



Inova Nursing Report 2022

Mission, vision, values and nursing aspiration

Inova nurses are the most trusted nurses in the nation





2022 was truly transformative

In 2022, our nurses were proud to celebrate the one-year anniversary of system nursing shared governance. Through their steady commitment to collaboration and innovation, these exceptional professionals chart a path of excellence that sets a groundbreaking standard in healthcare.

We were excited to announce that Noah Kane, RN, CCRN, was elected as the system nursing congress chair-elect. He will join Sara Mulhern, BSN, RN, CMSRN, co-chair of the system nursing congress, by providing leadership to our eight subcouncils and system shared governance.

This year was truly transformative. In 2022, our nurses and system subcouncil leaders submitted 104 action request forms (ARFs), resulting in critical practice changes that mapped the course for solutions into the future.

The achievements of our subcouncils and care site councils have been nothing short of remarkable. Through strategic partnerships with community health partners, our nurses played a vital role in supporting and encouraging community outreach initiatives, particularly in specialty service lines. Furthermore, we proudly launched the inaugural cohort of our Inova Implementation Science program through the generous support of an Inova Health Foundation board member. This pioneering effort has already garnered significant recognition.

Recognizing the importance of continuous growth and development, our nursing staff continually prioritized

professional advancement. By creating a robust professional development program, nurses demonstrated their dedication to staying at the forefront of healthcare innovation and delivering exceptional patient care.

Additionally, it is with great pride that we announced the continued success of all Inova hospitals, which maintained a remarkable record of receiving Leapfrog Hospital Safety Grades of “A” in 2022. This outstanding achievement can be directly attributed to the unwavering commitment to safety and quality control standards upheld by our nurses and dedicated hospital staff across the system.

Furthermore, the American Nurses Credentialing Center (ANCC) once again recognized Inova through the Magnet® Recognition Program. Inova Mount Vernon Hospital received its first Magnet designation. This prestigious recognition highlights the outstanding professionalism, collaboration and exceptional care provided by our nurses and the entire interprofessional team.

As we look ahead, we remain committed to fostering a culture of excellence, innovation and compassionate care. Our nurses will continue to lead the way in delivering exceptional healthcare to all the communities we have the privilege to serve as well as providing a work environment where all our team members can thrive.

Table of contents

2	Mission, vision, values and nursing aspiration
5	Inova nursing at a glance 2022
6	Inova nursing professional practice model
7	Inova nursing strategic plan 2024
8	Inova nurse executives
9	Inova shared governance model – schematic design
10	Inova shared governance nursing congress report
16	Inova ambulatory care
19	Inova Alexandria Hospital (IAH)
25	Inova Fairfax Medical Campus (IFMC)
45	Inova Fair Oaks Hospital (IFOH)
52	Inova Loudoun Hospital (ILH)
59	Inova Mount Vernon Hospital (IMVH)
66	Inova system offices

Inova nursing at a glance 2022

5 Hospitals 

8 Urgent care centers

15 HealthPlex locations


136 Primary and specialty care practices

19,883 Employees

6,826 Registered nurses 

88.8% BSN+ in 2022

198 New RN3s **237** New RN4s

64 DAISY Award winners 

50 Nursing Excellence Award winners

435 Trained in Healing Touch

52 Newly trained in Healing Touch

41.2%* Inova nurses with specialty certification

425 New certifications

27 Community clinics

14 Rehabilitation centers

1,926 Beds 

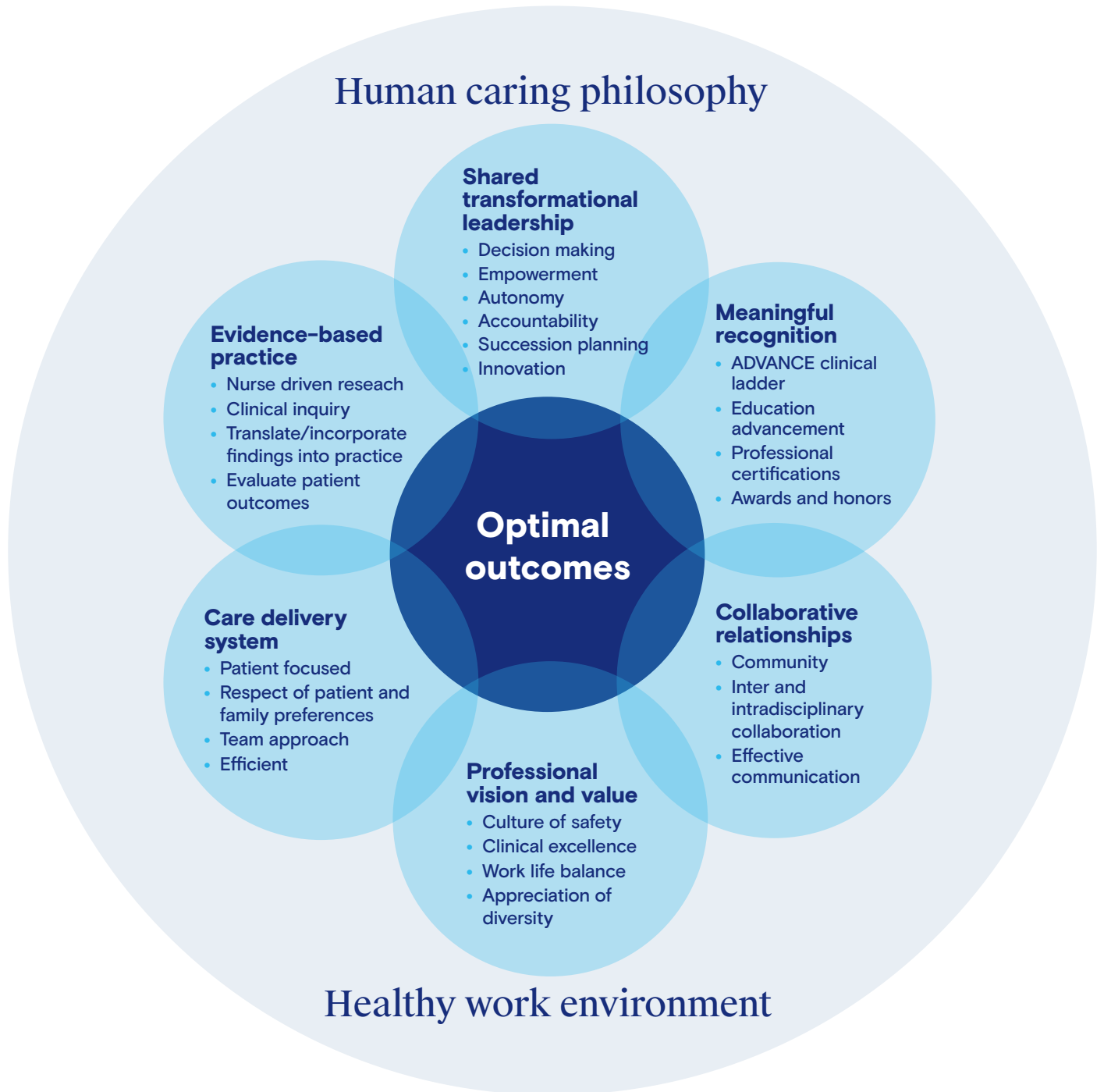
165 New nursing degrees:
107 BSNs, 1 MBA, 50 MSN, 6 DNP, 1 FNP

234 New nurses participating in ADVANCE

Facility	RN3	RN4	Total
IAH	2	8	10
IFMC	28	109	137
IFOH	5	25	30
ILH	2	36	38
IMVH	2	16	18
ISO	0	1	1
Total	39	195	234

*Ambulatory nurses not included in these calculations

Inova nursing professional practice model



Inova nursing strategic plan 2024

The nursing strategic plan was formally accepted at Inova’s first system-wide nursing congress meeting in March 2021. It contains six major arms of work:

- 1. Enhanced caring environment (our people and culture, clinical enterprise)**
 - a. Applies to both team members and patients
 - i. Holistic care (integration of care imperatives)
 1. Human connection
 - ii. Workplace safety
- 2. Professional development (our people and culture, clinical enterprise)**
 - a. Inclusive of leadership development
 - b. New RN roles and responsibilities
 - c. Career ladders
 - d. Professional practice model
- 3. Continued evolution of our culture (our people and culture, clinical enterprise, our patients, clinical transformation)**
 - a. Magnet excellence
 - b. Shared governance
 - c. Service line integration
- 4. Clinical nurse engagement and leadership (our people and culture, clinical enterprise, our patients, financial sustainability, Inova transformation)**
 - a. Top-of-license practice
 - b. Evidence-based practice (EBP) implementation
 - c. Coordination of care across the continuum
 - i. Models of care
 - d. Clinical practice environment
 - i. Retention
- 5. Efficiency (infrastructure – capabilities and tools)**
 - a. Technology enhancements
 - b. Reduction in documentation burden
 - c. EBP implementation
- 6. Community engagement (growth and network development)**
 - a. Volunteerism
 - b. Integration of partnerships in care models
 - c. Academic partnerships

As the system shared governance infrastructure evolved, nurses in shared governance developed charters to build out specific objectives for these six strategic directions.

Inova nurse executives



Back row – left to right

Patricia Lane, MBA, SCRNP, FAAN

Interim Vice President, Administrator, Behavioral Health Service Line; Vice President and Administrator, Neuroscience Service Line, Inova

Alquietta L. Brown, PhD, MSHA, BSN, RN, NEA-BC

Vice President, Nursing, Behavioral Health Service Line; Chief Nursing Officer, Inova Mount Vernon Hospital

Toni Ardabell, MSN, MBA

Chief, Clinical Enterprise Operations, Inova

Francine Barr, DNP, RN

Vice President, Nursing, Inova Schar Heart and Vascular; Chief Nursing Officer, Inova Alexandria Hospital

Deborah Fulbrook, EdM, MHS, BSN, RN, NEA-BC

Vice President, Nursing, Musculoskeletal Service Line, Inova; Chief Nursing Officer, Inova Fair Oaks Hospital

Maureen E. Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC

Chief Nurse Executive, Inova

Paula Graling, DNP, RN, CNOR, NEA-BC, FAAN

Vice President, Nursing, Surgical Services, Inova

Fadia Feghali, MS, RN, NE-BC

Vice President, Nursing, Neuroscience Service Line, Inova

Marisa Little, MSN, RNC, NE-BC

Vice President, Administrator, Women's Service Line, Inova

Patricia Horgas, MSN, RN, NEA-BC

Vice President, Nursing, Medicine Service Line and Nursing Resources and Performance, Inova

Front row – left to right

Kathleen Russell-Babin, PhD, MSN, RN, NEA-BC, ACNS-BC

Vice President, Professional Practice, Inova

Erin Hodson, MSN, RN

Vice President, Administrator, Medicine Service Line, Inova

Marla Booker, MSHCA, BSN, RN, NEA-BC

Vice President, Nursing, Women's and Children's Services, Inova

Theresa Davis, PhD, RN, NE-BC, FAAN

AVP, Nursing High Reliability Center, Inova; President, American Association of Critical-Care Nurses

Dina Dent, DNP, RN, NEA-BC

Vice President and Chief Nursing Officer, Inova Fairfax Medical Campus

Ashley Virts, MSN, RN, FNP

Vice President, Nursing, Children's Service Line, Inova; Chief Nursing Officer, Inova Loudoun Hospital

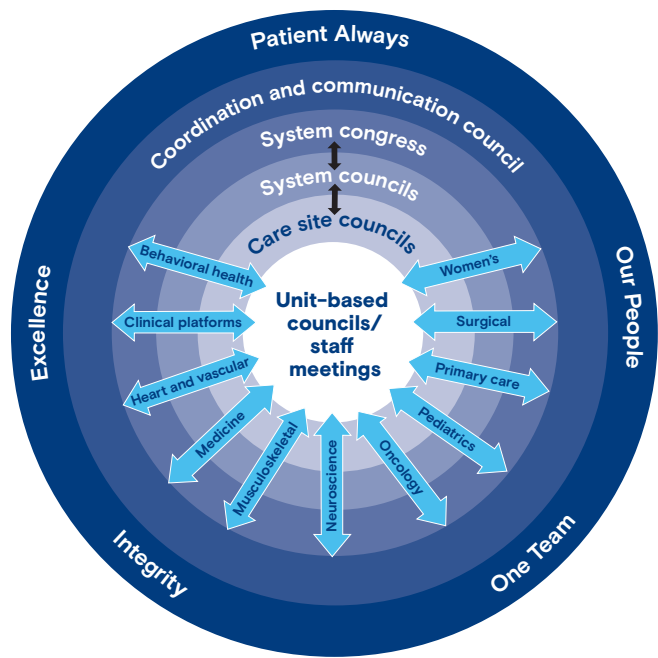
Inova shared governance model – schematic design

Concentric circles depict our areas of shared governance that evolve into increasingly broad communities, intersected by service lines. At the heart of Inova’s shared governance model are the unit-based councils and staff meetings. These meetings bring all members of the care team together to discuss the issues most relevant to the specific patient practice environment of the unit. The unit-based council works to improve care and the practice environment through its subcouncils: the professional development subcouncil, the clinical excellence and patient experience subcouncil, the schedule subcouncil, and the recruitment and retention subcouncil.

At the care site councils, representatives from all areas where nursing is practiced at the care site level come together to make decisions regarding nursing practice. This allows each care site to address issues related to research, EBP, clinical excellence patient experience and professional development specific to the services provided. Concurrently, each care site holds a monthly night council meeting to address issues specific to the night shift practice environment as appropriate.

System-level shared governance includes several structures supporting shared decision making. The system-level subcouncils focus on topics of interest to all nurses within the health system. The subcouncils include professional development, caring design and implementation, nursing informatics and technology, EBP implementation, quality improvement, the ambulatory practice environment, the nurse leader practice environment, and service lines. Additionally, the advanced practice provider (APP) professional governance council reports into the system-wide nursing congress.

Working with all levels of shared governance, the system-level specialty service line councils review care protocols, standards and related education relevant to each specific clinical area (oncology, neurosciences, women’s, primary care, etc.). Representatives from each of the service lines meet to discuss care delivery across all service lines in the service line subcouncil meeting.



Inova’s nursing congress meeting is the forum within which recommendations from the care site councils are deliberated upon. Clinical policies and documents are presented and approved or deferred, and the system subcouncil findings are presented, discussed and finalized. Communication within Inova’s shared governance structure is bidirectional at all levels.

The coordination and communication council supports system-level shared governance through identification of the most relevant issues requiring the congress’s attention. This council reviews action request forms and determines the agenda for each monthly congress meeting. This entity does not make decisions outside its planning function. It is accountable for maintaining current bylaws.

All the structures and processes of Inova’s shared governance model are informed by Inova’s values: Patient Always, Our People, One Team, Integrity and Excellence.

Inova shared governance nursing congress report

Ambulatory subcouncil

The ambulatory subcouncil had a very productive year. Members of our council worked with members of the ambulatory care site council on an ARF surrounding sterile setup for clinical technicians in the outpatient setting. A formal competency was created, and we were able to complete this ARF. We also worked on the creation of an interactive video presentation to promote awareness of the ambulatory nursing certification (AMB-BC). This video was sent out to ambulatory nurses to provide them with access to all necessary information as we work to socialize certification culture in the outpatient setting. We will be tracking progress and are hopeful that certification numbers will increase in the coming year.



Ambulatory subcouncil. Back to front, L to R: Jennifer Zachman, BSN, RN, CEN; Emilie Clark, BSN, RN; Kathleen Flannery, Suzan Shibla, DNP, RN, FNP-BC; Kevin Proctor, RN; Kristine Edson, RN; Lisa Graber, BSN, BSN, RN; Lindsay, Schoem, BSN, RN, TCRN; Nancy Bowles, MHA, BSN, RN, OCN, CRNI; Phyllis Miller, MS, RN, NPD-BC, FHCE

Caring design and implementation subcouncil

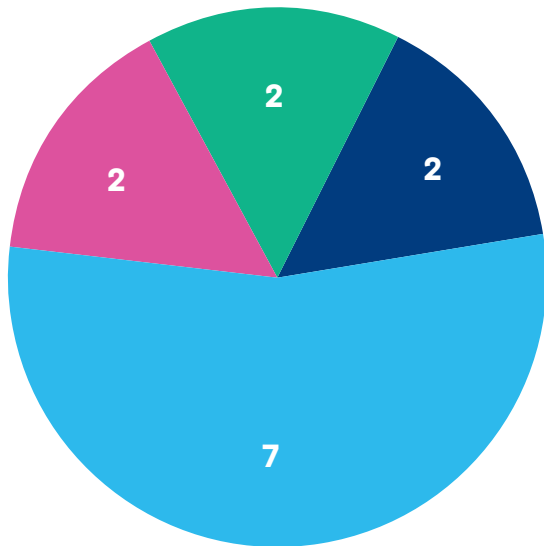
The caring design and implementation subcouncil is a group of administrative, professional practice and direct patient care nurses with representation from the system level as well as three of Inova's care sites. In 2022, we worked synergistically with the system-level holistic care council, the multidisciplinary sister council to caring design, to support and review research study results, including the Caritas study as well as a Healing Touch study for caesarean section recovery. Every member of the caring design subcouncil attended Inova's peer-to-peer support class, resulting in 100% of members trained and practicing as peer supporters. We continued to develop structure and curriculum for a Caritas nurse fellowship to align with the caring/holistic path of the upcoming career map changes. As we had turnover of our membership going into 2023, we will also be orienting our new members through the beginning of 2023, as well as having each of our new members participate in peer-to-peer support training. Our other priorities and opportunities in 2023 include continued development of the Caritas nurse fellowship as well as its prerequisite introductory class, Caring Connections: An Introduction to Caring Science. This curriculum will be built on the American Holistic Nurses Association's (AHNA) guidelines, the American Association of Colleges of Nursing's healthy work environment standards, Jean Watson's 10 Caritas processes and evidence-based literature review.



Caring design and implementation subcouncil. Back row, L to R: Lynn Heun, BSN, RN, RNC-IAP, C-EFM; Emily Olsen, BSN, RN, CCRN; Marla Booker, MSHCA, BSN, RN, NEA-BC; Rahamat Ayewa, BSN, RN, RNC-MNN; Theresa Davis, PhD, RN, NE-BC, FAAN; Jennifer McCaughey, MSN, RN, BA, RNC-MNN, NPD-BC, CCE; Jennifer Drake, DNP, RN, NPD-BC, ONC. Front row, L to R: Lauren Blair, BSN, RN, CCRN; Dana Lowry, BSN, RN; S. Joy Bell, BSN, RN, CCRN (not pictured: Madeline Rinehart, BSN, RN, RNC-MNN; Ryan Houman, RN)

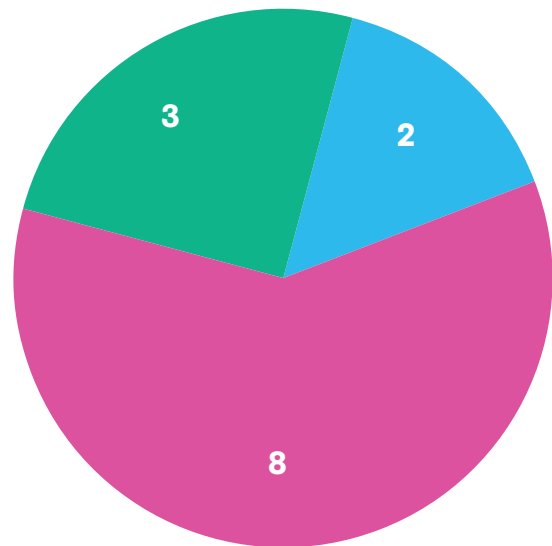
Caring design and implementation subcouncil members by facility

IAH IFMC IFOH System



Caring design and implementation subcouncil members by role

Administration Direct nurse care Professional practice



EBP implementation subcouncil

The EBP implementation subcouncil witnessed a momentous year in 2022. Many months of planning came to fruition when the first Inova implementation science specialists (IISS) cohort launched in January. This group of frontline nurses and professional practice members received expert training and preparation to implement five system-wide projects to improve patient outcomes. These projects, which reflect prior nurse-driven EBP work, included screening for violence, enhancing discharge teaching, reducing pressure injuries, consoling newborns and reducing nonventilator-associated pneumonia. In addition to the 40 hours of training they received, each IISS was supported by an implementation science toolkit and ongoing guidance from an implementation science expert. The IISS nurses explored feasibility, acceptability and sustainability of work through multiple avenues such as defining barriers and facilitators to implementing EBP. The subcouncil supported the IISS work through communication huddles, leader discussion and unit-based council engagement.

With many moving parts evolving, opportunities emerged for more organization. The subcouncil partnered with Inova's project management leadership to begin tracking progress via a strategic management portal. Organizational baselines on Melnyk's EBP beliefs, cultures and implementation scales were established through system-wide research, and a qualitative review of the program was completed. A new logo was approved and began to be used in our communications. As the first year of the IISS came to a close, the work only accelerated with preparation for the second cohort to launch in 2023 and sustaining the efforts of the first cohort. The subcouncil is energized as nationally recognized experts have commended Inova's commitment to implementation science while acknowledging the advanced stages of Inova's work.

