
IFOH	9,248	11,088	20,336
IMVH	32,052	21,456	53,508
Total hours for 2020			284,327

2020 Senior Practicums	Individual Student Slots Offered Per Semester			Hours Required Per Rotation (Determined by School)	Total Hours
	Spring	Summer	Fall		
Catholic University of America	3	0	0	96	288
George Mason University	21	35	0	210	11,760
George Washington University	18	2	17	200	7,400
Georgetown University	1	0	0	160	160
James Madison University	9	0	4	160	1,920
Longwood University	1	0	0	180	180
Lynchburg University	1	0	0	120	120
Marymount University	38	0	24	120	7,440
Northern Virginia Community College	8	0	4	100	1,200
Old Dominion University	1	0	0	192	192
Shenandoah Leesburg	12	0	32	120	5,280
Shenandoah Winchester	4	0	2	120	720
University of Virginia	3	0	0	160	480
ECPI	2	1	2	90	450
Total	121	38	85		37,590

Advanced Practice Practitioners' Transition into Practice Program

After the successful launch of Inova's inaugural Advanced Practice Provider (APP) Transition into Practice (TIP) program in 2019, the program observed its first graduates in 2020. Over the year, twenty nurse practitioners and six physician assistants completed the six-month program and presented case studies reflecting their practice areas. Participants received material on professional development, organizational resources and clinical topics.

Eighty-four APPs entered the health system as new-to-practice providers, as experienced providers or via acquired practice groups. Screening of new entries yielded 34 new participants in 2020. Ninety-six percent of program graduates remain with Inova at this time. Ten of Inova's 11 service lines and all care sites participated in the APP TIP program (see Figures 1 and 2).

All program participants are encouraged to participate in a voluntary mentorship program. A combined 21 APP TIP program participants connected with an APP mentor during 2020. More than half of the mentorship program participants agreed or strongly agreed that the experience enhanced their professional growth and problem-solving capabilities.

Supplementing the APP TIP program, three skills and simulation courses for APPs were launched in 2020: adult critical care, pediatric acute care and introduction to suturing. Thirty-four APPs participated.

The APP TIP program contributed to a panel for Inova nurses pursuing their graduate degrees in nursing and developed an orientation toolkit for services without a formal orientation. The program continues to be managed by **Jonathan Messing, MSN, ACNP-BC, CCRN, TCRN**.

Nurse Leader Transition into Practice Program (NLTIP)

Cohort two of the NLTIP had a rocky beginning with the first COVID-19 surge interrupting and shutting down all programming. Resilience was demonstrated and all participants returned to programming in the summer.

28 nurse leaders graduated in the fall. Participants evaluated the program favorably scoring it 4.7 of 5 on gaining worthwhile knowledge, helpful speakers and materials and overall meeting expectations. The participants formed three groups and completed evidence reviews on the topics of authentic leadership, Shared Governance and ANCC Magnet® designation. The three teams presented their findings at their November 2020 graduation.

Figure 1 – Service Line Involvement

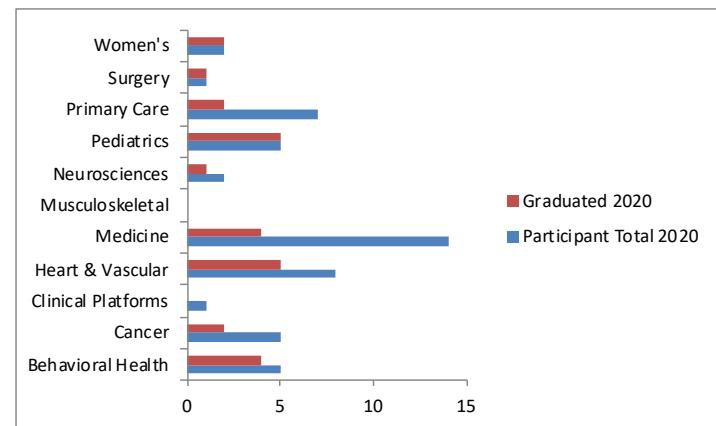
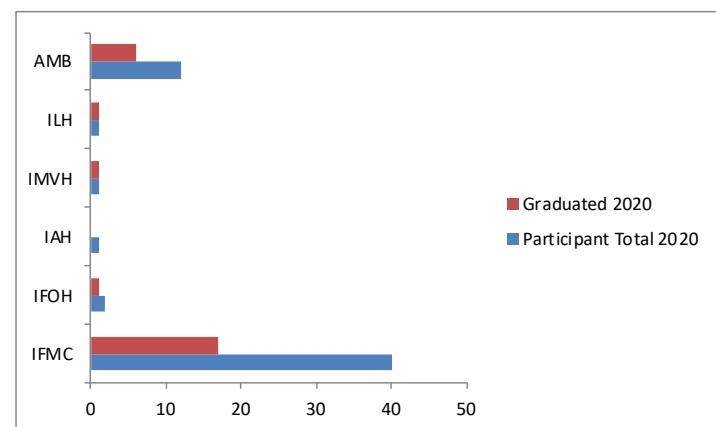


Figure 2 – Care Site Participation



AMB: Ambulatory; ILH: Inova Loudoun Hospital; IMVH: Inova Mount Vernon Hospital; IAH: Inova Alexandria Hospital; IFOH: Inova Fair Oaks Hospital; IFMC: Inova Fairfax Medical Campus.