The EBP implementation subcouncil is chaired by **Donna Thomas, MSN, RN**, and co-chaired by **John Lawrence, BSN, RN, CPHQ, NPD-BC**. **Kathleen Russell-Babin, PhD, RN, NEA-BC, ACNS-BC**, serves as the subcouncil's facilitator.



Figure 1. Nursing implementation science icon

Interdisciplinary quality improvement subcouncil

The interdisciplinary subcouncil on quality improvement is tasked with addressing issues common to the clinical director role focusing on interdisciplinary quality performance across Inova in collaboration with other system-level groups.

Current council members include **Megan Snow, MSN, RN, CNL**; **Diane Bond, BSN, RN, MPH-HCA, CCRN**; **Claire Morrison, BSN, RN, RNC-MNN**; **Lois Culler, MLS**; **Susan Williams, BSN, RN**; **Sara G. Mulhern, BSN, RN, CMSRN**; **J. Renee Harris, BSN, RN, OCN**; **Rene Zelkin, BSN, RNC-OB, C-EFM, MAOM**; **Heather Hunn, MSN, RN**; **Patricia Horgas, MSN, RN, NEA-BC**; **Pippa Morse, MSN, RN**; and **Lindsey Burbridge, BSN, RN**, representing Inova Fairfax Medical Campus, Inova Mount Vernon Hospital, Inova (system level) and Inova Fair Oaks Hospital. Members represent a variety of professional roles including clinical director, clinical nursing educator, medical library director, RN, RN fellow, RN supervisor, hospital senior director, service line nursing vice president and clinical value analysis manager.

Committee priorities for 2023 include further integration and utilization of the TEAMS platform for information sharing; continued collaborative work on ARFs addressing RN dual verification of high-risk medications, electrolyte replacement protocol, advanced cardiac life support medicines, and the EBAM checklist; and exploring the potential positive financial impact of extending the hang time of commercially prepared IV fluids. In order to continue successfully completing the work of the committee, we are collaborating with representatives from nursing and non-nursing departments such as respiratory, blood bank and radiology as ad hoc members to assist in our work. In 2022, the council reviewed 16 ARFs and had closed 10 as of February 2023. The most significant ARF addressed by the committee involved commercially prepared IV fluid hang time changes. Using studies published in Infection Control & Hospital Epidemiology that showed prespiked bags of stock parenteral fluids show no growth of bacteria or fungi up to nine days after being accessed and stored in a nonsterile environment, the committee along with pharmacy recommended that the hang time be extended to 96 hours. This was approved and implemented in 2023.

The dual medication verification subgroup continues work to identify by clinical area the medications that will stay on the dual medication verification list and the process. An extensive literature search has been completed. The subgroup has identified clinical leads in each clinical area and work has resumed. There are two ARFs that are outstanding awaiting the work completion from this subgroup.



Nursing accelerator team, December 2022

Due to the membership of the librarian, several literature searches to support the evidence behind many ARFs and have been integral to the work of this committee. The ARFs have challenged the committee to dive deep and have created subcommittee work that is completed outside of committee time. Additionally, the perspectives of clinical value analysis have been helpful with the work.

We sought ways to engage nursing team members to solicit feedback and evaluate the adoption of new technologies through the evaluation of pre- and postsurveys. This was accomplished through the informatics team to evaluate use of the updated Versity phones. Responses indicated that while the phones were generally seen as an improvement, there was a knowledge gap on how to use applications including Rover.

SBAR: Commercially-Prepared IV Fluid Hang Time Change



Situation: Maintenance IV fluids are currently expected to be changed every 24 hours

Background: Recommendations were made to "review the suggested clinical approaches and product conservation strategies in collaboration with the organization's stakeholders and the Pharmacy and Therapeutics (P&T) Committee or other organization-wide medication policy group for applicability to the organization" (2014) by the American Society of Health-System Pharmacists.

Assessment: According to studies published in *Infection Control & Hospital Epidemiology*, research has demonstrated that pre-spiked bags of stock parenteral fluids showed no growth of bacteria or fungi as far out as 9 days after being spiked and subsequently stored in a nonsterile environment. Changing commercially prepared IV fluids less frequently will also reduce the frequency of breaking sterility, reduce waste, and help mitigate future breaks in supply chain.

Recommendation: Effective 12/19/2022, the maximum hang time of commercially prepared IV maintenance fluids has been **extended to 96 hours**. This change **does not** include pharmacy-prepared fluids/medications.

Examples of Commercially Prepared IV Maintenance Fluids impacted by this change **Other Medications/Solutions are NOT included in this change.**

Questions: Contact your Professional Practice Team Member

Another focus was documentation burden reduction. There were efforts by the subcouncil to improve disaster documentation as well as improve the workflow for care plan documentation. Much of this work was then repurposed through the nursing accelerator event, and the subcouncil continues to support the solutions identified through this event.

Nursing informatics and technology subcouncil

The nursing informatics and technology subcouncil continued to focus on opportunities to partner with interdisciplinary teams to promote the role of technology in the delivery of safe patient care. This was primarily accomplished through the monthly review of ARFs. In 2022, we approved 44 of 72 ARF requests that were fielded to our subcouncil.

Nursing professional development subcouncil

The nursing professional development subcouncil aims to review organizational data and develop recommendations to accomplish the professional development goals of Inova's nursing strategic plan. Subcouncil membership includes nurses at all levels representing all Inova care sites and ambulatory, professional practice team members, ADVANCE council chairs, and career coach representatives.

Accomplishments in 2022:

- Certified Nurses Day 2022
 - Identified system-level planning partners

- Nurses Week 2022
 - “Inova nurses make a difference” theme
 - Included nurses from across the system in planning
 - Inova nurses acknowledged in a Washington Post advertisement
- Expanded membership to include team members from all care sites, ambulatory and ADVANCE
- Contributed to ADVANCE Clinical Ladder revision
- Reviewed the peer feedback process
 - Initiated collaboration with clinical director group
- Discussed opportunities to further enculturate career coach program throughout Inova
- Created template for members to provide report outs from care sites, supporting bidirectional flow of communication
- Created professional development tip sheets and flyer (available on InovaNet)

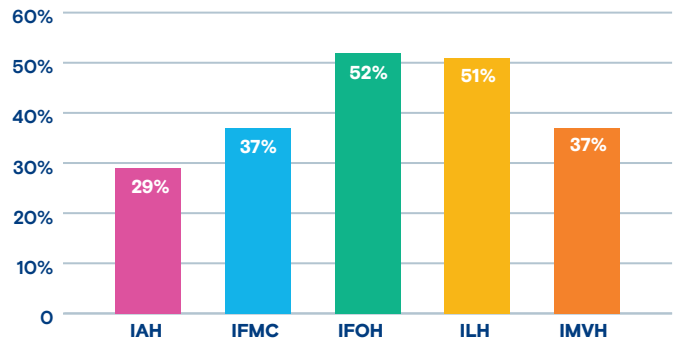
Continued priorities for 2023:

- Continue to improve and document planning processes for Certified Nurses Day and Nurses Week
- Improve the Nursing Excellence Awards process based on 2022 feedback
- Update peer feedback process and team member education for 2023 cycle
- Support the roll out of ADVANCE Clinical Ladder revision
- Further establish bidirectional flow of communication between system council and care sites
- Evaluate certification resources, needs and opportunities

This subcouncil monitors and addresses needed supports toward continued national board certification and BSN+ attainment.

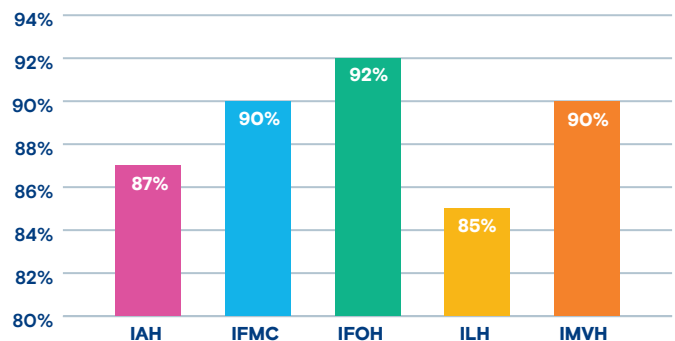


% Certification by care site



National data reported by Dierkes et al. (2021) identified a rate of 39%.

% BSN by care site



Inova demonstrates significant performance on the percentage of BSN nurses in our workforce. Data from the 2022 National Nursing Workforce Survey cited a self-report rate of 51%, and the American Association of Colleges of Nursing July 2023 Nursing Workforce Fact Sheet reported a rate of 71%.

System service line subcouncil

Inova nurses representing 10 specialty service line subcouncils across all inpatient and outpatient care sites compose the system service line subcouncil. The subcouncil reviews specialty-specific practices, policies and education and may also include interdisciplinary team members. Individual service lines will work within their specialty (10 specialty service line subcouncils) and report to the system service line subcouncil. One representative is chosen from each service line to report on activities to the system service line subcouncil.

Specialty service line highlights

Specialty service line	Accomplishments	Notable work
Oncology	<p>Creation and finalization of the oncology service line shadowing and cross-training program</p> <p>Trial request for new products for PICC/CVC lines to address CLABSIs/oozing lines through representation on the vascular access workgroup</p>	<p>Certifications: CPHON/BMTCN/ OCN/CBCN 37% – 56.1% in 2022</p> <p>19.1% improvement from 2021</p>
Behavioral health	<p>Assisted to increase number of psychiatric beds available (20 more beds available at IMVH in May 2023)</p> <p>Collaborated with system educator Diane Swengros to create a tiered education model for trauma-informed care</p>	<p>Joint effort with Epic to incorporate the Brøset Violence Checklist into daily assessment in Epic flowsheets instead of a SmartPhrase that had to be manually entered into the notes in behavioral health</p>
Primary care	<p>System-wide vaccination and medication administration safety initiatives, which have made great strides in our workflows on this topic</p> <p>Continuing to look at how we can decrease errors in administration of vaccines and medications</p>	<p>Often runs programs such as canned food drives and school supply donations at the start of the school year in order to provide outreach and support within our community</p>
Women's	<p>Initiating a birth equity movement within the entire Women's Service Line to improve equity within maternal care</p>	<p>Community outreach with March of Dimes</p> <p>Support of certifications within the service line: RNC-OB, C-EFM, MNN, CLC</p>
Surgical	<p>Collaboration with other service lines to streamline an updated universal protocol roll-out to any area performing procedures</p>	<p>Support of certifications: CNOR, CFPN, CPAN, CAPA</p>
Medicine	<p>Membership consistency, integration of levels of care project into trial form, IV tubing color labeling trial/process</p>	<p>Plans for food bank and other community outreach events</p> <p>Focus on geriatric (GERO-BC) nursing certification</p> <p>Held and encouraged GERO-BC review course</p>
Neuroscience	<p>Identified gaps and implemented neuroscience curriculum across Inova</p>	<p>Robust participation in community outreach throughout the Washington, DC, region focusing on stroke awareness and prevention</p> <p>29 nurses newly certified in neuroscience, SCRN and CNRN</p>

Inova ambulatory care

Ambulatory care site council

2022 has been a great year for the ambulatory care site council. We continued to spend time educating members about the role of shared governance in nursing practice and how it can be used to facilitate the advancement of nursing in the ambulatory setting. We reinitiated shared agreements for how work will be done by the council to promote psychological safety and foster engagement of council members. We collaborated with the ambulatory subcouncil and conducted a Red Cap Survey to identify barriers to participating in shared governance as well as priorities for focusing on repractice issues from stakeholders.

As the year progressed, we learned that engagement and psychological safety needed to be revisited on an ongoing basis in the formative years of the council. If stakeholders are asked for their opinions, they will respond and let us know their opinions. While engagement overall is still in its infancy in the ambulatory setting, we are pleased with the survey responses to our Red Cap Survey. The council had the opportunity to discuss and complete the ARFs that were tasked to the council. As we continue to grow, we hope to collaborate with the ambulatory subcouncil and primary care service line. As we moved into 2023, we gained a new chair, co-chair and recorder.

Members

Colleen Granter, RN
Lisa Graber, BSN, RN
Rebecca Ann Coven, BSN, RN, CPN
Rachel Blevins, LPN
Ashley Cottrell, MSN, BSN, RN-BC
Gloria Greenwalt, LPN
Meilanie Hinkle, LPN
Kaitlyn Hull, RN
Yudith Kear, RN
Lacretia R. LaLande, LPN
Kaye Leonard, RN
Phyllis Miller, MS, RN, NP-BC, FHCE
Hale Ware, LPN

Hazel Wilson, LPN
Elyssa Wood, PhD, MPH, BSN, RN, FAEN
Ana Zelaya, LPN
Rachel Ellis, BSN, RN
Suzan Shibla, DNP, RN, FNP-BC
Susan Segundo, LPN
Martha Quetsch, RN
Carla Parker, MSN, RN
Debra Nelson, RN
Diane Martin, MSN, RN

Ambulatory awards and recognition

Nursing Excellence Awards

Amanda Costello, BSN, RN, CPAN – Structural Empowerment
Saray Freeman, RN – Rising Star
Lacretia (Renee) LaLande, LPN 2 – Preceptor
Crystal Mayers, BSN, RN – Transformational Leadership
Thea Seiffert, BSN, RN – Exemplary Professional Practice
Lorrie St. Laurent, MSA, BSN, RN, CEN, CCRN, TCRN – Structural Empowerment
Hali Ware, LPN – Structural Empowerment



L to R: Toni Ardabell, MSN, MBA; Suzan Shibla, DNP, RN, FNP-BC; Hali Ware, LPN; Allison Walters, BSN, RN, CDCES; Maureen E. Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC



L to R: Toni Ardabell, MSN, MBA, Suzan Shible, DNP, RN, FNP-BC, Hali Ware, LPN, Allison Walters, BSN, RN, CDCES, Maureen E. Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC

Monoclonal Antibody Infusion Clinic – Team Collaboration

Gill Abernathy, MS, RPh, Pharmacy Manager, Acute Care Contracts and Purchasing

Kimberli Alberty, MBA, Marketing Communications Executive

Deacons Aquino, RN, OCN, Inova Staffing Solutions

Bahareh Aslani-amoli, MD, FACEP, Assistant Medical Director

Elizabeth Baidu, Environmental Services

Michael Barkema, MHA, Director, Medicine Service Line, Inova

Houda Benotmane, Environmental Services

Shannon Bensten, RN – Inova Staffing Solutions

Wade Chi, PharmD, Pharmacy IT Manager

Hyunju Choi, RN – Inova Staffing Solutions

Amanda Costello, BSN, RN, CPAN – Inova Staffing Solutions

Andrea C. Eguino, BHA, Sr. Program Manager

Christian Espinoza, RN – Inova Staffing Solutions

Erin Hodson, MSN, RN, Vice President and Administrator, Medicine Service Line, Inova

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

Jennifer Kannuthurai, MSN, RN, TNCC – Inova Staffing Solutions

Rebecca Levorson, MD, Pediatric Administration

Dana Lowry, BSN, RN – Nurse Manager, Inova Staffing Solutions

Stacey Lynes, PharmD, Epic System Sr. Analyst

Rupa Malhotra, Director, Patient Access

Jonathan Puhl, PharmD, Ambulatory Clinical Pharmacy Manager

Jenny Renee, Director, Revenue Cycle Customer Service

Amalia Rodriguez, Patient Access Associate

Ana Romero, RN, TNCC – Inova Staffing Solutions

Amy Swindell, Internal Communications Manager

Sarah Stanmyre, MSN, RN, NE-BC, CEN, Clinical Director, Reston/Herndon Emergency Department (ED)

Helen Stevens, MSN, RN, CEN, Clinical Director, HealthPlex – Lorton

Tiffany Thompson, Patient Access Associate

John Paul Verderese, MD, FACEP, Division Chief, Community Health

Ruth Wright, Director of Pharmacy Operations

Care Excellence Awards

Glenda Cortez, MA – Patient Always

Telma Padilla, MA – Our People

Amma Addo-Acquah, MA – One Team

Vanessa Zapata, CMA – Integrity

Haimanot Tennaw, MA – Excellence

Awards received

Ambulatory Nurse Practitioner of the Year

Nana Esi Apedoe, DNP, RN, geriatric nurse practitioner

Presentations

Neena Paskal, MSN, RN, CDCES; Nagashree Gundu Rao, MD, MPH; **Allison Walters, BSN, RN, CDCES**; Supna Lowery, MD; Yasser Ousman, MD; Shwetha Thukuntla, MD; Lori Wang, MD

Increasing awareness about the risk of type 2 diabetes in patients with gestational diabetes [Poster]

ADCES22, Baltimore, MD, Aug. 12, 2022

Dana Lowry, BSN, RN; Anne-Marie O'Brien, PhD, RN, WHNP-BC; Jennifer Drake DNP, RN, NPD-BC, ONC; Carla Parker, MSN, RN

Understanding nurses' perceptions regarding self-care and feeling cared for and valued by co-workers and leaders [Poster]

33rd International Nursing Research Congress, Edinburgh, Scotland, July 29, 2022

Theresa Davis, PhD, RN, NE-BC, FAAN; Maureen E. Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC; Jennifer Drake, DNP, RN, NPD-BC, ONC, Caritas Coach/Leader; Anne-Marie O'Brien, PhD, RN, WHNP-BC; Bernice Mowery, PhD, RN; Amanda J. Golino, MSN, RN, CCRN, CCNS, RN-BC, TCRN; Dana Lowry, BSN, RN; Sarah Naputi, MSN-NI, RN, MEDSURG-BC, CRRN; Carla Parker, MSN, RN; Carol Swamidoss Douglas, PhD, MPH, RNC; Donna Thomas, MSN, RN; Liliana Suchicital, BSN, RN, CBN, CHTP; Mary Ann Friesen, PhD, RN, CPHQ

Caritas: nurses' perceptions of caring in a large healthcare system [Poster]

Sigma Theta Tau: Creating Healthy Work Environments, Washington, DC, March 21 – 26, 2022

Sigma Theta Tau: Creating Healthy Work Environments, virtual, March 31 – April 11, 2022

Jonathan Messing, MSN, ACNP-BC, CCRN, TCRN;
Kathleen Russell-Babin, PhD, RN, NEA-BC, ACNS-BC;
Claire Lewis, MSN, ACNP-BC; Kristen Barbieri, PA-C;
Kimberly Manning, MSN, FNP-BC; Paula Wypych, DNP,
AGACNP-BC, FNP-BC, CCRN

New professional governance congress gives APPs an influential voice [Poster]

Virginia Council of Nurse Practitioners, Hot Springs, VA, March 4, 2022

New degrees

Bachelor of science in nursing

Emilie Clark, BSN, RN

Katie Meyerhofer, BSN, RN

Katerina Peralta, BSN, RN

Paru Piramanayagam, BSN, RN

Laura Sellman, BSN, RN

Family nurse practitioner

Ashleigh Daniel, FNP-C, MSN, RN, SANE-A, SANE-P

New certifications

SANE-A

Monika Lemke, MSN, MPH, RN, CNL, SANE-A

Kathleen Marcinek, BSN, RN, SANE-A, SANE P

SANE-P

Kathleen Marcinek, BSN, RN, SANE-A, SANE P

Scholarship awards

Christina Gottschalk, RN – Irene Pierce Scholarship

Kathleen Marcinek, BSN, RN, SANE-A, SANE-P – University of Virginia Scholarship

Won Shil Park, LPN – Nursing Excellence Scholarship

Professional organization activities

Karin Bourdelais, BSN, RN, AMB-BC – American Nurses Association (ANA), American Academy of Ambulatory Care Nursing (AACN), Lippincott reviewer

Kathleen Marcinek, BSN, RN, SANE-A, SANE-P – International Association of Forensic Nurses (IAFN) Virginia chapter, Secretary

Diane Martin, MSN, RN – ANA

Volunteer activities

Rebecca Coven, BSN, RN, CPN – Special Olympics Northern Virginia, gymnastics coach

Kathleen Marcinek, BSN, RN, SANE-A, SANE-P – Charlottesville Free Clinic, junior clinician

Diane Martin, MSN, RN – Global Health Outreach, medical mission trip to Dominican Republic, triage nurse in prison healthcare system

Carla Parker, MSN, RN – I9 sports, volunteer basketball coach for two seasons



Ambulatory nurse practitioner of the year, Nana Esi Apedoe, DNP, Geriatric Nurse Practitioner. L to R: Suzan Shibla, DNP, RN, FNP-BC, Nana Esi Apedoe, DNP, Terence McCormally

Inova Alexandria Hospital



Inova Alexandria Hospital care site council

2022 was a year of growth for Inova Alexandria Hospital's care site council. We learned that it takes a village to get the work done. Our unit-based councils (UBCs) are maturing quickly, and more attention needs to be placed on bidirectional flow of information between all councils and subcouncils to prevent the UBCs from becoming siloed.

Some of our accomplishments from 2022 include:

- Improved communication and dissemination of shared governance information at the request of clinical nurses
 - Microsoft (MS) Teams page created with tip sheet
 - Care site council meetings recorded and placed on MS Teams
- Top five takeaways from each subcouncil and care site council meeting sent to all departments/units within two weeks of shared governance day
- Stabilized membership of UBC chairs/co-chairs with encouragement for these leaders to attend shared governance education and/or access the modules

- Submitted Magnet documents using the care site council as a conduit for Magnet education, sourcing/clarification of SOEs and ongoing education/communication of Magnet progress

Clinical excellence and patient experience subcouncil

Inova Alexandria Hospital's clinical excellence and patient experience subcouncil is dedicated to upholding and promoting clinical excellence and enhancing the patient experience, and we actively support clinical and professional development activities at the care site level.

The subcouncil's goals for 2022 included:

- Achieve 5% reduction in length of stay
- Decrease ED wait times by 10%
- Support Inova Alexandria Hospital's patient experience goal: "Likely to Recommend" top box score of 71.4% (we did not meet this goal but are actively developing strategies to meet this goal for 2023)

Accomplishments for 2022 included:

- Welcoming a new chair, creating a nursing peer review process and reviewing our first three cases
- Partnering with physician champion in escalation project
- Inviting pharmacy to case reviews and meetings to provide insight
- Patient experience team assisting with onboarding education in the ED and women's services

Nursing research and EBP subcouncil

IAH Research and EBP subcouncil had a busy year. We were represented and disseminated projects at several locations in 2022, including Sigma Theta Tau's 33rd International Nursing Research Congress conference in Edinburgh, Scotland; the Inova Nursing Research and EBP Symposium; Sigma Theta Tau: Creating Healthy Work Environments conference in Washington, DC; the Virginia Organization of Nurse Executives and Leaders (VONEL) Conference and Virginia Magnet Consortium Spring Meeting (virtual).

Other accomplishments of note include:

- Completion of RVM study and dissemination
- Active participation in the Brøset Violence Checklist use for both the ED and inpatient areas



Tatiana Semeniuk, BSN, RN, CMSRN4, IISS working on improving oral care to prevent hospital-acquired pneumonia

- Ongoing participation in the Effects of Healing Touch on Pain and Anxiety in Women after C-Section study
- Inova Implementation Science Specialist (IISS) work in congestive heart failure discharge teaching
- IISS project on hospital-acquired pressure injury (HAPI) prevention in critical care
- IISS designs to decrease nonventilator pneumonia

The council continues to seek opportunities to grow and include more direct care nurses. Continued priorities included expanding the number of projects across the care site and communication and collaboration with other councils within Inova Alexandria Hospital.

Professional development subcouncil

The professional development subcouncil has had a very exciting year. This council is dedicated to supporting and promoting all things nursing professional development and recognition. We met our goals for certification and BSNs. We have learned that connections matter – reaching out to the appropriate people to get specific information and using your connections to meet new people is effective. Don't take things so seriously, have fun, laugh together and support each other. This is a new process for all of us and an opportunity to grow.

Our accomplishments for 2022 include:

- DAISY winners: 13 winners including our very first DAISY Leader
- Hosted a certification Q&A session
- Certification reviews held: CMSRN, PCCN/CCRN, CEN, gerontology
- Professional development fair:
 - Spring – 43 attendees, 1 – 2 new RN 3
 - Fall – 13 attendees
- System professional development – certification library page
 - Inova.LibGuides.com/Nursing_Certifications
- Created new processes and tools:
 - DAISY voting method (via email/survey monkey)
 - Including Caritas process for each DAISY narrative
 - Council breakdown map
 - RN-to-RN recognition boards

Night council

2022 was a year of growth for Inova Alexandria Hospital's night council. Consistent recruitment and advertisement for retention is key. Our growing group of night council members are all from different units and can offer different and unique perspectives.

Accomplishments in 2022 include:

- Identified opportunities that specifically affect members of the night shift
- Identified variety of transport issues and a need to increase transport during certain times
- Identified specific safety concerns affecting night shift (for example, increased risk of falls at night, due to lack of resources/sitters/PSAs to help watch patients)
- Helped combat falls risk by increasing awareness and having members of the ED place sitter requests at the first identifiable time
- Offered resources to staff to help support physical and psychological wellbeing (sharing knowledge about Inova Well resources, best practices to have good work-life balance, resources for counseling, etc.)

We partnered with the recruitment and retention committee to identify opportunities to support retention on night shift and learn how we can best support the unique needs of those who work nights. This council is actively seeking ways to offer benefits of working nights for all units, regardless of the specialty.



IAH team members celebrate 150th anniversary

Inova Alexandria Hospital awards and recognition

Inova Alexandria Hospital marked our 150th anniversary on Monday, Dec. 12, 2022, with a celebration event held on the hospital's campus.

Inova Alexandria Hospital is the oldest continuously operating community hospital in Virginia. Throughout the years, the hospital has led the way in care delivery innovation, with an impressive array of healthcare "firsts," including the first nursing school in Virginia, the first in Northern Virginia to offer full-body CT scan, and the first in the nation to staff an ED around the clock in 1961 (known nationally as the Alexandria Plan).

DAISY Awards

Mervat "Mimi" Alhaj, BSN, RN, CMSRN

Hwijin "Jin" Choi, BSN, RN

Lesley Chauncey, MSN, RNC, CEIM – first DAISY Leader award at Inova Alexandria Hospital

Michael Davis, BSN, RN

Hiwot Demeke, AD, RN

Rachel Foard, MSN, RNC-NIC

Barbara Gaul, BSN, RN

Flavia Grellmann, BSN, RN

William (Bill) McGinnis, BSN, RN

Laura Powers, RN

Chris Maetzold, BSN, RN

Akongne Mbah Ambe, RN

Jee Min Yoo, BSN, RN

Meaza Senbete, BSN, RN



First DAISY Leader Lesley Chauncey, MSN, RNC, CEIM with Senior Director Jodie Turner, MSN, RN, NE-BC, and CNO Francine Barr, DNP, RN

DAISY Team Award

4 North Patient Care Team

Nursing Excellence Awards

Akongne Mbah Ambe, ADN, RN – Preceptor

Ligaya Fernandez, BSN, RN – New Knowledge and Innovation

Oliva Hwang, BSN, RN, CCRN – Exemplary Professional Practice

Gretchen Teel, MA, BSN, RN, PCCN, NPD-BC – New Knowledge and Innovation

Kate Theissen, BSN, RN, CEN, NE-BC, CPHQ – Transformational Leadership

Meaza Senbete, BSN, RN, CMSRN – Structural Empowerment

Kerry Williams, BSN, RN – Rising Star

Unit 23 CUSP Team – Team Collaboration

Tehreem Abbas, Clinical Technician

Akongne Mbah Ambe, ADN, RN

Brian Ansell, ADN, RN

Francine Barr, DNP, RN

Bonnie Glica, MS, BSN, RN, NE-BC

Ndeye Keita, ADN, RN

Young McCollum, BSN, RN, CMSRN

Kayrene Pope, BSN, RN

Joel Temme, MD

Shade Toweh, MSN, RN, CNL

IAH Vizient Nurse Residency summary

In 2022, we welcomed 112 new graduate nurses into three cohorts to our nurse residency program.

We graduated 73 individuals from three cohorts that started in 2021.

Nurse of the Year Award

Ndidi Ihezue, BSN, RN, CCRN, CPAN

Neuro Nurse of the Year

Charity James, BSN, RN, SCRN

Cara Newborn, BSN, RN



IAH Nurse Excellence Award Winners 2022. L to R: Shade Toweh MSN, RN, CNL; Ndeye Keita ADN, RN; Gretchen Teel, MA, BSN, RN, PCCN, NPD-BC; Kerry Williams, BSN RN; Ligaya Fernandez, BSN, RN; Meaza Senbete, BSN, RN, CMSRN; Kate Theissen, BSN RN, CEN, NE-BC; Akongne Ambe Mbah, ADN, RN



IAH Nurse Residency Graduation July 2022

Presentations

Ndeye Keita, BSN, RN

Caritas: nurses' perception of care in the healthcare environment [Podium] Virginia Magnet Consortium Spring Meeting, virtual, April 29, 2022

Jennifer Drake, DNP, RN, NP-D-BC, ONC Caritas Coach/Leader

Recognizing what matters most through Caritas and DAISY narratives [Podium] DAISY RoundTable, virtual, Aug. 31, 2022

Jennifer Drake, DNP, RN, NP-D-BC, ONC Caritas Coach/Leader

Impact of a leadership bundle on technology acceptance of remote visual monitoring for patient safety [Podium] Inova Nursing Research and EBP Symposium, virtual, Sept. 22, 2022

Jennifer Drake, DNP, RN, NP-D-BC, ONC Caritas Coach/Leader; Theresa Davis, PhD, RN, NE-BC, FAAN, AVP; Bernice Mowery, PhD, RN; Mary Ann Friesen, PhD, RN, CPHQ; Carol Swamidoss Douglas, PhD, MPH, RNC

Creating a nursing study team within a large healthcare system to conduct Caring Science research [Podium] 33rd International Nursing Research Congress, Edinburgh, Scotland, July 29, 2022

Dana Lowry, BSN, RN; Anne-Marie O'Brien, PhD, RN, WHNP-BC; Carla Parker, MSN, RN; Jennifer Drake DNP, RN, NP-D-BC, ONC, Caritas Coach/Leader

Understanding nurses' perceptions regarding self-care and feeling cared for and valued by coworkers and leaders [Poster] 33rd International Nursing Research Congress, Edinburgh, Scotland, July 29, 2022

Kate Theissen, BSN, RN, CEN, NE-BC, CPHQ

Utilizing shared governance to improve patient safety for blood transfusions [Poster] Inova Nursing Research and EBP Symposium, virtual, Sept. 22, 2022

Theresa Davis, PhD, RN, NE-BC, FAAN; Maureen E. Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC; Jennifer Drake, DNP, RN, NP-D-BC, ONC, Caritas Coach/Leader; Anne-Marie O'Brien, PhD, RN, WHNP-BC; Bernice Mowery, PhD, RN; Amanda J. Golino, MSN, RN, CCRN, CCNS, RN-BC, TCRN; Dana Lowry, BSN, RN; Sarah Naputi, MSN-NI, RN, MEDSURG-BC, CRRN; Carla Parker, MSN, RN; Carol Swamidoss Douglas, PhD, MPH, RNC; Donna Thomas, MSN, RN; Liliana Suchicital, BSN, RN, CBN, CHTP; Mary Ann Friesen, PhD, RN, CPHQ

Caritas: nurses' perceptions of caring in a large healthcare system [Poster] Sigma Theta Tau: Creating Healthy Work Environments, Washington, DC, March 21 – 26, 2022
Sigma Theta Tau: Creating Healthy Work Environments, virtual, March 31 – April 11, 2022

Lisa Hawksworth, MSN, RN, NEA-BC; Joni M. Brady, DNP, RN, PMGT-BC, CAPA; Anne-Marie O'Brien, PhD, RN, WHNP-BC

Impact of a nurse leadership bundle on technology acceptance of remote visual monitoring for patient safety [Poster] 2022 VONEL Conference, Virginia Crossing Conference Center, Richmond, VA, June 10, 2022

Publications

Jennifer Drake DNP, RN, NP-D-BC, ONC, Caritas Coach/Leader, Clinical Nurse Educator for Onboarding

Hawksworth, L.T., Raja, S., Drake, J., Davis, T., O'Brien, A.M., and Brady, J.M. (2022, October). Exploring nurses' perceptions of the barriers and facilitators that influence acceptance and use of remote visual monitoring technology. *Journal of Nursing Management*, 30(7), 3466-3480. <https://doi.org/10.1111/jonm.13822>

New degrees

Bachelor of Science in Nursing

Javeria Ahmed, BSN, RN
Jorge Sandoval Estrada, BSN, RN
Bailey Lindquist, BSN, RN

Master of Business Administration

Amy Richbourg, MBA, BSN, RN

Master of Science in Nursing

Anteneh Birhanu, MSN, FNP, BSN, RN, CNOR
Kenneth L. Daniel, MSN, BS, RN
Emilie Hanson, MSN, BSN, RN
Kadiatu S. Kamara, MSN, FNP, BSN, RN, CMSRN
Elizabeth Wainaina, MSN, FNP, RN

Doctorate of Nursing Practice

Kristina Barrett, DNP, BSN, RN, CCRN

New certifications

Acute/critical care nursing (adult)

Genevieve Ilaio, BSN, RN, CCRN
Ariane Tolentino, BSN, RN, CCRN
Hiwot Zegene, BSN, RN, CCRN

Certified nurse operating room

Tigist Ayehu, BSN, RN, CNOR
Christopher Chira, BSN, BS, RN, CNOR

Certified professional in healthcare quality

Kate Theissen, BSN, RN, CEN, NE-BC, CPHQ

Certified post anesthesia nurse

Ndidi Ihezue, BSN, RN, CCRN, CPAN
Sharifah Vaughn, BSN, RN, CPAN

Certified transport registered nurse

Chris Reilly, BSN, RN, CEN, CPEN, CTRN

Electronic fetal monitoring

Laura Lombardi, BSN, RN, C-EFM

Family nurse practitioner

Anteneh Birhanu, MSN, FNP, BSN, RN, CNOR

Tennele Debysingh, MSN, FNP, RN, CPAN

Michelle Wrieden, MSN, APRN FNP-BC, BCEN

Angy Youssef, MSN, FNP, RN

Maternal newborn nursing

Rita Tekleberhan, MSN, BSN, RN, RNC-MN

Stroke certified registered nurse

Robin Jackson, MSN, RN, CNS, CCNS, NPD-BC, CCRN, RN-BC, CHTP, SCRNI

Trauma certified registered nurse

Jenny Byerly, MSN, RN, CEN, TCRN

Scholarship awards

Pushpamitra Bajracharya, ADN, RN – Inova Nursing Excellence Scholarship

Mallory Cordes, MSN, RN, CCRN-K, TCCN-K – Ridell Family Scholarship

Jess Ferreira, ADN, RN – Inova Nursing Excellence Scholarship

Maddie Haight, BSN, RNC – Speck Award Scholarship

Ndidi Ihezue, BSN, RN, CCRN, CPAN – Twig Nursing Scholarship

Katherine Merendino, BSN, RNC-NIC, C-ELBW – Inova Nursing Excellence Scholarship

Gretchen Teel, MA, BSN, RN, PCCN, NPD-BC – Inova Alexandria Hospital Medical Staff Scholarship

New ADVANCE

Registered Nurse 3

Jasmine Beaudoin, BSN, RN

Kennye Smith, BSN, RN, CCRN

Registered Nurse 4

Erica Asamoah, BSN, RN, CEN

Anteneh Birhanu, MSN, RN, CNOR

Chris Chira, BSN, RN, CNOR

Kirsten Gunter, BSN, RN-NIC

Danica Paige Hearn, BSN, RN, CEN

Emily Snoad, BSN, RN, CCRN

Jyoti Verma, BSN, RN, CNOR

Gianofranco Villar, MSN, RN, CSSM, CNOR, CST

Professional organization activities

Belinda Butler, MSN, RN, CNOR – Association of Perioperative Registered Nurses (AORN), Northern Virginia chapter, Recording Secretary

Christopher Chira, BSN, BS, RN, CNOR – Competency and Credentialing Institute, emerging professionals advisory committee member

Jennifer Drake, DNP, RN, NPD-BC, ONC, Caritas Coach/Leader – International Association of Human Caring, education committee conference abstract reviewer

Jennifer Drake, DNP, RN, NPD-BC, ONC, Caritas Coach/Leader – National Association of Orthopaedic Nurses, review course author, review course educator

Jennifer Drake, DNP, RN, NPD-BC, ONC, Caritas Coach/Leader – Watson Caring Science Institute, convenor and co-facilitator for Caritas Healing Connections, a monthly free virtual program and online professional development resource for nurses and caregivers

Jennifer Drake, DNP, RN, NPD-BC, ONC, Caritas Coach/Leader – Watson Caring Science Institute, faculty, Caring Science, Mindful Practice free global online program

Jane M Uperti, BSN, RN, CNOR – AORN Congress member

Volunteer activities

Inova Alexandria Hospital neonatal intensive care unit (NICU) – NICU baby hats, NICU baby mom's group (200 hats for NICU babies)

Inova Alexandria Hospital team – American Heart Walk, raised \$3,000

Same-day surgery, operating room, family-centered care, NICU, antenatal testing center, ED, case management, and labor and delivery departments – Angel Tree gifts for children at Alexandria domestic violence shelter, collected gifts for children

Women's Services team – March of Dimes, raised \$6,000

Kenneth L. Daniel, MSN, BS, RN – Phi Beta Sigma Fraternity, Inc., voter registration volunteer

Kenneth L. Daniel, MSN, BS, RN – So Others Might Eat, clothing and toiletry drive volunteer

Kennye Smith, BSN, RN, CCRN – Delta Sigma Theta Sorority, Inc, health committee member, helping to host blood pressure screening and COVID-19 testing for the Northern Virginia Alumnae Chapter of Delta Sigma Theta Sorority, Inc.

Gretchen Teel, MA, BSN, RN, PCCN, NPD-BC – Capital Caring Hospice, holiday stocking collection (stockings contained gifts for people on hospice)

Rita Tekleberhan, MSN, BSN, RN, RNC-MN – Birthright Center, took in clients, provided referrals, helped with assembly, and answered questions

Inova Fairfax Medical Campus



Inova Fairfax Medical Campus care site council

Inova Fairfax Medical Campus's care site council provides bidirectional communication between clinical nurses at the unit level and the system shared governance structure. The council is chaired by **Katie Healy, BSN, RN, CPN, CPHON**, from the outpatient pediatric oncology infusion clinic.

Shannon Ronzitti, BSN, RN, from the trauma acute care surgery team was newly elected as co-chair for the council. Some major initiatives to improve communication in 2022 included the introduction of a monthly care site council newsletter and the development of a process for UBC report-outs to begin in 2023.

The council's 2022 accomplishments include:

- Created the action request form committee
- Developed a monthly care site council newsletter to support bidirectional communication
- Provided support for Nurses Week

- Outlined a UBC process and schedule for report-outs to the council
- Selected Nurse Excellence Award winners
- Chose monthly DAISY and PEACH awardees
- Educated Magnet champions
- Reported Epic updates back to units
- Included clinical director report-outs
- Added the council chair to participate in the nurse leader council
- Offered an open Q&A forum with the chief nursing officer
- Compiled a yearly calendar for popular nursing conferences and abstract submission dates
- Welcomed presentations and discussions by the security, ethics and informatics teams

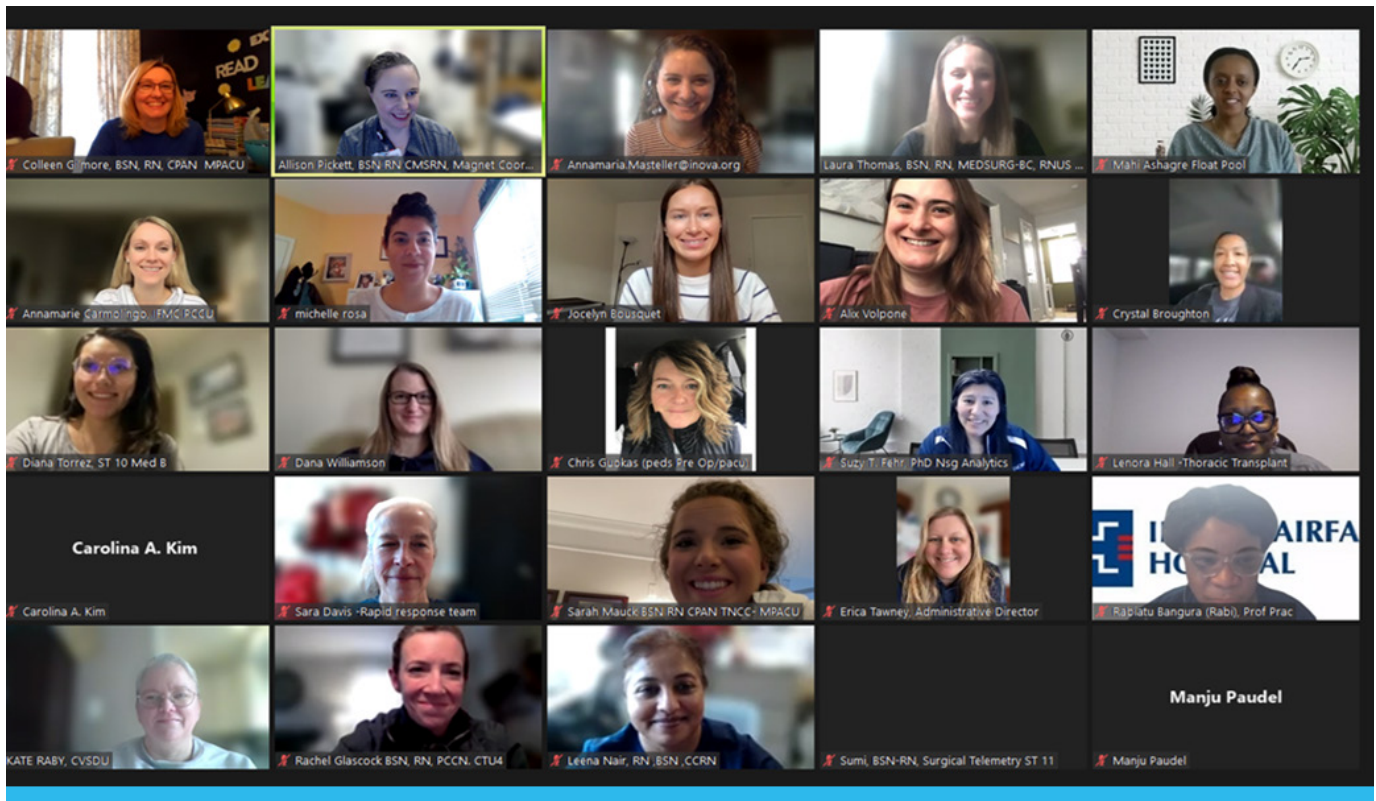
Clinical excellence and patient experience subcouncil

The clinical excellence and patient experience subcouncil at Inova Fairfax Medical Campus works to collaborate across all units to improve the quality of care given to all our patient populations. There is RN representation from different units throughout the campus including trauma, ORs, pediatrics, family-centered care, and Inova Schar Heart and Vascular. Invitations are sent to team members from infection prevention, patient experience, supply chain and many more teams within Inova to join our meetings to discuss what works and what could change to give and ensure the highest quality care and best experience for our patients. Many of these discussions have evolved into process changes and improvements. The council chair is **Laura Thomas, BSN, RN, MedSurg-BC**, from adult observation. The co-chair is **Colleen Gilmore, BSN, RN, CPAN**, from main PACU, and the

recorder is **Annamarie Carmolingo, BSN, RN, PCCN**, from the progressive coronary care unit.