Awards and Recognition

Nursing Excellence Awards

Maureen DeSena, MSN, RN, ACNS-BC, NPD-BC – Transformational Leadership
Allison Eustace, MSN, RN, ACNS, NPD-BC – Structural Empowerment



(From left to right) Maureen Sintich DNP, MBA, RN, WHNP-BC, NEA-BC; Maureen DeSena, MSN, RN, ACNS-BC, NPD-BC; Patricia S. Brodfuehrer, MSN, RN-BC, CENP

(From left to right) Maureen DeSena, MSN, RN, ACNS-BC, NPD-BC; Allison Eustace, MSN, RN, ACNS, NPD-BC

Publications Involving Inova System-Level Nurses

Joycelyn Cudjoe, PhD, RN, Delva S, Cajiata M, Han HR. (2020). Empirically tested health literacy frameworks. *Health Literacy Research and Practice*. Jan; 4(1): e22-e44
Joycelyn Cudjoe, PhD, RN. *Caring: A Passage to Heart: An Anthology of Caritas Processes® Experienced*, Edited by Jean Watson and Marie Clayton, The heart –shaped bloodstain, Pgs. 65-68, Lotus Library, an imprint of Watson Caring Science Institute.

Joycelyn Cudjoe, PhD, RN, Budhathoki, C., Roter, D., Gallo J.J., Sharps, P., & Han, H.R. (In press) Exploring health literacy and the correlates of Pap testing among African immigrant women: Findings from the AfroPap study. *Journal of Cancer Education*
Joycelyn Cudjoe, PhD, RN, Gallo, J.J., Sharps, P., Budhathoki, C., Roter, D., & Han, HR (in press). The role of sources and types of health information in shaping health literacy in cervical cancer screening among African immigrant women: A mixed methods study. *Health Literacy Research and Practice*

Cassar, L., Bauley, C., Mary Ann Friesen, PhD, RN, CPHQ, Brannon, M., Brown, L. Theresa Davis, PhD, NE-BC, CHTP, FAAN; Mary Ann Friesen, PhD, RN, CPHQ; Vicki Lindgren, MSN, RN, CNS, CCRN, CCNS; Amanda Golino, MSN, RN, CCRN, CCNS; Robin Jackson, MSN, BSHS, RN-BC, CCRN, CCNS, CHTP; Lucrezia Mangione, MA, NCC, LCPC, CMT, CHTP, CHT; Diane Swengros, MSN, RN-BC, CHTP; Joel G. Anderson, PhD, CHTP, FGSA. Holistic Nursing Practice, "The Effect of Healing Touch on Critical Care Patients' Vital Signs", Pgs. 244-251, Wolters Kluwer Health, Inc, DOI: 10.1097/HNP.0000000000000394

Hess, S.M, Lu, D. Mangione, L., Mary Ann Friesen, PhD, RN, CPHQ, Allen. S & Anderson. J.A. (2020) Healing Touch Research brief: a summary of topics on research and strategies for the future. [White Paper] Healing Beyond

Jin, S., Joycelyn Cudjoe, PhD, RN, Peay, A., Baker, D., Kunkel, J., Sharps, P., & Han, HR. (2020). Barriers and facilitators of Pap testing for women living with HIV: A focus group study. *Journal of the Association of Nurses in AIDS Care*. Mar-Apr;31 (2): 190-196.

Eva Keeling, MSN, RN, NE-BC; Joycelyn Cudjoe, PhD, RN; Lisa Hawksworth, MSN, RN, NEA-BC; Jennifer Drake, DNP, RN, NPD-BC, ONC; Theresa Davis, PhD, RN, NE-BC, FAAN, Scott D. Barnett, PhD, Devina Desai, MPH. *Journal of Nursing Measurement, Development and psychometric testing of the Remote Visual Monitoring Acceptance Tool (RVMAT)*; 2020 Springer Publishing Company. <http://dx.doi.org/10.1891/JNM-D-19-00092>

Bernice D. Mowery, PhD, RN. (2020). Face Masks. *Pediatric Nursing*, 46(5), 255, 259.

Nkimbeng, M., Joycelyn Cudjoe, PhD, RN, Rodney, T., & Han, HR. (In press). Creating a community of researchers: Fostering global collaboration for doctoral prepared nurses and nursing students. *Journal of Professional Nursing*

Speroni, K.G., McLaughlin, M.K., & Mary Ann Friesen, PhD, RN, CPHQ. (2020) Use of Evidence-based Practice Models and Research Findings in Magnet-Designated Hospitals Across the United States: National Survey Results. *Worldviews on Evidence-Based Nursing*, 17(2), 98–10

New Degrees

Bachelor of Science in Nursing

Mekdalwit Haile, BSN, RN, CCRN

Master of Science in Education

Nur-Elhuda Abu-Sharakh, EdM, BSN, RN

Master of Science in Health Informatics and Analytics

Kristal Parker, MHIA, BSN, RNC-OB

Ana Romero, MHIA, BSN, TCRN

Certifications

Certified Perinatal Loss Care

Karima Hoogland, BSN, RN, BLS, ACLS, NRP, CPLC

Medical-Surgical Registered Nurse

Amanda Bertrand, BSN, RN-BC

Nursing Professional Development

Samantha Durso, MSN, RN, NPD-BC, RN-BC

Trauma Certified Registered Nurse

Melanie Flaherty, BSN, TCRN

Ana Romero, BSN, MSN, TCRN

Tactical Combat Casualty Care Provider

Tyro De Ocera, BSN, RN, TCCC

ADVANCE

Registered Nurse 4

Ana Romero, MHIA, BSN, TCRN

Caitlyn Parry, RN BSN



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