In 2022, the subcouncil achieved the following accomplishments:

- We recognized units that outperform benchmarks for nursing quality indicators with the second annual Super Star Awards. During 2022, 15 inpatient units met the criteria for outperforming at least five out of eight quarters for all four indicators: falls with injury, CLABSI, CAUTI and HAPI Stage II or greater.
- We collaborated with nursing informatics, which led to the roll-out of improvements in SoftID and a best practices policy to view draw history. This enabled clinicians to ensure all ordered labs are drawn. The practice minimizes supply waste and improves patient experience by reducing multiple patient lab draws.



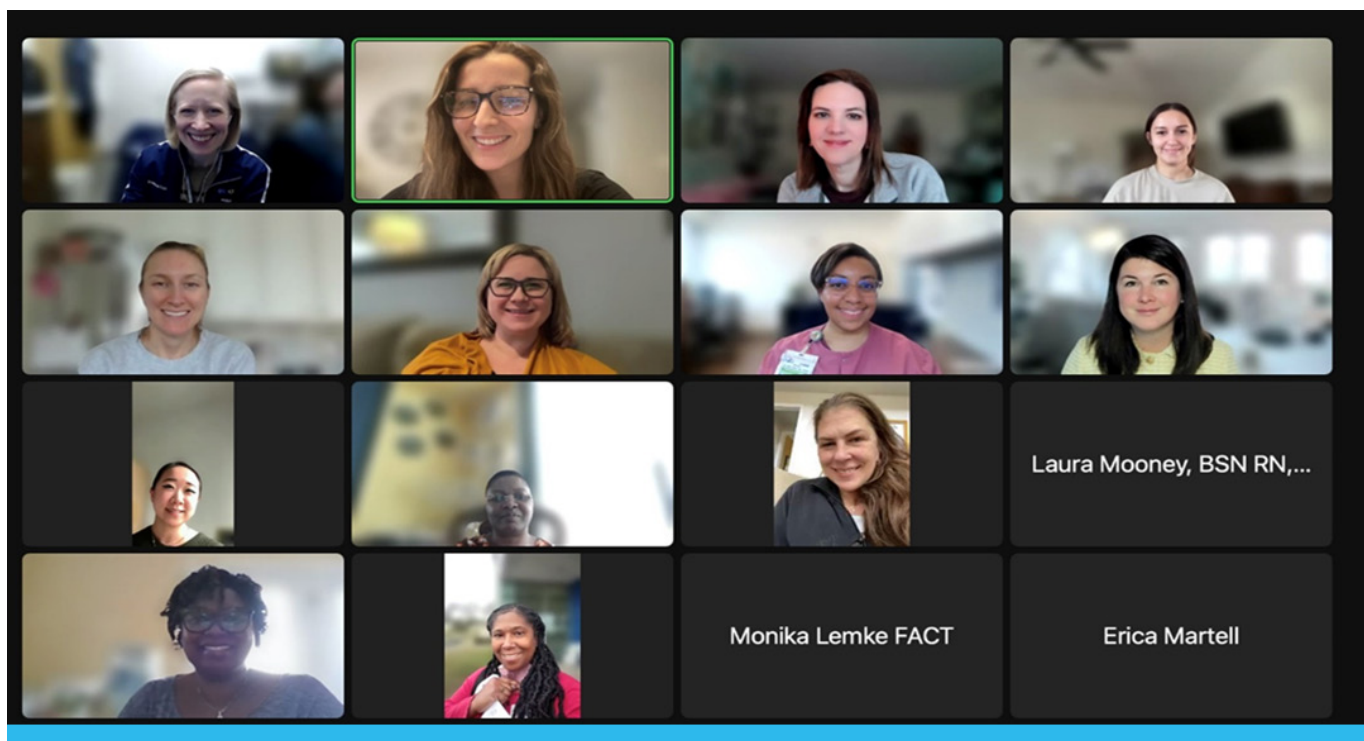
Clinical excellence and patient experience subcouncil 2023. Top to bottom, L to R: Colleen Gilmore, BSN, RN, CPAN; Allison Pickett, BSN, RN, CMSRN; Annamaria Masteller, BSN, RN, MEDSURG-BC; Laura Thomas, BSN, RN, MEDSURG-BC; Mahlet Ashagre, BSN, RN, MEDSURG-BC; Annamarie Carmolingo, BSN, RN, PCCN; Michelle Rosa, BSN, RN; Jocelyn Bousquet, MSN, RN, RNC-MNN; Alexis Volpone, BSN, RN, ONC; Crystal Broughton, BSN, RN; Diana Torrez, BSN, RN; Dana Williamson, BSN, RN; Christine Guokas, BSN, RN; Suzy T. Fehr, PhD, RN-BC, NE-BC, NP-BC, CENP, CPHQ, CPPS, CPHIMS; Lenora Hall, MSN, RN; Sara Davis, BSN, RN, CCRN; Sarah Mauck, BSN, RN, CPAN; Erica Tawney, BSN, RN, CEN, TCRN; Rabiatu Bangura, MPH, BSN, RN, CMSRN; Catherine Raby, BSN, RN, PCCN; Rachel Glascock, BSN, RN, PCCN; Leena Nair, BSN, RN, CCRN

- We improved the reporting of critical lab results through partnering with the laboratory in identifying barriers through a process improvement and safety forum.
- We partnered with patient experience to improve the efficacy and utilization of the Cipher leader rounding tool to enhance maintenance and best practices.
- We reviewed data and trends with infection prevention and identified opportunities to adjust processes to improve outcomes.
- We worked with pharmacy team members to ensure additional scanners were available in all areas where medications are pulled and administered.
- We partnered with environmental services, capacity management team members and patient experience to identify nurse-driven initiatives, ensuring the safe and timely turnover of rooms to meet increasing capacity and patient needs.
- We addressed safety concerns with safety and security team members regarding maintaining zero tolerance for disruptive behavior and providing a safe environment for all team members, patients and visitors.

Nursing research and EBP

The research and EBP council consists of bedside clinical nurses from a variety of departments and specialties, as well as advanced practice registered nurses. The council is facilitated by **Megan Morrison, PhD, FNP-BC, ACHPN**, and **Rebecca Babb, MSN, APRN, CPNP-AC, CPHON**. The council is chaired by **Sara Sousa, MSN, RN, CEN, ED** and is co-chaired by **Maria Rafalco, BSN, RN**, acute pulmonary unit.

The council aims to serve nurses and nursing students seeking advanced degrees who wish to conduct research, quality improvement and/or EBP projects. This council ensures that projects are within compliance of Inova's Institutional Review Board and Human Research Participants Office requirements. Project proposals are submitted to the council for council approval and critiqued to meet Inova's level and quality of nursing research. This council promotes knowledge development and contribution to nursing EBP and research. Supported projects address the major tenets of the nursing strategic plan and are integrated with system endeavors.



Nursing research and EBP council members. Top to bottom, L to R: Rebecca Babb, MSN, APRN, CPNP-AC, CPHON; Sara Sousa, MSN, RN, CEN; Shannon Ronzitti, BSN, RN; Talia Skinner, BSN, RN; Jennifer Sullivan, BSN, RN; Maria Rafalco, BSN, RN; Pamela Malone, MSN, MHA, RN, CNOR; Megan Morrison, PhD, RN, FNP-BC; Crystal Choi, BSN, RN; Toyin Akinyemi, MSN, RN, CNOR, NPD-BC; Sarah Bryan, MSN, RN, C-EFM; Laura Mooney, BSN, RN; Sharmaine McCoy, MSN, RN, ACNP-BC; Renee Harris, BSN, RN, OCN; Monika Lemke, MPH, MSN, RN, CNL; Erica Martell, BSN, RN

Accomplishments during 2022:

- Achieved >90% member CITI compliance by July 1, 2022 deadline
- Fostered bidirectional communication between Inova nursing research and EBP council and unit-level councils regarding ongoing research and EBP studies on monthly basis
- Developed education to advance knowledge of research study designs, research methodology and theory
- Presented, reviewed and discussed research article studies in relevant field or nursing specialty
- Created rationale and relevance addendum for post-meeting proposal review and evaluation

Professional development subcouncil

Inova Fairfax Medical Campus’s professional development subcouncil supports all professional development activities at the Inova Fairfax Medical Campus care site. The subcouncil supports and implements nursing recognition programs and strategies. The chair of the subcouncil is **Noah Kane, RN, CCRN, MSICU** and **Kathleen “Kathy” Mullen, RN, GERO-BC, CMSRN, MEDSURG-BC**, Med A serves as co-chair. The recorders are **Cuiyun “Angel” Yu, MSN, RN, PCCN, GERO-BC, MSICU** and **Anastacia Jacobsen, BSN, RN, CAPA, peds PACU**.

The professional development subcouncil’s 2022 accomplishments include:

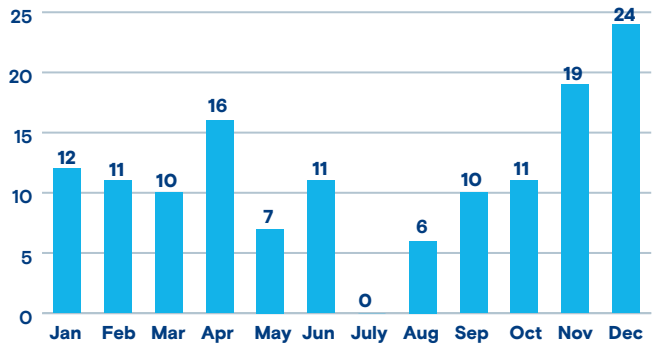
- Presented ADVANCE program information and developed an ADVANCE LibGuides page



Professional development subcouncil. Top to bottom, L to R: Kathleen “Kathy” Mullen, RN, Gero-BC, CMSRN, GERO-BC; Emily Namesny, MSN, RN, CMSRN, NPd-BC; Noah Kane, RN, CCRN; Katie Healy, BSN, RN, CNP, CPHON; Janelle Wu, BSN, RN, CAPA; Jennifer Merriman, RN; Nicole Webb, BSN, RN, CNOR; Mya Maxwell, BSN, RN; Vanessa Swanson, BSN, RN, RNC-MNN, IBCLC; Colleen Campbell, BSN, RN, RNC-NIC; Misty Panas, BSN, RN, CEN, CCRN; Amanda Powers, BSN, RN, PCCN; Alyssa Simmons, BSN, RN, CPN; Marissa Foster, BSN, RN, SCRn; Jessica Mollard, BSN, RN, RNC-MNN; Melissa Kapfer, BSN, RN, CMC, CCRN-K, CV-BC; Ryan O’Hara, BSN, RN, PCCN, CCRN; Allyson Manuel, BSN, RN, RNC-OB, C-EFM; Anita Kane, BSN, RN; Rachel Hite, BSN, RN; Laura Dunn, BSN, RN; Mariah Massie, BSN, RN; Reynald Ryan Bautista, BSN, RN, CNOR; Khushbu Patel, BSN, RN; Vanessa Haynes, BSN, RN, CPN

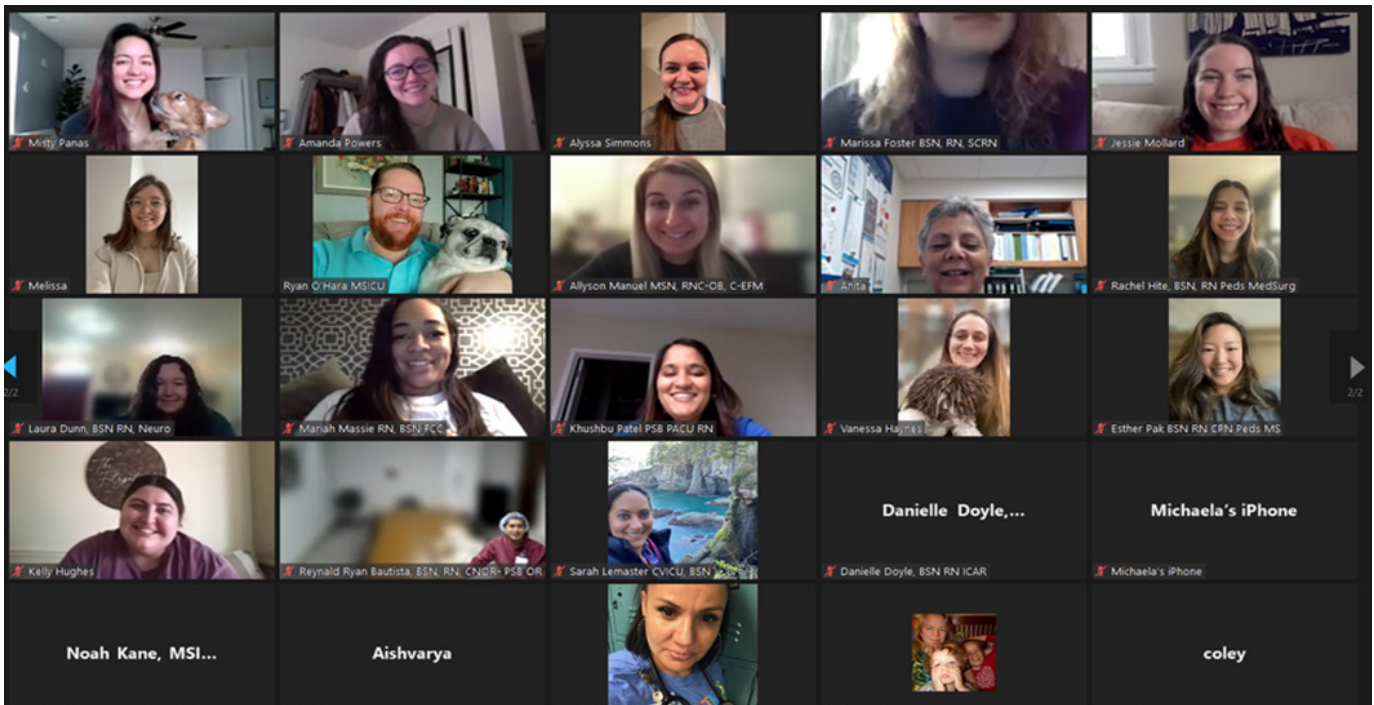
- Shared information on the ADVANCE program at Inova Fairfax Medical Campus
- This year there were an additional 137 nurses added for a total of 531 nurses on the ADVANCE ladder at our care site
- Created DAISY and PEACH online QR forms
- Reviewed 142 total nominations and selected nurses monthly for the DAISY Award.
- Reviewed 29 PEACH nominations and selected winners quarterly
- Developed tip sheets for awards, lateral violence and workplace violence resources and updated professional development tip sheet on InovaNet
- Created a professional development brochure
- Participated in obtaining input for the peer feedback survey
- Championed the Nurses Week and shared governance surveys
- Supported new status reporting for ARF on InovaNet
- Reviewed ARFs for COVID-19 team member testing availability and relocation and returning team member benefits
- Discussed the stay interview process

2022 IFMC approved ADVANCE applications



*Council did not meet in July.

- Improved night shift access to education
- Promoted career coach program
- Encouraged participation in National Database of Nursing Quality Indicators (NDNQI) Nurse Satisfaction with Practice Environment survey
- Reviewed the continuing education assessment for service lines
- Initiated transition to Microsoft Teams for document access



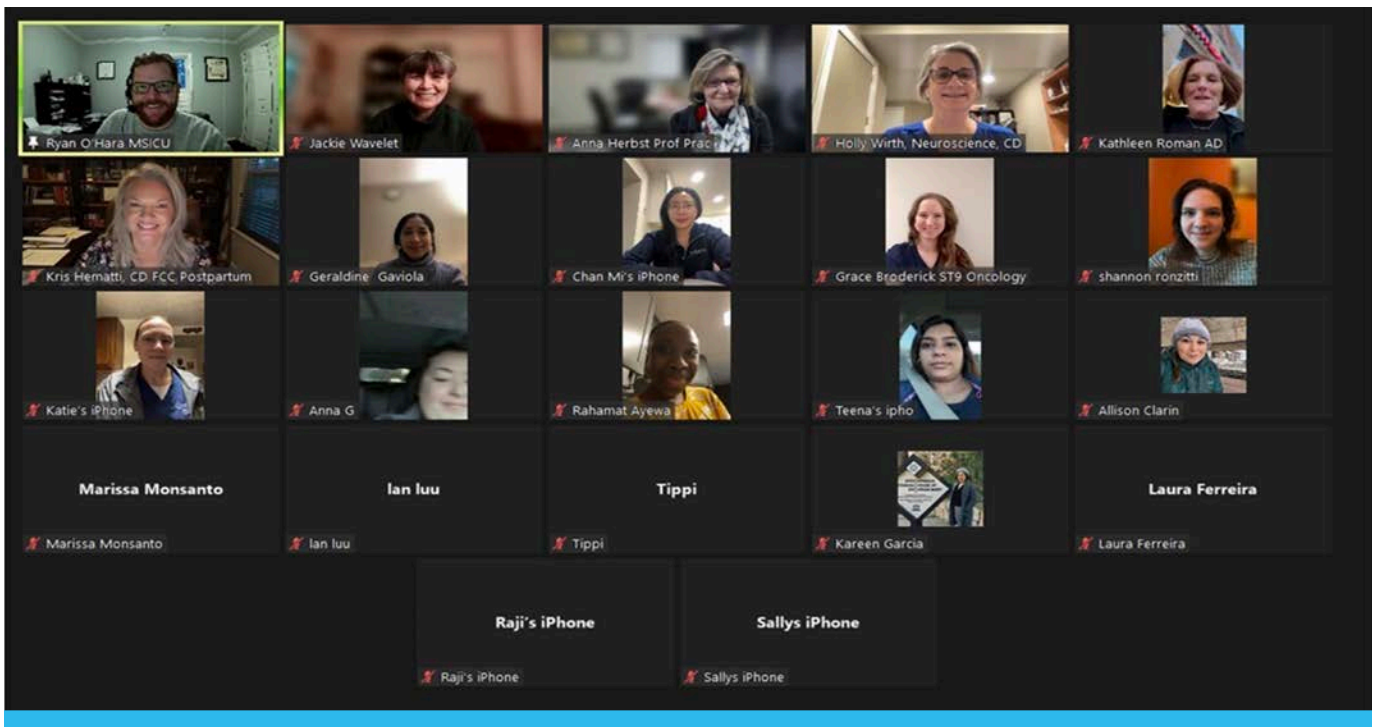
Additional professional development subcouncil. Top to bottom, L to R: Misty Panas, BSN, RN, CEN, CCRN; Amanda Powers, BSN, RN, PCCN; Alyssa Simmons, BSN, RN, CPN; Marissa Foster, BSN, RN, SCRNI; Jessica Mollard, BSN, RN, RNC-MNN; Melissa Kapfer, BSN, RN, CMC, CCRN-K, CV-BC; Ryan O'Hara, BSN, RN, PCCN, CCRN; Allyson Manuel, BSN, RN, RNC-OB, C-EFM; Anita Kane, BSN, RN; Rachel Hite, BSN, RN; Laura Dunn, BSN, RN, Neuro; Mariah Massie, BSN, RN; Khushbu Patel, BSN, RN; Vanessa Haynes, BSN, RN, CPN; Esther Pak, BSN, RN, CPN; Kelly Hughes, BSN, RN, CMSRN; Reynald Ryan Bautista, BSN, RN, CNOR; Sarah Lemaster, BSN, RN, CPEN; Danielle Doyle, BSN, RN; Michaela Herbold, BSN, RN; Noah Kane, RN, CCRN; Aishvarya Setlur, MSN, RN, CPLC; Chanille Stover, BSN, RN, CPEN, CPN; Catharine Raby, BSN, RN, PCCN; Dawn Coley, RN

Night council

The overall goal of the night council is to support the provision of patient care on night shift, to promote the satisfaction of nurses who work on night shift and improve the nurse practice environment on night shift. We facilitate communication from the care site council, organize education and resources for night shift RNs, and address the issues on night shift that RNs face each shift. The night council is chaired by **Ryan O'Hara, BSN, RN, CCRN, PCCN**, medical-surgical ICU.

The night council's 2022 accomplishments include:

- Reviewed ARF process for night shifters
- Submitted an ARF requesting cessation of overhead announcements at 7 a.m. and 7 p.m. to facilitate hand-off reports (successfully addressed)
- Submitted ARF for opening Door 31 in the SSB to facilitate entry from the employee garage
- Started the night shift education rounds to provide in-person education on night shift from the hours of midnight to 4 a.m.
- Discussed the weekend differential being unchanged since 2001 (escalated to the leadership triad and Dr. Narang)
- Addressed supply chain issues with Mike Lavery and how to reduce waste and steward resources
- Developed psychological safety concerns and made the night council meeting a truly safe space for open discussion
- Addressed workplace violence issues on night shift and provided the workplace violence toolkit
- Prepared for and facilitated the NDNQI RN survey roll out to increase night shift participation
- Facilitated Zoll preparations and roll out for 2023



Night council. Top to bottom, L to R: Ryan O'Hara, BSN, RN, CCRN, PCCN; Jackie Wavelet, MSN, RN, CNE, SCRn; Anna Herbst, MSN, RN, GERO-BS, NPd-BC, NEA-BC; Holly Wirth, MSN, RN, SCRn, NE-BC; Kathleen Roman, MSN, RN; Kris Hematti, MSN, RN, RNC-MNN; Geraldine Gaviola, BSN, RN; Chan Mi Lee, RN; Grace Broderick, BSN, RN, OCN; Shannon Ronzitti, BSN, RN; Katie Healy, BSN, RN, CPN, CPHON; Anna Gluffling, BSN, RN, RNC-NIC; Rahamat Ayewa, BSN, RN, RNC-MNN; Teena Pokhrel, BSN, RN, SCRn; Allison Clarin, BSN, RN, RNC-MNN, IBCLC; Marissa Monsanto, clinical technician; Lan Luu, clinical technician; Tippi Parson, BSN, RN, RNC-MNN; Karen Garcia, BSN, RN; Laura Ferreira, Rajimol Nair, BSN, RN, CCRN; Sally Johnson, BSN, RN, RNC-MNN

Inova Fairfax Medical Campus awards and recognition

DAISY Awards

Matthew Bahrami, BSN, RN – Cardiac Telemetry Unit South

Jamie Campos, BSN, RN, C-EFM, RNC-OB – Labor, Delivery and Recovery

Cynthia Dove, BSN, RN – Oncology

Gideon Nyambiya, MSN, RN, PMHNP-BC – Stroke

Katelyn Porter, MSN, RN, RNC-NIC, FNP-BC – NICU

Linda Salazar, BSN, RN – Woodburn OR

Maria Shapiro, BSN, RN, MEDSURG-BC – Med-Surg Unit

Laurie Waldron, BSN, RN, CAPA – PSB PACU



DAISY Award winner Matt Bahrami, BSN, RN



DAISY Award winner Linda Salazar, BSN, RN



DAISY Award winner Jamie Campos BSN, RN, C-EFM, RNC-OB



DAISY Award winner Maria Shapiro, BSN, RN, MEDSURG-BC



DAISY Award winner Laurie Waldron, BSN, RN, CAPA



DAISY Award winner Cynthia Dove, BSN, RN with CNO Dina Dent, DNP, RN

Nursing Excellence Awards

Barry Mcelyea, MSN, RN, CNOR, NE-BC, CHE, FACHE – Transformational Leadership

Sam Castor, BSN, RN, CPHON – Transformational Leadership

Jocelyn Bousquet, MSN, RN, RNC-MNN – Structural Empowerment

Tamara Kennedy, BSN, RN, CCRN, RNC-NIC, ELBW – New Knowledge and Innovation

Luwam Amare, BSN, RN, RNC-MNN – Exemplary Professional Practice

Angelica Claire Ante, BSN, RN, RNC-MNN – Rising Star

Maura McCarthy, BSN, RN, MEDSURG-BC, GERO-BC – Coach/Mentor

Claire Harris, BSN, RN, CPN – Preceptor

Family-centered care postpartum clinical directors, providers, lactation consultants and other stakeholders throughout Inova with Children's Hospital/Norfolk – Team Collaboration

Ashlyn Baker, BSN, RN, IBCLC, Director of King's Daughters Milk Bank

Martha Betts, RD, Manager of NICU Nutrition

Lani Brown, MSN, RNC-OB, C-DFM, NE-BC, Clinical Director of Family-Centered Care Postpartum, Inova Fair Oaks Hospital

Tracy Cross, BSN, RN, IBCLC, RLC, Clinical Director of Family-Centered Care Postpartum, Inova Loudoun Hospital

Natalie Doudaklian, MSN, RN, C-EFM, WHNP-BC, Labor and Delivery Manager

Jocelyn Bousquet MSN, RN, RNC-MNN

Kris Hematti, MSN, RN, RNC-MNN

Sally Johnson, BSN, RN, RNC-MNN, Family-Centered Care Unit Supervisor

Darya Maanavi, MD, obstetrics

Adele McGowan, MSN, RN, RNC-NIC, PACU

Belma Skaljic, BSN, RN, IBCLC

Kathrine Wallen, MD, pediatrics

Vizient Nurse Residency summary

In 2022, we welcomed 416 new graduate nurses into four cohorts to our nurse residency program. Using the Johns Hopkins EBP Model, our nurse residents worked together in collaborative groups and produced projects with the guidance of facilitators, librarians and EBP mentors.

Cohort 13

Cohort 13 had 113 participants who worked on many evidence reviews to inform better practice.

Assessing practice and documentation of nutritional intake of patients at high risk for HAPIs

Mary Bidgood, BSN, RN; Justin Cahill, RN; Micah Castro, BSN, RN; Lauren Dumeng, BSN, RN; Ramatu Kamara, BSN, RN; Paul Osasuyi, BSN, RN; Sierra Richards, BSN, RN; Niamat Sekhon, RN; Kristen Yeager, BSN, RN

Breaking down language barriers

Taylor Baldwin, BSN, RN; Danielle Chase, BSN, RN; Michelle Gold, BSN, RN; Caroline Metzmaier, BSN, RN; Cameron Sands, BSN, RN, CEN; Nicole Simmons, RN

Central lines 101: getting to know the basics

Elizabeth Jarman, BSN, RN; Teresa Jeang, BSN, RN; Kimberly Leiva, BSN, RN; Eugenia Rott, BSN, RN

Decreasing perineal lacerations with warm compresses

Hannah Breneman, BSN, RN; Brandi Canady, BSN, RN, C-EFM; Patricia Cole, BSN, RN; Kimberly Germain, BSN, RN; BreAnna Faulkner, BSN, RN; Ellie Jessop, BSN, RN, C-EFM; Stacey Smith, BSN, RN, LCCE; Caitlin Stull, RN

The effect of audio/visual implication on discharge teaching

Amanda Ahmed, BSN, RN; Ashleigh Bowan, BSN, RN; Kelly Densmore, BSN, RN; Paige Harvey, BSN, RN; Cindy Hernandez, BSN, RN; Elsy Martinez, BSN, RN; Brianna Nedved, BSN, RN; Sined Yopez, RN

Evidence-based fall prevention teaching

Ciara Bonner, BSN, RN; Kate Glynn, BSN, RN; Rose Khalil, BSN, RN; Jaylene Little, BSN, RN; Oluwatobi Oayetiwa, BSN, RN; Nery Salinas, BSN, RN; Eric Waggoner, BSN, RN; Jenna Zivalich, BSN, RN; Dimitri Zischke, RN

How does interdisciplinary communication impact patient care?

Marie Bisson, BSN, RN; Paul Challan, BSN, RN; Savannah Jones, RN; Christina Lyon, RN; Sonia Romero, RN; Silvia Umana, RN; Sierra Wagner, BSN, RN

In family-centered care, does skin-to-skin contact compared to radiant warmer use prove most effective in promoting infant thermoregulation?

Kristina Boelcskev, BSN, RN; Kenna Hesselberth, BSN, RN; Caroline Kalkus, BSN, RN; Adele Morin, BSN, RN; Kelly Nguyen, BSN, RN; Madeline Rinehart, BSN, RN

In the know with I & Os

Seada Ali, BSN, RN; Paige Augst, BSN, RN; Amanda Culclasure, BSN, RN; Sindi Lopez, BSN, RN; Jennifer Smith, BSN, RN; Margaret Tennyson, BSN, RN; Meghan Walker, BSN, RN

Mock MSETS' effectiveness with cardiac arrest management
Faidat Amolegbe, RN; Hannah Campbell, BSN, RN; Kelsi Gallagher, BSN, RN; Lydia Kwofie, RN; Joshua Quinquinio, BSN, RN; Cameron von Kanneurff, BSN, RN, CCRN

Pain management in neonates during lumbar punctures
Kylee Bell, BSN, RN; Hillary Blackbrook, BSN, RN; Kristina Brown, BSN, RN; Laina Humberson, BSN, RN; Courtney Radcliff, BSN, RN; Megan Toth, BSN, RN

Pediatric end-of-life care

Shannon Belcher, BSN, RN; Faith Berkebile, BSN, RN; Calli Dukas, BSN, RN; Devin Joseph, BSN, RN; Katie Karis, BSN, RN; Katia Nevin, RN; Christina Rogers, BSN, RN

Supply standardization improves staff productivity

Sara Forsling, BSN, RN; Linda Gravano, BSN, RN; Alison Hendricks, BSN, RN; Katherine Hickey, BSN, RN; Alexandra Krause, BSN, RN; Lindsay Peralta, BSN, RN; Ileene Sanchez, BSN, RN

Cohort 14

Cohort 14 had 110 participants.

Deescalation and communication strategies to mitigate workplace violence

Jumana Fahel, BSN, RN; Shannah Hough, BSN, RN; Irene Kim, BSN, RN; Taylor Swann, BSN, RN; Mahelet Yalew, BSN, RN

Decreasing pediatric safe team alerts by implementing a schedule for psychiatric patients

Angela Burke, BSN, RN; Kalaina Corbo, BSN, RN; Larissa Davis, BSN, RN; Brianna Gaston, MSN, RN; Alessandra Gavilano, BSN, RN; Nicholas Huff, BSN, RN; Isabel Marr, BSN, RN; Ryan Thomas, RN; Hannah Thompson, BSN, RN; Klairese Trimmer, BSN, RN; Kelsey Weathers, BSN, RN

Does informing patients of wait times improve patient satisfaction scores?

Nicole Ashton, RN; Shawna Bohannon, RN; Lauren Bullard, RN; Shelby Greene, RN; Nyambura Mbuguiro, BSN, RN; Brittni Penn, RN; Caitlin Rincon, BSN, RN, CPEN; Michael Williams, RN

Education on delirium prevention in acute care setting

Alex Dal, BSN, RN; Jessica Flores Fiorello, BSN, RN; Liz Hoang, BSN, RN; Xing Che Zhang, BSN, RN

The effect of using fall prevention education for medical-surgical patients

Chloe Hinz, RN; Holly Horton, BSN, RN; Jasmin Jasani, BSN, RN; Michelle Moon, RN; Mary Peterson, RN; Meron Shikur, BSN, RN; Amy Springfield, MSN, RN; Ariana Sutsakhan, BSN, RN

The effectiveness of standardized nurse-led dietary education on progressive cardiac telemetry units

Ali Ahmad, BSN, RN; Veronica Elman, BSN, RN; Maggie Maver, BSN, RN; Nicole Pereira, BSN, RN; Sean Selby, RN; Sarah Spencer, BSN, RN

How well are we executing against current PIV bundle?

Fiory Haile, BSN, RN; Momina Karki, BSN, RN; Megan Perry-Shifflett, RN; Keyana Rajabi, BSN, RN; Eunice Rhee, BSN, RN; Chanell Richardson, BSN, RN; Isabella Urcia, BSN, RN

Improving communication between staff members on ST9

Taylor Basile, BSN, RN; Emilie Guanzon, BSN, RN; Angelika Vargas, BSN, RN

Improving management of fecal incontinence through unit-based nursing education

Gail Carver, RN; Anna Froelich, BSN, RN; Emily King, BSN, RN; Katherine Liwanag, BSN, RN; Justin McCoin, BSN, RN; Sarah Moyes, BSN, RN

It's all about FOLEY REINSERTION

Genesis Arriola, BSN, RN; Cierra Custer, BSN, RN; Hannah Hartline, BSN, RN; Areeba Kanwal, BSN, RN; Shantel Jackson, BSN, RN; Maria Kim, BSN, RN; Han Nguyen, BSN, RN; Hannah Patel, RN; Heather Roesch, BSN, RN; Isabella Spohn, BSN, RN; Heather Stubbs, BSN, RN; Sara Vigneault, BSN, RN

Minimally invasive surfactant techniques

Hope Boyd, BSN, RN; Anna DeSena, BSN, RN; Frankie O'Neill, BSN, RN; Julie Paschal, BSN, RN; Lucy Pitts, BSN, RN; Sadiya Rahman, BSN, RN; Ada Valle, BSN, RN

Nitrous oxide gas (N₂O): an effective alternative analgesic in active labor

Abigail Crews, BSN, RN; Leah Fritz, BSN, RN; Mary Grady, BSN, RN; Tatiana Granados, BSN, RN; Rebecca Guerra, RN; Kathryn Keating, BSN, RN; Cara Kim, BSN, RN, ELBW; Morgan Shoemaker, BSN, RN; Isabel West, BSN, RN

Reducing delirium with a standard sleep hygiene protocol

JuHee Bong, BSN, RN; Kasey Brill, BSN, RN; Tiffany Medrano, RN; Mayra Mercado, RN; Emily Phan, BSN, RN, SCRNP; Jennifer Roberts, RN; Wayne Yee, MSN, RN, SCRNP, CNL; Peggy Zheng, BSN, RN

Telemetry alarm fatigue

Maegan Mikkelsen, BSN, RN; Shannon Ronzitti, BSN, RN

Using bar code-assisted syringe labeling system to reduce medication errors in the operating room

Tyler Chase, BSN, RN; Alexis Gayon, RN; Amy Park, BSN, RN; Amber Williams, BSN, RN

Why the Foley: ensuring nurses review indications for a urinary catheter every shift

Elena Alexander, BSN, RN; Kyley Heo, BSN, RN; Caroline Melkus, BSN, RN; Claudine Poblete, MSN, RN

Wound care

Mekdes Erkyihun, BSN, RN; Hannah Hamill, BSN, RN; Kimberly Jang, BSN, RN; Jordan Rivers, BSN, RN; Cecilia Arnez Velasco, RN

Cohort 15

Cohort 15 had 84 participants.

Four eyes: dual nurse cosign for skin admission assessment
Jisneidi Davis, BSN, RN; Geraldine Gaviola, BSN, RN; Edgard Gutierrez, BSN, RN; Amy Khong, BSN, RN; Nikky Ononiwu-Jones, BSN, RN; Arajela Quick, RN; Gretta Simons, BSN, RN; Mariah Sweeney, RN

Deescalation of workplace violence

Laura Ferreira, BSN, RN; Moira Kisiday, BSN, RN; Ashley Lawang, BSN, RN; Amna Sial, RN; Albert Wu, BSN, RN

Evidence-based interventions to address workplace violence

Challotte Awasum, BSN, RN; Ayferam Dememew, BSN, RN; Emily Garcia, BSN, RN; Emily Gomez, BSN, RN; Joslyn Haynie, BSN, RN; Beverly Sackey, RN; Faduma Salad, BSN, RN; Sadina Thoeun, RN

Fall TIPS intervention's impact on patient safety

Amy Andrade, BSN, RN; Corinne Carson, BSN, RN; Trang Nguyen-Christensen, BSN, RN; Jessica Satterhwaite, BSN, RN; Teresa Sawyer, RN; Brian Tran, BSN, RN; Jacklyn Wu, BSN, RN; Lin Zhao, BSN, RN, TCRN

Huddle up for patient care

Lisa Cohen, BSN, RN; Elizabeth Delawder, BSN, RN; Elizabeth Douglass, MSN, RN; Jayme Matthews, BSN, RN; Jenna Spedden, BSN, RN

Implementation of visual training aids for decreasing HAPI scores

Caroline Bright, BSN, RN, SCRn; Daniel Campanelli, BSN, RN, CMSRN; Nicole Mallqui, RN; Ahlam Mohamed, BSN, RN; Alyson Perez, BSN, RN; Emma Roberts, BSN, RN; Mikala Shaffer, BSN, RN

Improving RN and clin tech communication

Candace Burke, BSN, RN; Julia Macinnis, RN; Genet Meshesha, RN; Anna Paez, BSN, RN; Katie Shen, BSN, RN; Usha Upreti, RN

Mindfulness practices in reducing nurse burnout

Jordan Jacomo, BSN, RN; Rosa Jang, BSN, RN; Sueyesha KC, BSN, RN; Sarah Kelley, BSN, RN; Ky Nguyen, MSN, RN, CNL; Chimezie Nnoruke-Okafor, BSN, RN; Georgia Stephens, BSN, RN; Katherine Vorder, BSN, RN; Georgia Wilson, BSN, RN; Dami Yim, BSN, RN

The necessity of perineal betadine cleansing

Jennifer Cooper, BSN, RN; Jenna Jordan, RN; Mary Kline, BSN, RN; Jenna McKeown, BSN, RN; Chelsea Pastor, BSN, RN; Megan Rhinehart, BSN, RN; Emma Straub, BSN, RN

Nurse retention in the NICU at Inova Fairfax

Cate Blatchford, BSN, RN; Ashley Kern, BSN, RN; Anna Moore, BSN, RN

Nursing utilization of whiteboards in the prevention of falls

Caitlin Chesebro, RN; Sara King, BSN, RN; Simon Thai, BSN, RN; Dhara Viradia, BSN, RN

Reducing surgical site infections in cesarean section patients
Emily Adams, BSN, RN; Taylor Frost, BSN, RN; R'Nel Ocampo, BSN, RN; Saranya Raja, RN; Olivia Robinson, BSN, RN; Samantha Zelaya, BSN, RN

Sugar Shocker Teaching

Noelle Anderson, BSN, RN; Andrea Collazos, BSN, RN; Kaitlyn Joyce, BSN, RN; Megan Kania, BSN, RN; Katherine Lara, MSN, RN; Graham Reid, BSN, RN, CCRN; Sofya Schumann, BSN, RN

Cohort 16

Cohort 16 had 109 participants.

Different leveling techniques for hemodynamic pressure monitoring

Angeli Mendoza, RN; Maeve Mulvanerty, BSN, RN; Alex Valenti, BSN, RN; Bailey Young, BSN, RN

EBP: improving care for CIWA patients

Maryah Eunice Austria, BSN, RN; Stephanie Balbuena, RN; Jacqueline Cannon, BSN, RN; Gabriella Chirila, BSN, RN; Sara Kelly, RN; Diana Ngo, BSN, RN

First scrub: surgical hand scrub or Avagard?

Dean Bedwell, RN; Alicia Parnell, BSN, RN; Rikki Pepino, BSN, RN; Gina Pi, BSN, RN; Michelle Sismaet, BSN, RN; Emma Weary, BSN, RN; Jess Yoon, BSN, RN

Identifying human trafficking victims in the ER

Makenzie Bailey, BSN, RN; Jessica Huber, BSN, RN; Huong Pham, BSN, RN; Macy Tignor, BSN, RN; Regina Wasilewski, BSN, RN; Evie Woods, BSN, RN

Improving CLABSI bundles

Kim Auguste, BSN, RN; Andrei Blanca, RN; Kimberly Hill, BSN, RN; Angela Manalac, BSN, RN; My Nguyen, BSN, RN; Udaybir Sandhu, RN; Genice Sprosty, RN

Improving the retention rate of nurses with team-building activities that provide purpose and joy

Martisa Cholmondeley, BSN, RN; Alexandra Cordon, BSN, RN, CPN; Courtney Dike, RN; Natalie Dost, BSN, RN; Katherine Mastrota, BSN, RN; Karina Reyes, BSN, RN; Melody Stone, BSN, RN; Tiffany To, BSN, RN; Kylie Wingate, BSN, RN

Ins and outs of intake and output

Sophia Garcia-Zafis, BSN, RN; Annalee Halbert, BSN, RN; Sarah Jane, BSN, RN; Khanh Nguyen, BSN, RN; Crystal Schwind, RN; Samantha Waldman, BSN, RN; Daniel Yang, BSN, RN

Intake and output monitoring for oncology patients

Milagros Quintero, BSN, RN; Jacqueline Salas, BSN, RN

Management of alarm fatigue on cardiac telemetry units

Andrea Arenas, BSN, RN; Lindsay Burbridge, BSN, RN; Lucy Gao, MSN, RN; Erika Kelly, BSN, RN; Anna Lei, BSN, RN; Jessica Nguyen, BSN, RN; Keri Rager, BSN, RN; Lydia Sares, BSN, RN; Hiep Tran, BSN, RN



Inova Schar Heart and Vascular's progressive coronary care unit celebrated another Silver Beacon Award for Excellence from AACN.

Newborn falls on postpartum unit

Bianca Gray, RN; Camila Lopez, BSN, RN; Alena Jones, BSN, RN; Zana Wahdan, RN

NICU: father skin-to-skin

Marian Azar, BSN, RN; Haley Bachinsky, BSN, RN; Mikalea Enos, BSN, RN; Hannah Evans, BSN, RN; Calyn Gonzalez, BSN, RN; Stefany Moreno, BSN, RN

Preventing medical adhesive-related skin injuries in the NICU

Trianna Neal, BSN, RN; Natalie Padilla, BSN, RN; Haley Perciak, BSN, RN; Jady Stumpf, BSN, RN; Samantha Talamante, BSN, RN; Madison Williams, BSN, RN; Alexandra Zitsch, RN

Repositioning ETTs to reduce HAPIs in NSICU

Danya Barrera, BSN, RN; Assiatou Barry, RN; Adam Gold, BSN, RN; Ravneet Grewal, RN; Eunice Han, BSN, RN; Zach Mitchell, RN; Anna Nguyen, BSN, RN; Te'a Winston, BSN, RN

“Safe-passages” the effects of warm compresses, perineal massages and lubricants on perineal tears

Brooke Fernandez, BSN, RN; Jubilee Marsden, BSN, RN; Abena Opoku, BSN, RN; Laura Putnam, BSN, RN; Carla Tenorio Rudea, BSN, RN; Sachaloraine Volcy, BSN, RN

Standardized handoff report

Clarissa Amaya, BSN, RN; Daisy Chavez, RN; Megan Dubuque, BSN, RN; Rachel Hackney, BSN, RN; Trinette Herring, RN; Claire Lee, BSN, RN; Jaine Lee, BSN, RN; Monica Panlilio, BSN, RN; Hazel Scotland, BSN, RN; Rebeckah Vitucci, BSN, RN

Would patient outcomes improve if nurses in the inpatient hospital setting were able to effectively manage stress in real time during their shifts?

Reem Ahmad, BSN, RN; Lainey Bryan, BSN, RN; Susan Misterek, RN; Margaret O'Donnell, BSN, RN; Hermanda Robinson, BSN, RN; Lily-Jean Schlosser, BSN, RN

WSSU communication tools to reduce HAPI rates

Wendy Acosta, RN; Cristin Babin, RN; Judith Kabasele, BSN, RN; Mackenzie O'Reilly, BSN, RN; Rachel Wolfe, BSN, RN

Awards received

Progressive coronary care unit achieves second consecutive Silver Beacon Award for Excellence

On Oct. 17, 2022, Inova Schar Heart and Vascular's progressive coronary care unit celebrated another Silver Beacon Award for Excellence from the American Association of Critical-Care Nurses (AACN). They were recognized by Inova's senior leaders and Inova Schar Heart and Vascular leaders. The previous three-year designation was awarded in 2019.



Inova Fairfax Medical Campus's NPT-10 medicine A nursing team was presented with the prestigious PRISM Award.

NPT-10 medicine A receives PRISM® Award

On Thursday, Nov. 17, 2022, Inova Fairfax Medical Campus's NPT-10 medicine A nursing team was presented with the prestigious PRISM Award, which is cosponsored by the Academy of Medical-Surgical Nurses and the Medical-Surgical Nursing Certification Board. NPT-10 was one of only four nursing units across Northern Virginia to receive this award.

PRISM, which stands for "Premier Recognition In the Specialty of Med-surg," recognizes exceptional practice of medical-surgical units in the areas of: effective leadership, recruitment and retention of nurses, EBP, positive patient outcomes, healthy practice environment, and lifelong learning of unit staff members.

Inova Fairfax Medical Campus's Medicine A unit received high marks in all categories including a perfect score in healthy practice environment, signifying exemplary outcomes in fall reduction, resolution of conflict and leadership communication.

Presentations

Mary Ann Brooks, MSN, RN, WOCN, and Judie Tulowitzky, BSN, RN, CWOCN

Pyoderma Gangrenosum-A mystery diagnosis. [Poster]
Mid-Atlantic Region WOCN Conference, Dulles, VA, Sept. 16, 2022

Enkhjargal Gendenjamts, BSN, MHA, RN, CMSRN

Nursing in a changing world. [Podium]
6th International Online Conference (organized Darkhan-Uul Medical school of Mongolia and KhonKaen, University of Thailand), virtual, May 12, 2022

Enkhjargal Gendenjamts, BSN, MHA, RN, CMSRN

Keynote speaker: Workplace violence in nursing [Podium]
The International Medical Science Hybrid Conference,
Dornogobi Medical School, Mongolia, virtual, Sept. 23, 2022

Caitlin McIntosh, BSN, RN

The effect of blue light on maternal health and pregnancy:
glucose metabolism [Poster]
UIC Undergraduate Research Forum, Chicago IL, April 6, 2022

Claire Morrison, BSN, RN, RNC-MNN, and Hartley Wenger, MS, RN, CNS, CCRN, CCNS

Zooming to zero Harm: helping nurse residents connect harm prevention strategies to outcomes [Podium]

2022 Vizient/AACN Nurse Residency Program Conference, Tampa, FL, May 3, 2022

Brenda Sanya, MSN, RN, CPAN

Role of personality traits and resilience on retention among perianesthesia nurses in urban and rural areas [Poster]

2022 MNRS 46th Annual Research Conference, Chicago, IL, March 30 – April 2, 2022

Jennifer Drake, DNP, RN, NPD-BC, ONC, Caritas Coach/Leader; Theresa Davis, PhD, RN, NE-BC, FAAN, AVP; Bernice Mowery, PhD, RN; Mary Ann Friesen, PhD, RN, CPHQ; Carol Swamidoss Douglas, PhD, MPH, RNC

Creating a nursing study team within a large healthcare system to conduct Caring Science research [Podium] [Poster]

33rd International Nursing Research Congress, Edinburgh, Scotland, July 29, 2022

Carol Swamidoss Douglas, PhD, MPH, RNC-MNN

Understanding nurses' experiences of leadership caring: a directed content analysis [Poster]

American Nurses Credentialing Center (ANCC) MAGNET / Pathways National Conference, Philadelphia, PA, Oct. 12, 2022.

Fadia Feghali, MSN, RN, MS, NE-BC; Sara G. Mulhern, BSN, RN, CMSRN; Noah Kane, RN, CCRN; Katherine Brown, BSN, RN, SCRn

Harness nursing expertise and voice through the service line model engagement [Poster]

AONL Professional Governance Conference, Baltimore, MD, June 23 – 24, 2022

Theresa Davis, PhD, RN, NE-BC, FAAN; Maureen E. Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC; Jennifer Drake, DNP, RN, NPD-BC, ONC, Caritas Coach/Leader; Anne-Marie O'Brien, PhD, RN, WHNP-BC; Bernice Mowery, PhD, RN; Amanda J. Golino, MSN, RN, CCRN, CCNS, RN-BC, TCRN; Dana Lowry, BSN, RN; Sarah Naputi, MSN-NI, RN, MEDSURG-BC, CRRN; Carla Parker, MSN, RN; Carol Swamidoss Douglas, PhD, MPH, RNC; Donna Thomas, MSN, RN; Liliana Suchicital, BSN, RN, CBN, CHTP; Mary Ann Friesen, PhD, RN, CPHQ

Caritas: nurses' perceptions of caring in a large healthcare system [Poster]

Sigma Theta Tau: Creating Healthy Work Environments, Washington, DC, March 21 – 26, 2022

Sigma Theta Tau: Creating Healthy Work Environments, virtual, March 31 – April 11, 2022

Publications

Enkhjargal Gendenjamts, BSN, MHA, RN, CMSRN

Tsobadrakh, B., Yanjmaa, E., Badamdaorj, O., Choijiljav, D., Gendenjamts, E., Ayush, O., Pojin, O., Davaakhuu, B., Sukhbat, T., Dovdon, B., Davaasuren, O., & Stark, A. (2022). Frontline Mongolian healthcare professionals and adverse mental health conditions during the peak of COVID-19 pandemic *Frontiers in Psychology Sec. Health Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.800809>

Frank Somoano, MSN, RN, PCCN, CMC

Patch, M., Anderson, J. C., Alexander, K. A., Somoano, F.A., Kelen, G., Holbrook, D. S., & Campbell, J. C. (2022).

Didn't put a label on it: examining intimate partner strangulation within a diagnostic framework. *Journal of Advanced Nursing*. <https://doi.org/10.1111/jan.15380>

Alicia N Young, BSN, RN, CHFNP

Young, Alicia N. (2022). A day in the life of a heart failure nurse navigator. *The Connection; The Official Newsletter of the American Association of Heart Failure Nurses*, 172, 9. aahfn.org

New degrees

Bachelor of Science in Nursing

Anusuya Adhikari, BSN, RN, SCRN
Olivia Afshari, BSN, RN
Jenifer Aguilar, BSN, RN
Challotte Awasum, BSN, RN
Ashley Bates, BSN, RN
Emily Cunningham, BSN, RN
Irene Dankyi, BSN, RN
Tahiratou Diallo, BSN, RN
Christa Dinh, BSN, RN
Humu Dumbuya, BSN, RN
Jennifer Fabian, BSN, RN, CCRP
Rana Falahatpour, BSN, RN
Seedy Faye, BSN, RN
Spencer Fielding, BSN, RN
Jessica Flores Fiorello, BSN, RN
Sherryann Frith-Aulder, BSN, RN
Marley Garner, BSN, RN
John George, BSN, RN
Heather Ghimire, BSN, RN
Jasmine Gillion, BSN, RN
Daniela Montero Gonzalez, BSN, RN
Brittanie Griffin, BSN, RN
Joslyn Haynie, BSN, RN
Eunyoung Heo, BSN, RN
Beverly Hetrick, BSN, RN
Maritsa Hofherr, BSN, RN
Naazanina Janbaz, BSN, RN
Miranda Jarvis, BSN, RN, MEDSURG-BC
Jessica Kelly, BSN, RN
Roma Kunwar, BSN, RN
Rachel Leppert, BSN, RN, OCN, BMTCN
Lisa Maroney, BSN, RN
Kristian Mendoza, BSN, RN
Aynalem Metafaria, BSN, RN
Samantha Mills, BSN, RN
Amy Moore, BSN, RN
Samantha Morris, BSN, RN
Rebecca Moser, BSN, RN
Theresa Nash, BSN, RN
Rebecka Navarro, BSN, RN
Trianna Neal, BSN, RN
Diep Phan, BSN, RN
Elizabeth Phillips, BSN, RN
Elianna Puerto, BSN, RN

Emma Ramirez, BSN, RN
Jass Reformina, BSN, RN
Emily Reynolds, BSN, RN
Chantel Richardson, BSN, RN
Ana Rodriguez, BSN, RN
Shannon Ronzitti, BSN, RN
Jacqueline Salas, BSN, RN
Melon Semma, BSN, RN
Stefan Sigwalt, BSN, RN
Naomi Sirak, BSN, RN
Enma Suarez, BSN, RN
Lauren Taylor, BSN, RN
Chris Trevino, BSN, RN
Shaunda Trimner, BSN, RN
Carissa Van Roe, BSN, RN
Cecilia Arnez Velasco, BSN, RN
Nicole Villagomez, BSN, RN
Yuseli Villarroel Navia, BSN, RN
Alexandra Wagner, BSN, RN, MEDSURG-BC
Nicole Wallenstrom, BSN, RN
Jessie Williams, BSN, RN
Moirra Winston, BSN, RN
Bailey Young, BSN, RN

Master of Science in Nursing

Rachel Bieligm, MSN, RN, C-EFM, FNP-BC
Jocelyn Bousquet, MSN, RN, RNC-MNN
Denise Bragais, MSN, RN
Julie Childs, MSN, RN, C-EFM
Jeanne Chutuape, MSN, RN, PMHNP-BC, PMH-BC
Kyle Credle, MSN, RN
Leigh Crooks, MSN, NP, CEN
Silvia D'costa, MSN, RN, CNOR
Kelly Dobies, MSN, RN, FNP-BC, CMSRN
Kelly Gooch, MSN, RN, TCRN
Alma Harizi, MSN, RN, PCCN
Kris Hematti, MSN, RN, RNC-MNN
Dianna Hovmiller, MSN, RN, RNC-OB
Young Min, MSN, RN, PCCN
Jennifer Muncy, MSN, RN, CPAN

Tithyda Pal, MSN, RN
Jennifer Parker, MSN, RN, CNOR
Joyce Patel, MSN, RN, PCCN
Katelyn Porter, MSN, RN, FNP-BC, RNC-NIC
Hope Poulakos, MSN, RN
Rubina Prajapati, MSN, RN
Serena Schantz, MSN, RN, MEDSURG-BC, FNP-BC
Janet Stopa, MSN, RN
Allison Svites, MSN, RN, CEN, TCRN
Ariel West, MSN, RN, C-EFM

Doctorate of Nursing Practice

Michelle Enyinnaya, DNP, RN, NP-C

New certifications

Acute critical care knowledge professional (adult)

Emma Davis, BSN, RN, CCRN-K
Kimberly Hicks, BSN, RN, CCRN-K
Brett Newman, BSN, RN, CCRN-K

Bone marrow transplant certified nurse

Rachel Leppert, BSN, RN, OCN, BMTCN

Cardiac medicine (subspecialty) certification

Frederick Pangan, MSN, RN, CCRN, CMC
Alyssa Renner, BSN, RN, PPCN, CMC

Cardiac surgery (subspecialty) certification

Ashley Chioda, BSN, RN, CCRN-K, CSC
Lucie White, BSN, RN, CCRN, CSC

Cardiac vascular nursing

Shahla Dadkhah, BSN, RN, CV-BC
Melissa Kapfer, BSN, RN, CMC, CCRN-K, CV-BC

Certified ambulatory perianesthesia nurse

Aleece Azero, BSN, RN, CAPA
Brenda Boccolucci, BSN, RN, CAPA
Virginia Bunch, BSN, RN, CV-BC, CAPA
Arlene Edejer, BSN, RN, CAPA
Joo Kim, BSN, RN, CAPA
Miroslava Lane, BSN, RN, CAPA
Michelle McGuinness, BSN, RN, CAPA
Ida Marie Meizanis, MSN, RN, CAPA
Michelle Merkel, MSN, RN, CAPA
Sarah Pearson, BSN, RN, CAPA
Haregewein Sirak, BSN, RN, CAPA
Amy Smith, BSN, RN, CAPA
Jenna Tomajko, BSN, RN, GERO-BC, CAPA
Stephanie Wright, BSN, RN, CAPA

Certified breast care nurse

Laura Gunnarson, BSN, RN, CBCN

Certified case manager

Monica Toms, BSN, RN, CCM

Certified correctional health professional

Radhika Khadka Chhetri, BSN, RN, CMSRN, CHPN, CCHP

Certified emergency nurse

Maria Eloisa Babiera, BSN, RN, CEN
Alexa Chavera, BSN, RN, CEN
Chelsea Grady, MSN, RN, CEN
Callie Headley, BSN, RN, CEN
Danica Hearn, BSN, RN, CEN
Philip Kmack, BSN, RN, CEN
Cameron Sands, BSN, RN, NREMT, CEN
Bethany Seiler, BSN, RN, CEN

Certified forensic nurse

Kathleen Marcinek, BSN, RN, SANE-A, SANE-P, CFN
Barbara Myers, BSN, RN, CFN

Certified hospice and palliative nurse

Radhika Khadka Chhetri, BSN, RN, CMSRN, CHPN, CCHP

Certified medical-surgical registered nurse

Rabiatu Bangura, BSN, RN, CMSRN
Edwina Danso, BSN, RN, CMSRN
Jane Lee, BSN, RN, CMSRN

Certified nurse operating room

Michele Adetona, BSN, RN, CNOR
Megan Bacus, BSN, RN, CNOR
Reynald Ryan Bautista, BSN, RN, CNOR
Montoya Blenman, BSN, RN, CNOR
Robert Christian, BSN, RN, CNOR
Shana Clarke-Jones, BSN, RN, CNOR
Brittany Coffman, BSN, RN, CNOR
Silvia D'costa, MSN, RN, CNOR
Carmen Hsu, BSN, RN, CNOR
Cindy Manlan, BSN, RN, CNOR
Christa Nuno, BSN, RN, CNOR
Michelle Perdew, BSN, RN, CCRN, CNOR
Lindsay Robie, BSN, RN, CNOR
Farah Saadeh, BSN, RN, CNOR
Gabrielle Marie Sanchez, BSN, RN, CNOR
Kathryn Schmidt, BSN, RN, CNOR
Erin Yeargin, BSN, RN, CNOR
Rogelio Anor, BSN, RN, CNOR

Certified pediatric hematology oncology nurse

Katie Healy, BSN, RN, CPN, CPHON
Jihye Hur, BSN, RN, CPN, CPHON
Sarah Kaczor, BSN, RN, CPN, CPHON
Christine Luu, BSN, RN, CPN, CPHON
Kelly McDonald, BSN, RN, CPHON
Sarah Wilber, BSN, RN, CPN, CPHON

Certified pediatric nurse

Alessandra Caminiti, BSN, RN, CPN
Alexandra Cordom, BSN, RN, CPN
Julie Dubuc, BSN, RN, CPN
Angel Frances Feria, BSN, RN, CPN
Katie Kostka, BSN, RN, CPN
Ashley Lee, BSN, RN, CPN
Meghan Lucci, BSN, RN, CPN
Aliya Sahadi, BSN, RN, CPN
Courtney Scott, BSN, RN, CPN
Carolyn Seltzer, BSN, RN, CPN
Emily Knox, BSN, RN, RNC-MNN, C-EFM, RNC-OB, CPN

Certified postanesthesia nurse

Anne Gerosimo, BSN, RN, CPAN
Erin Sever, BSN, RN, CPAN
Tenisha Simmonds, BSN, RN, CPAN
Ashley Tufano, BSN, RN, MEDSURG-BC, CPAN

Certified professional in healthcare quality

Jamie Sansone, MSN, RN, CPHQ

Certified registered nurse first assistant

Brett Emmerson, BSN, RN, CNOR, CRNFA

Certified wound care nurse

Elisa Marable, BSN, RN, CMSRN, CWCN

Clinical nurse leader

Ky N. Nguyen, MSN, RN, CNL
Julie Ortega, MSN, RN, CNL

Critical care registered nurse

Marianne Giselle Acacio, BSN, RN, CCRN

Christine Banfield, BSN, RN, SANE, CCRN

Rachel Behne, BSN, RN, CCRN

Samantha Bellows, BSN, RN, CCRN

Eric Cooley, BSN, RN, CEN, CCRN

Kayleigh Fitzpatrick, BSN, RN, CCRN
Patricia Green, BSN, RN, MEDSURG-BC, GERO-BC, PMGT-BC, CMSRN, CV-BC, CCRN

Noah Kane, RN, CCRN

Maria Kasotakis, RN, CCRN

Amber Kelly, BSN, RN, CCRN

Kaitlin Kraus, BSN, RN, CNOR, CCRN

Jincheol Lee, BSN, RN, CCRN

Shamal Lord, BSN, RN, PPCN, CCRN

Anthony Meyer, BSN, RN, CCRN

Avian Nuckolls, BSN, RN, CCRN

Anna Pak, BSN, RN, CCRN

Misty Panas, BSN, RN, CEN, CCRN

Matthew Pavlecka, BSN, RN, CCRN

Meagan Petersen, BSN, RN, CCRN

Tai Phan, BSN, RN, CEN, TCRN, CCRN

Adriana Szaboova, BSN, RN, CCRN

Paige Thibodeaux, BSN, RN, CCRN

Gardner Valenzuela, BSN, RN, CCRN

Taylor Armstrong, BSN, RN, CCRN

Critical care registered nurse with cardiac medicine subspecialty

Yujia Sun, BSN, RN, CCRN-CMC

Critical care registered nurse with cardiac surgery subspecialty

Jessica Schneider, BSN, RN, CCRN, CCRN-CSC

Electronic fetal monitoring

Brandi Canady, BSN, RN, ELBW, C-EFM

Kathrine Drake, BSN, RN, C-EFM

Caitlin Groves, BSN, RN, C-EFM

Elizabeth Jessop, BSN, RN, C-EFM

Meghan Kelly, BSN, RN, C-EFM

Jessica Lawrence, BSN, RN, RNC-OB, C-EFM

Stephanie Leary, BSN, RN, C-EFM

Julie Leavitt, BSN, RN, C-EFM

Hee Jung Lee Park, BSN, RN, C-EFM

Samira Mortazavi, BSN, RN, C-EFM

Shadi Noveiri, BSN, RN, C-EFM

Tolulase Onifade, BSN, RN, C-EFM

Naya Patel, BSN, RN, C-EFM

Margaret Rankin, BSN, RN, C-EFM

Alexandra Wilson, BSN, RN, C-EFM

Care of the extremely low birth weight neonate subspecialty certification

Molly Adams, BSN, RN, CCRN, ELBW

Jennifer Antonelos, BSN, RN, RNC-NIC, ELBW

Caitlin Campbell, BSN, RN, ELBW

Brandi Canady, BSN, RN, C-EFM, ELBW

Amanda Gatian, BSN, RN, ELBW

Keara Hoonan, BSN, RN, RNC-NIC, ELBW

Julie Kamp, BSN, RN, RNC-NIC, ELBW

Brooke McCoy, BSN, RN, ELBW

Casey McMunn, BSN, RN, ELBW

Katrina Schmude, BSN, RN, ELBW

Hannah Walker, BSN, RN, RNC-NIC, ELBW

Lisa Whitcomb, BSN, RN, RNC-NIC, C-NPT, ELBW

Family nurse practitioner

Michelle Enyinnaya, DNP, RN, NP-C

Sunyana Sharma, MSN, RN, NP-C

Family nurse practitioner – board certified

Rachel Bieligk, MSN, RN, C-EFM, FNP-BC

Kelly Dobies, MSN, RN, CMSRN, FNP-BC

Desiree Labor, MSN, RN, CPN, PMH-BC, FNP-BC

Katelyn Porter, MSN, RN, RNC-NIC, FNP-BC

Serena Schantz, MSN, RN, MEDSURG-BC, FNP-BC

Gerontological nurse – board certified

Jessie Delgado, BSN, RN, GERO-BC

Ashley Forbes, BSN, RN, GERO-BC

Jennifer McKee, BSN, RN, PCCN, GERO-BC

Corazon Solano, BSN, RN, GERO-BC

Cuiyun Yu, MSN, RN, PCCN, GERO-BC

Inpatient antepartum nurse

Lynn Heun, BSN, RN, C-EFM, RNC-IAP

Ning Zhang, BSN, RN, C-EFM, RNC-OB, RNC-IAP

Minshan Coudert, BSN, RN, RNC-OB, RNC-IAP

Inpatient obstetric nursing

Minshan Coudert, BSN, RN, RNC-IAP, RNC-OB

Alicia Dola, BSN, RN, RNC-OB

Emily Knox, BSN, RN, RNC-MNN, C-EFM, CPN, RNC-OB

Allysun Manuel, BSN, RN, C-EFM, RNC-OB

Sydney Marks, BSN, RN, C-EFM, RNC-OB

Shannon Monroe, BSN, RN, RNC-OB

International board certified lactation consultant

Kimberly Williams, BSN, RN, RNC-MNN, IBCLC

Laurahope Schmid, BSN, RN, RNC-MNN, IBCLC

Maternal newborn nursing

Angelica Claire Ante, BSN, RN, RNC-MNN

Rahamat Ayewa, BSN, RN, RNC-MNN

Anna Dodson, BSN, RN, RNC-MNN

Hawa Ehsan, BSN, RN, RNC-MNN

Erica Trisha Frey, BSN, RN, RNC-MNN

Jessica McDonnell, BSN, RN, RNC-MNN

Bessie Miller, BSN, RN, RNC-MNN

Julia Schwartz, BSN, RN, RNC-MNN

Carina Winston, BSN, RN, RNC-MNN

Medical-surgical nurse – board certified

Mahlet Ashagre, BSN, RN, MEDSURG-BC
Virginia Femia, BSN, RN, MEDSURG-BC
Abigail Hene, BSN, RN, MEDSURG-BC
Jon Herranen, BSN, RN, MEDSURG-BC
Yueyue Joyner, BSN, RN, MEDSURG-BC
Julia Lisbeth, BSN, RN, MEDSURG-BC
Annamaria Masteller, BSN, RN, MEDSURG-BC
Julia Ojeda, BSN, RN, MEDSURG-BC
Maria Shapiro, BSN, RN, MEDSURG-BC
Helen Wu, BSN, RN, MEDSURG-BC

Neonatal intensive care nursing

Kennedy Folse, BSN, RN, RNC-NIC
Margaret French, BSN, RN, ELBW, RNC-NIC
Jacqueline Haley, RN, RNC-NIC
Rachel Hilbourne, BSN, RN, RNC-NIC
Kirsten Jeschke, BSN, RN, RNC-NIC
Jennifer Marlow, BSN, RN, RNC-NIC
Samantha Ross, BSN, RN, RNC-NIC
Erica Sams, BSN, RN, C-EFM, RNC-NIC
Roberta Schalles, BSN, RN, RNC-NIC
Melissa Schmitz, BSN, RN, RNC-NIC
Karoon Srichuchart, BSN, RN, RNC-NIC
Maria Werbeck, BSN, RN, RNC-NIC
Elizabeth Wilken, BSN, RN, RNC-NIC
Katherine Wolfgang, BSN, RN, RNC-NIC

Nursing professional development – board certified

Francine Dehaan, MSN, RN, CCRN-K, NPD-BC

Oncology certified nurse

Denise Garvin, BSN, RN, OCN
Bethany Kyle, BSN, RN, OCN

Rachel Leppert, BSN, RN, BMTCN, OCN

Ali Rambo, BSN, RN, OCN
Evelyn Stinger, BSN, RN, OCN
Megan Thibeau, BSN, RN, OCN
Marcia Waldron, BSN, RN, OCN
Ashley Wilson, BSN, RN, OCN

Pediatric nurse – board certified

Joshua Taylor, BSN, RN, PED-BC

Progressive care certified nurse

Samantha Albrecht, BSN, RN, PCCN
Elizabeth Augst, BSN, RN, PCCN
Matthew Bailey, BSN, RN, PCCN
Emma Carroll, BSN, RN, PCCN
Deanna Di Silvio, BSN, RN, PCCN
Rosal Jasmine Ebba, BSN, RN, PCCN
Max Garcia, BSN, RN, PCCN
Rachel Glascock, BSN, RN, PCCN
Reneta Medina, BSN, RN, PCCN
Gabrielle Melton, BSN, RN, PCCN
Dan Nguyen, BSN, RN, PCCN
Kemberly Pineda, BSN, RN, PCCN
Amanda Powers, BSN, RN, PCCN
Meghan Preston, BSN, RN, PCCN
Frank Somoano, MSN, RN, CMC, PCCN
Caroline Tiu, BSN, RN, PCCN

Progressive care certified nurse with cardiac medicine subspecialty

Rayna Sprouse, BSN, RN, PCCN-CMC

Psychiatric – mental health nursing – board certified

Ariel Ferguson, BSN, RN, PMH-BC
Chung Hee Kang, BSN, RN, PMH-BC
Emily Lorman, BSN, RN, PMH-BC
Jacqueline Ross, BSN, RN, CARN, PMH-BC
Maureen Santos, BSN, RN, PMH-BC
Ashraf Sefain, BSN, RN, PMH-BC
Marisa Soto, RN, PMH-BC
Alan Tayaa, BSN, RN, PMH-BC
Jessica Thurston, BSN, RN, PMH-BC
James Winlack, BSN, RN, PMH-BC

Sexual assault nurse examiner – adult

Monika Lemke, MSN, RN, SANE-A

Stroke certified registered nurse

Megan Arends, BSN, RN, SCRN
Caroline Bright, BSN, RN, SCRN
Katherine Brown, BSN, RN, SCRN
Mary Camarca, BSN, RN, SCRN
Nofa Elias, BSN, RN, SCRN
Amiel Emerson, BSN, RN, SCRN
Carlos Estrella, BSN, RN, SCRN
Marissa Foster, BSN, RN, SCRN
Kara Murphy, BSN, RN, SCRN
Mariana Parada, BSN, RN, SCRN
Emily Phan, BSN, RN, SCRN
Katrina Seaver, BSN, RN, MEDSURG-BC, SCRN
Carlyn Snoddy, BSN, RN, SCRN
Jacqueline Wavelet, MSN, RN, CNE, SCRN
Danielle Williams, BSN, RN, SCRN
Wayne Yee, MSN, RN, CNL, SCRN
Brenda Zavala, BSN, RN, SCRN

Trauma certified registered nurse

Lauren Benz, BSN, RN, TCRN
Maria Castano, BSN, RN, CEN, TCRN
Michaela Delcambre, BSN, RN, TCRN
Stephanie Koehle, BSN, RN, TCRN
Lauren Lake, BSN, RN, CCRN, TCRN
Sara Mihajlov, BSN, RN, TCRN
Kainat Shah, RN, TCRN
Laura Taggart, RN, TCRN
Tiffany Wilson, BSN, RN, TCRN
Lin Zhao, BSN, RN, TCRN

Scholarship awards

Bunmi Akerele, RN – Inova Nursing Excellence Scholarship
Rebecca Babb, MSN, RN, CPNP, CPHON – Irene Pierce Scholarship
Anja Frazier, BSN, RN, CPN – Inova Nursing Excellence Scholarship
Ashley Frese, MSN, RN, ANP-BC – Inova Nursing Excellence Scholarship
Priscilla Kim, BSN, RN, RNC-NIC – Inova Nursing Excellence Scholarship
Molly Laduch, BSN, RN, CAPA – Inova Nursing Excellence Scholarship
Iman Lee, BSN, RN – Inova Nursing Excellence Scholarship
Neva McCague, BSN, RN, CMSRN – Inova Nursing Excellence Scholarship
Sharmaine McCoy, MSN, RN, ACNP-BC – Inova Nursing Excellence Scholarship
Amanda Meny, BSN, RN, CPHON, CPN – Irene Pierce Scholarship
Ayana Mitchell, BSN, RN – Inova Nursing Excellence Scholarship
Marissa Moncayo, BSN, RN, CCRN – Inova Nursing Excellence Scholarship
Brittini Penn, RN – Inova Nursing Excellence Scholarship
Melissa Piazza, BSN, RN, RNC-OB, C-EFM – Inova Nursing Excellence Scholarship
Patricia Ridge, BSN, RN, CMSRN – Inova Nursing Excellence Scholarship
Ramya Sampath, MSN, RN – Inova Nursing Excellence Scholarship
Ashraf Sefain, BSN, RN, PMH-BC – 2022 Gail L. Ahrendts, RN, Excellence in Nursing Scholarship
Rebecca Strizzi, RN, CPN – Pajot Inova Schar Cancer Scholarship
Anna Tomkiewicz, BSN, RN, CAPA – Inova Nursing Excellence Scholarship
Diana Torrez, BSN, RN – Inova Nursing Excellence Scholarship
Ruth Velasquez, BSN, RN, CCRN – Inova Nursing Excellence Scholarship
Lisa Vo, BSN, RN – Inova Nursing Excellence Scholarship
Holly Wirth, MSN, RN, NE-BC, SCR N – Inova Nursing Excellence Scholarship

New ADVANCE

Registered Nurse 3

Anusuya Adhikari, BSN, RN, SCR N
Reynald Ryan Bautista, BSN, RN, CNOR
Jeanette Beloy, BSN, RN, CAPA
Alessandra Caminiti, BSN, RN, CPN
Emma Carroll, BSN, RN, PCCN
Carolina Diez, BSN, RN, CNOR
Mallory Donnelly, BSN, RN, RNC-NIC
Zineb Farhat, BSN, RN, C-EFM
Angel Feria, BSN, RN, CPN
Amanda Gatian, BSN, RN, C-ELBW
Jordan Grosskopf, BSN, RN, RNC-NIC
Danielle Guirgis, BSN, RN, C-ELBW
Miranda Jarvis, BSN, RN, MEDSURG-BC
Eden Kahsay, BSN, RN, CAPA
Noah Kane, RN, CCRN
Ria Paula Ledesma, BSN, RN, CCRN
Ashley Lee, BSN, RN, CPN
Tessagale Leith, BSN, RN, CCRN
Hope McKoy, BSN, RN, NP-BC, CAPA
Bessie Miller, BSN, RN, RNC-MNN
Alyssa Mulcahy, BSN, RN, CNOR
Terri Pai, MSN, RN, CCRN, NP-BC, CSC
Kathryn Roman, BSN, RN, CCRN
Lauren Saunders, BSN, RN, PCCN
Katrina Schmude, BSN, RN, C-ELBW
Frank Somoano, MSN, RN, PCCN, CMC
Clea Stoner, BSN, RN, CMSRN
Antoinette Trang, MSN, RN, SCR N, RNBC

Registered Nurse 4

Luwam Amare, BSN, RN, RNC-MNN
Tiffany Anomaly, BSN, RN, IBCLC, RNC-MNN
Angelica Ante, BSN, RN, MNN
Megan Arends, BSN, RN, SCR N
Katherine Asamoah, BSN, RN, CCRN-K
Elizabeth Augst, BSN, RN, PCCN
Rahamat Ayewa, BSN, RN, RNC-MNN
Maria Eloisa Babiera, BSN, RN, CEN
Megan Bacus, BSN, RN, CNOR
Jerrilyn Balmes, BSN, RN, SCR N
Christine Banfield, BSN, RN, CCRN, SANE

Lauren Benz, BSN, RN, TCRN
Brianna Biada, BSN, RN, CPAN
Madeline Black, BSN, RN, RNC-NIC
Lauren Blair, BSN, RN, CCRN
Mary Ann Brooks, MSN, RN, CWOCN
Kimberly Buckles, BSN, RN, RNC-NIC
Courtney Burrier, MSN, RN, CEN
AnnaMarie Carmalingo, BSN, RN, PCCN
Marguerite Cerand, BSN, RN, IBCLC
Jessica Chan, BSN, RN, CEN
Ashley Chioda, BSN, RN, CCRN, CSC
Shana Clarke-Jones, BSN, RN, CNOR
Brittany Coffman, BSN, RN, CNOR
Lauren Curaca Malito, BSN, RN, SCR N
Edwina Danso, BSN, RN, CMSRN
Melinda Del Rosario, BSN, RN, CNOR
Michelle Depasquale, BSN, RN, CEN
Kelly Dobies, MSN, RN, CMSRN, FNP-BC
Anna Dodson, BSN, RN, RNC-MNN
Marissa Foster, BSN, RN, SCR N
Margaret French, BSN, RN, RNC-NIC, C-ELBW
Katherine Frias, BSN, RN, CNOR
Max Garcia, BSN, RN, PCCN
Brad Garmon, MSN, RN, CCRN, CNL
Denise Garvin, BSN, RN, OCN
Colleen Gilmore, BSN, RN, CPAN
Matthew Golbitz, BSN, RN, CCRN
Julia Golojuch, BSN, RN, CNOR
Tsering Gonsar, BSN, RN, CAPA
Aree Grabow, BSN, RN, CV-BC
Caitlin Groves, BSN, RN, C-EFM
Stacey Gwynn, BSN, RN, CPAN
Hawa Ehsan, BSN, RN, RNC-MNN
Callie Headley, BSN, RN, CEN
Danica Hearn, BSN, RN, CEN
Lynn Heun, BSN, RN, RNC-IAP, C-EFM
Melanie Hoeve, BSN, RN, CCRN, TCRN
Kelly Hughes, BSN, RN, CMSRN
Jihye Hur, BSN, RN, CPN, CPHON
Megan Iaconelli, BSN, RN, CPN
Anastacia Jacobsen, BSN, RN, CAPA
Marlette Jones, BSN, RN, SCR N
Julie Kamp, BSN, RN, RNC-NIC, C-ELBW

Melissa Kapfer, BSN, RN, CCRN, CMC, CVBC
 Meghan Kelly, BSN, RN, C-EFM
 Sidney Kilbride, BSN, RN, MEDSURG-BC
 Joo Kim, BSN, RN, CAPA
 Lauren Lake, BSN, RN, CCRN, TCRN
 Miroslava Lane, BSN, RN, CAPA
 Danielle Lanning, BSN, RN, C-EFM
 Suzanne Laws, BSN, RN, PCCN
 Sarah Lemaster, BSN, RN, CPEN
 Cindy Manlan, BSN, RN, CNOR
 AnnaMaria Masteller, BSN, RN, MEDSURG-BC
 Sarah Mauck, BSN, RN, CPAN
 Amanda McGee, BSN, RN, CWOCN
 Kevin Medina, BSN, RN, PCCN
 Gabrielle Melton, BSN, RN, PCCN
 Kaitlyn Mildner, BSN, RN, PCEN, TCRN
 Sarah Mudre, BSN, RN, SCR
 Bonnie Nelson, BSN, RN, CNOR
 Jessica Nguyen, MSN, RN, CNL, PCCN
 Amy O'Connor, BSN, RN, CPN

Naya Patel, BSN, RN, C-EFM
 MaryAnn Patricio, BSN, RN, CNOR
 Bethany Pepper, BSN, RN, IBCLC
 Meagan Petersen, BSN, RN, CCRN
 Allison Pickett, BSN, RN, CMSRN
 Meghan Preston, BSN, RN, PCCN
 Margaret Rankin, BSN, RN, C-EFM
 Ivy Reformina, BSN, RN, PCCN
 Patricia Ridge, BSN, RN, CMSRN, CEN
 Whitney Rose, BSN, RN, RNC-MNN
 Farah Saadeh, BSN, RN, CNOR
 Aliya Sahadi, BSN, RN, CPN
 Gabrielle Marie Sanchez, BSN, RN, CNOR
 Brenda Sanya, MSN, RN, CPAN
 Serena Schantz, MSN, RN, MEDSURG-BC, FNP-BC
 Kimberly Schroeder, BSN, RN, RNC-NIC
 Julia Schwartz, BSN, RN, RNC-MNN
 Colleen Shermeyer, BSN, RN, RNC-NIC
 Sarah Siegel, BSN, RN, TCRN
 Tenesha Simmonds, BSN, RN, CPAN
 Lindsay Smith, BSN, RN, PCCN
 Frank Somoano, MSN, RN, PCCN, CMC
 June Souaya, BSN, RN, MEDSURG-BC
 Molly Stauffer, BSN, RN, CMSRN
 Megan Stewart, BSN, RN, CCRN
 Shannon Strouse, BSN, RN, CCRN
 Allison Tallungan, BSN, RN, OCN
 Elizabeth Turcott, BSN, RN, CPN, CPHON
 Ruth Velasquez, BSN, RN, CCRN
 Shae Warren, BSN, RN, CNOR
 Maria Werbeck, BSN, RN, RNC-NIC
 Rebecca Whitacre, BSN, RN, CPN
 Lucie White, BSN, RN, CCRN, CSC
 Tiffany Wilson, BSN, RN, TCRN
 Ashley Wilson, BSN, RN, OCN
 Randi Wilson, BSN, RN, IBCLC
 Janelle Wu, BSN, RN, CAPA
 Maite Zurita, BSN, RN, CMSRN

Professional organizations activities

Mary Ann Brooks, MSN, RN, CWOCN – Mid-Atlantic Region of the Wound, Ostomy and Continence Nurses Society, Conference Chair, organized yearly regional conference, on board of directors

Carol Swamidoss Douglas, PhD, MPH, RNC-MNN – member of Association of Women's Health Neonatal Nurses, American Nurses, American Nurses Association (ANA), Virginia State Commission on Nursing Practice, Virginia State Magnet Research work group, and Association of Nursing Professional Development (ANPD), assisted with developing research and EBP website

Rubina Prajapati, MSN, RN – Society of American Nepalese Nurses, assisted in fundraising and supporting free community health clinic

Jacqueline Tibbetts, DNP, RN, CPAN – International Collaboration of PeriAnaesthesia Nurses, Treasurer, on board of directors

Marlena G. Villar, BSN, RN, PCCN – AACN, promoted the AACN as an ambassador, disseminated promotional and educational information for Certified Nurses Day

Serina Zorrilla, MSN, RN, ACRP-PM – International Association of Clinical Research Nurses member, Oncology Nurses Society Association of Clinical Research Professionals, reviewed abstract submissions for 2022 conference presentation



Recruitment event May 17, 2022. L to R: Patricia Lane, MBA, SCR, FAAN; Katy Brown, RN, SCR; Dr. James M. Ecklund, MD, FACS

Volunteer activities

April Bania, BSN, RN – Girl Scouts of the USA, provided first aid coverage for local troop activities

Annamarie Carmolingo, BSN, RN, PCCN – American Heart Association, helped fundraising efforts

Katelyn Bishop Damm, BSN, RN, CNOR – Lighthouse Baptist Church, volunteered as church nurse and assisted Kids Summer Club

Alicia Dola, BSN, MBA, RN, RNC-OB – Camelot Elementary School, assisted with supervision of children

Enkhjargal Gendenjamts, BSN, MHA, RN, CMSRN – Mongolian School of the National Capital Area, event organizer for 15-year anniversary

Patricia Green, BSN, RN, MEDSURG-BC, GERO-BC, PMGT-BC, CMSRN, CCRN, CV-BC – Medical Reserve Corps, served as vaccinator and assisted with health screening, provided education at community health fairs

Lynn Heun BSN, RN, RNC-IAP, C-EFM – Camp Under the Stars, volunteered as camp nurse and led health center

Lisa Maroney, BSN, RN – local community, volunteered at food pantry, provided aid at trail running race

AnnaMaria Masteller, BSN, RN, MEDSURG-BC – Catholic Charities, volunteered with food pantry

Caitlin McIntosh, BSN, RN – University of Illinois, served as vaccinator at COVID-19 clinic

Rubina Prajapati, MSN, RN – Himalayan Free Clinic, assisted with clinic, provided health screenings at health fairs and local school

Catharine Raby, BSN, RN, PCCN – Cascades Rapids Swim Team, assisted swim meets in various roles, served as meet timer

Lauren Saunders, BSN, RN, PCCN – Inova Well, volunteered at Nationals baseball game, assisted in blood pressure checks, distributed educational material

Roberta Schalles, BSN, RN, RNC-NIC – Troop Rewards, served as event director

Serena Schantz, MSN, RN, FNP-BC, MEDSURG-BC – Friends of the Mount Vernon Trail, helped clean and maintain portions of the commuter path

Amy Smith, BSN, RN, CAPA – Christ House and Catholic Charities, volunteered with food pantry, served as vaccinator

Jacqueline Tibbetts, DNP, RN, CPAN – American Nurses Association, International Collaboration of PeriAnaesthesia Nurses, Virginia Medical Reserve Corps, volunteered as mentor

Nguyet Tran, BSN, RN, CPN – Fairfax Medical Reserve Corps, served as vaccinator

Judith Tulowitzky, BSN, RN, CWOCN – Ostomy Support Group of Northern Virginia, LLC, provided expertise to group members

Marlena G. Villar, BSN, RN, PCCN – American Heart Association, helped fundraise and participated in AHA Heartwalk

Alicia N Young, BSN, RN, CHFN – Dream BIG, mentored high school students interested in exploring healthcare careers

Leslie Yousefi, BSN, RN, PCCN – American Heart Association, helped fundraising efforts for AHA Heartwalk

Cuiyun Yu, MSN, RN, CCRN, PCCN, GERO-BC – Food Rescue US, assisted with food distribution from donating vendors to various charity organizations

Inova Fair Oaks Hospital



Inova Fair Oaks Hospital care site council

Inova Fair Oaks Hospital's care site council continued to grow over the last year. Focused efforts by all committee members were implemented to engage all units and recruitment of new members to the team. We welcomed many new members, who made significant contributions to our work. The team continues to actively recruit members to support our work.

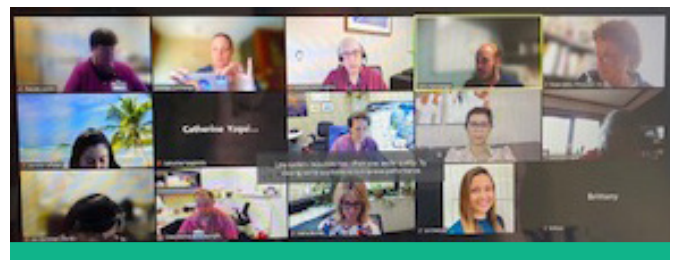
The care site council is an excellent forum for both hospital committees and units to share best practices and problem solve issues that impact multiple departments. The care site council serves as the hub with bidirectional communication for both hospital councils and UBCs. Issues are identified, and solutions are discussed.

Information from nursing congress is communicated and cascaded both to the hospital level council and unit councils with decisions and new policies that have been implemented. As part of the care site council, preparation for our Magnet site visit was incorporated into each meeting. Council members then shared information at the unit level to prepare for our site visit in December 2022.

The council supported many new initiatives including:

- Compassion cart rounding
- Nurses Week activity support
- Certified Nurses Day activity support
- Magnet prep
- Active recruitment campaign
- Post-traumatic growth exercise post COVID-19 with **Kathy Helak, MSN, RN, FACE, CPPS**

Andrea Howlet, MSN, RN, RNC-NIC, served as the chair for the council, and **Christopher Hunsberger, BSN, RN, BS, CEN, CPEN, TCRN**, served as the co-chair.



Virtual shared governance coordinating council



Women's services celebrates designation as a high performing OB hospital by US News and World Report. L to R: Doris Crowell, MSN, RNC-NIC, IBCLC; Hyun Chung, BSN, RN; Anthony Prah, MD; Victoria Robinson, MD; Blen Kebede, BSN, RN, RNC-MNN; Hannah Coakley, BSN, RN; Megan Fitzgerald, BSN, RN, RNC-MNN; Hyekyung Kim, BSN, RN; Lani Brown, MSN, RN, RNC-OB, NE-BC, Clinical Director, L&D/PP; Marla Booker, BSN, RN, MPH, NEA-BC, VP Women's Service, Inova Health System; Noel Kuchler, BSN, RN, RNC-OB; Katrina Freking, BSN, RN, CNOR, RNC-OB, NCC; Jessica Woody, BSN, RN; Maria Niemala, BSN, RN, RNC-OB; Grecia Lima, BSN, RN, C-EFM; Amy Buchanan, BSN, RN, RNC-OB, C-EFM; Janet Lopez, BSN, RN

Clinical excellence and patient experience subcouncil

Inova Fair Oaks Hospital's clinical excellence and patient experience subcouncil continues to focus on ensuring the delivery of quality patient care – every time, every touch – to each person in every community we have the privilege to serve. The council is focused on creating a practice environment that supports excellence. The hospital consistently outperforms the NDNQI benchmark for all measured nurse-sensitive indicators including CAUTI, CLABSI, HAPI stage 2 and above, and falls with injuries.

Council accomplishments:

- Reduction in HAPI related to medical devices in the ICU
- Significant reduction in the number of c-diff infections (9 in 2021; 2 in 2022)
- Implemented a “no pass zone” on the medical oncology unit
- Postpartum unit initiated eat, sleep and console for our youngest patients
- Achieved Bronze Safe Sleep Accreditation from Cribs for Kids
- Increased breastfeeding rates through the increased use of donor breast milk

Professional development subcouncil

Inova Fair Oaks Hospital's professional development subcouncil focuses on supporting activities to promote development of the professional team. Through educational programs, developmental activities, certification promotion and recognition activities, the subcouncil supports all nurses at Inova Fair Oaks Hospital.

The subcouncil completed the following in 2022:

- Conducted an education needs assessment
- Designed education plan to address needs
- Provided multiple education session including sessions on managing patients with dementia, workplace safety and deescalation, temporary detention orders, mock events, and medications
- We worked with subject matter experts to provide content on topics that were applicable to many team members
- Supported nurse certification recognition
- Supported activities for Nurses'Week
- Recognized all DAISY nominees and three DAISY award recipients on a quarterly basis
- Recognized all DAISY Leader nominees and one Daisy Leader award each quarter

- Recognized other team members with PEACH Awards on a quarterly basis
- Supported clinical ladder applications and promotions
- Created reference materials and sample application to support all interested in applying for ADVANCE
- Expanded membership of ADVANCE
- Promoted career coaching programs
- Provided education sessions on a quarterly basis
- Created a professional development sprint to increase the number of subcouncil members
- Participated in the redesign of the clinical ladder
- Maintained BSN rate above 90%
- Maintained certification rate about 45%
- 29 ADVANCE promotions: 24 to RN 4; five to RN 3

Research studies at Inova Fair Oaks Hospital

An infant-driven feeding study in partnership with the NICU at Inova Fairfax Medical Campus. This is a longitudinal study with more than 200 participants, looking at the long-term impact of infant-driven feeding. The study is in the final stages, and a manuscript is currently being written to share study results.

Caritas study: Inova Fair Oaks Hospital is part of Inova's system-wide research study to assess caring practices. The study has been completed and disseminated to both internal and external audiences. In addition, the team is currently writing a manuscript for publication. In April, **Lisa Calhoun, BSN, RN, CMSRN**, and **Liliana Suchital, BSN, RN, CBN, ONC, CHT**, presented findings at the Virginia Magnet spring meeting.

Healing Touch during the post-op period on C-section patients. This is part of a system-wide study to look at the impact of Healing Touch on patients who have had C-sections. Currently Inova Fair Oaks Hospital has enrolled more than 40 patients in the study.

Nursing research and EBP subcouncil

The nursing research and EBP subcouncil continues to support multiple projects across Inova Fair Oaks Hospital. The council supports team members participating in research, EBP projects and implementation science projects.



Neuroscience nurses day. L to R: Megan Fodrell, MSN, RN, MBA, Spine Navigator; Shahnaz Imani, BSN, RN, CCRN; Ann Maas, BSN, RN; Meghan Wyvill, BSN, RN, CCRN; Farrah Iskander, Administrative Coordinator, ICU; Zhanar Jumanova, BSN, RN, CCRN

Evaluation of the use of aromatherapy on post-op bariatric surgical nausea. This randomized control study enrolled 180 patients to study the effects of nausea in the bariatric surgical patient. This study required a close partnership with the pharmacy, the nonsurgical weight loss program, the surgical unit staff and APPs. The study is now in the data analysis phase.

Defining characteristics of early-stage pressure injury using alternate light sources. **Linda Arundel, MSN, RN, WOCN**, has been partnering with faculty from George Mason University to see if alternate light sources can be used to identify pressure injury earlier and implement interventions to reduce the severity of deep tissue injury.

Inova Fair Oaks Hospital had many team members who participated in the IISS program including:

- **Maggie O'Toole, MSN, RN, RNC-NIC**
- **Renee Bloom, MSN, RN, RNC-NIC**
- **Julie Gordon, MSN, RN, CCRN, RN Unit Supervisor, ICU**
- **Jennifer McCaughey, MSN, RN, BA, RNC-MNN, NPD-BC, CCE Clinical Educator, Women's and Children's Services**
- **Margaret O'Toole, BSN, RN, CPN**
- **Rebecca Buffone BSN, RN**
- **Christine Schaub, BSN, RN, CEN, CPEN, TCRN, RN Unit Supervisor, ED**
- **Kim Winter, MSN, RN, WOCN, Wound, Ostomy, Continence Nurse**

Implementation science projects implemented at Inova Fair Oaks Hospital:

- Neonatal abstinence
- ICU HAPI prevention
- Brøset Scale

Night council

The night council is an interprofessional team focusing on the unique needs of the night shift worker at Inova Fair Oaks Hospital. The team focused on improving the work environment and support for each other. The night council worked hard to expand membership including members from environmental services, respiratory and security departments.

Accomplishments of the night council in 2022:

- Completed compassion cart rounding to recruit new members on a quarterly basis
- Provided a focus on providing self-care resources for night shift
- Worked closely with hospital leaders to increase presence with rounding
- Working on a break room on third floor dedicated to quiet breaks for night shift team members
- Reviewed the literature to identify best practices for sleep hygiene and night shift work
- Created a fact sheet on sleep hygiene strategies and best practices
- Created and distributed nightshift "swag bags" filled with resources and little treats (gum, crunchy snacks, etc.) to make the drive home less drowsy
- Working on establishing a "quiet room" for team members to utilize for alarm-free and uninterrupted break times
- Advocating for night staff in multiple forums including education, town halls and other hospital activities
- Based on requests, time changed for education programs and Swartz rounding changed to better accommodate night shift staff
- Promoted recording and distribution of important hospital communication for night shift

Inova Fair Oaks Hospital awards and recognition

DAISY Awards

Mike Blewett, BS, BSN, RN
Amy Buchanan, BSN, RNC-OB, C-EFM
Natalia Bujor, BSN, RN
Heather Collins, BSN, RNFA, CNOR
Blen Kebede, BSN, RN, RNC-MCN
Aimee Kulsrisombart, MSN, RN
Senait Melaku, BSN, RN
Maile Kalinoski, MSN, RN
Kelsey Luong, BSN, RN
Taylor Pisk, BSN, RN, PCCN
Michelle Tidwell, BSN, RN
Baynueh Weldetsadik, DNP, FNP-BC, RN
Catherine Yzquierdo, BSN, RN, PCCN

DAISY Leader Award

Jennifer Danyliw, BSN, MHA, BSBA, RN, CPN

Nursing Excellence Awards

Fernando Conde, BSN, RN, NE-BC – Transformational Leadership
Jinal Gandhi, BSN, RN, RNC-NIC – Exemplary Professional Practice
Mariah Khan, RN – Preceptor
Jennifer McCaughey, MSN, RN, BA, RNC-MNN, NPD-BC, CCE – New Knowledge and Innovation
Michelle Rosenberg, BSN, RN – Rising Star
Glory Viray, BSN, RN, CNOR – Structural Empowerment
Kim Winter, MSN, RN, WOCN – Exemplary Professional Practice

Falls Reduction Team – Team Collaboration

Sanjol Agarwal, MS

Jesus Aranda, BSN, RN, CCRN
Jennifer Danyliw, BSN, RN, CPN
Ashley Dawson, BSN, RN, CEN

Christina Gioe, MSN, RN, CNL
Katie Hile, MSN, RN, NE-BC
Maribeth Kastansolwski, BSN, RN, CPAP
Raman Kaur, BSN, RN, GERO-BC
Jeanine Kolman, DPT, PT
Megan Lansak, BSN, RN
Ann Maas, BSN, RN
Jennifer McCaughey, MSN, RN, BS, RNC-MNN, NPD-BC, CCE
Ashley McLain, BSN, RN, PCCN
Laura McNicholl, MSN, RN, CCNS, MEDSURG-BC, PGMT-BC, GERO-BC
Charuta Moharir, BS, PT
Anthony Morris, BS
Israel Rodriguez, BS
Wendy Soto, BSN, RN, CPHQ
Patrick Stillwell, BS
Sarah Stuchlak, BS

Vizient Nurse Residency summary

Inova Fair Oaks Hospital had 44 nurses complete our nurse residency program in 2022.

Awards received

2022 Mid-Atlantic Region Wound, Ostomy and Continence Nurse of the Year

Linda Arundel, MSN, RN, WOCN

5 stars, 2022 Centers for Medicare and Medicaid Services

Inova Fair Oaks Hospital, along with Inova Loudoun Hospital and Inova Mount Vernon Hospital received a 5 star (out of five stars) rating from CMS in 2022, reflecting superior clinical quality and patient care. Inova Alexandria Hospital and Inova Fairfax received 4 stars.

Presentations

Linda Arundel, MSN, RN, WOCN

Ostomy tips and tricks [Podium]

Mid-Atlantic Region WOCN Annual Conference, Reston, VA, November 2022

Lisa Calhoun, BSN, RN, CMSRN; Lilianna Sichicital, BSN, RN, OCN, CBN, CHTP

Caritas practices [Podium]

Spring Virginia Magnet Consortium, virtual, April 9, 2022

Jennifer Danyliw, BSN, MHA, BSBA, CPN

Decreasing falls on an inpatient surgical/orthopedic unit [Poster]

George Mason University, Fairfax, VA, May 15, 2022

Kim Winter, MSN, RN, WOCN

Enteroatmospheric fistula isolation with NPWT in complicated surgical abdomen to promote wound healing and improve quality of life: a case study [Poster]

WOCN Next, virtual, June 2022

Mid-Atlantic Region WOCN Annual Conference, Reston, VA, November 2022

Theresa Davis, PhD, RN, NE-BC, FAAN; Maureen E. Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC; Jennifer Drake, DNP, RN, NPD-BC, ONC, Caritas Coach/Leader; Anne-Marie O'Brien, PhD, RN, WHNP-BC; Bernice Mowery, PhD, RN; Amanda J. Golino, MSN, RN, CCRN, CCNS, RN-BC, TCRN; Dana Lowry, BSN, RN; Sarah Naputi, MSN-NI, RN, MEDSURG-BC, CRRN; Carla Parker, MSN, RN; Carol Swamidoss Douglas, PhD, MPH, RNC; Donna Thomas, MSN, RN; Lilianna Suchicital, BSN, RN, CBN, CHTP; Mary Ann Friesen, PhD, RN, CPHQ

Caritas: nurses' perceptions of caring in a large healthcare system [Poster]

Sigma Theta Tau: Creating Healthy Work Environments, Washington, DC, March 21 – 26, 2022

Sigma Theta Tau: Creating Healthy Work Environments, virtual, March 31 – April 11, 2022

New degrees

Bachelor of Science in Nursing

Isha Basnet, BSN, RN
Nicole Cercy, BSN, RN
Arlene Del Castillo, BSN, RN
Missy Ford, BSN, RN
Suad Ghazi, BSN, RN
Shannon Mansfield, BSN, RN
Jake Printz, BSN, RN
Devial Ahir Tharu, BSN, RN
Shannon Weisbrodt, BSN, RN
Carey Wing, BSN, RN

Master of Science in Nursing

Elizabeth Abando, MSN, RNC-MNN, IBCLC
Sunita Adhikari, MSN, RN, FNP-BC
Ava Broomwell, MSN, RN, FNP-BC, CEN
Victoria Cross, MSN, BSN, RN, RNC-OB, RNC-IAP, C-EFM
Pamela Fernandez, MSN, RN, RNC-NIC
Melissa Fincham, MSN, RN, PCCN, FNP-BC
Megan Foddrell, MSN, RN, MBA
Brittany Johnson, MSN, RN-CBC, WHNP-BC
Alma Khan, MSN, RN, FNP-BC
Rachel Lambert, MSN, RN, FNP-BC
Christine Lee, MSN, RN, CEN
Andrew Martin, MSN, RN, FNP-BC

Doctorate of Nursing Practice

Mimi Zamilus, DNP, RN, FNP-BC, CMSRN

New certifications

Certified breastfeeding counselor

Brittney Johnson, MSN, RN, CBC

Certified cardiac care

Meredith Powell, MSN, RN, CEN, PCCN, CMC

Certified electronic fetal monitoring

Alexandra Budda, BSN, RN, C-EFM
Kately Dreeke, BSN, RN, C-EFM
Leah Gearheart, BSN, RN, C-EFM
Allsion Quinlin, BSN, RN, C-EFM

Certified emergency nurse

Ali Blisnuk, BSN, RN, CEN
Andrew Broomell, BSN, RN, CEN
Meghan Carolan, BSN, RN, CEN
Logan Hyer, BSN, RN, CEN
Lily Meehan, BSN, RN, CEN
Tori Mueller, BSN, RN, CEN
Nicole Nash, BSN, RN, CEN
Amanda Patterson, BSN, RN, MEDSURG-BC, CEN
Kayla Simpson, BSN, RN, CEN

Certified pediatric emergency nurse

Lana Garbia, BSN, RN, CEN, CPEN

Certified perioperative nurse

Heather Collins, BSN, RN, CNOR
Elizabeth Hill, BSN, RN, CNOR
Wendy Neal, BSN, RN, CNOR
Cindy Peterson, BSN, RN, CNOR

Certified postanesthesia nurse

Catherine Mackus, BSN, RN, CPAN

Critical care registered nurse

Sarah Emami, BSN, RN, CCRN
Zhanar Jumanova, BSN, RN, CCRN
Mariah Khan, BSN, RN, CCRN
Edilia Vaillaloboa, BSN, RN, CCRN

Family nurse practitioner

Alma Khan, MSN, RN, FNP-BC
Rachel Lambert, MSN, FNP-BC
Andrew Martin, MSN, RN, FNP-BC
Abak Weldestadik, DNP, RN, FNP-BC

Holistic nurse baccalaureate board certified

Elaina Rahaman, BSN, RN, HNB-BC

Inpatient obstetric nursing

Kathleen Baccari, BSN, RN, RNC-OB

International board certified lactation consultant

Priscilla Anne, BSN, RN, IBCLC
Jean Tidd, BSN, RN, IBCLC

Maternal newborn nursing

Maryam Arfany, BSN, RNC-MNN
Laura Black, BSN, RN, RNC-MNN
Anna Chanu, BSN, RN, RNC-MNN
Blen Kebede, BSN, RN, RNC-MNN
Lucinda Klingensmith, BSN, RN, RNC-MNN
Marie Monaghan, BSN, RN, RNC-MNN
Maryam Nilfroush, BSN, RN, RNC-MNN
Maria Parker, BSN, RN, RNC-MNN
Madison Scott, BSN, RN, RNC-MNN

Medical surgical nursing certification

Christopher Butters, BSN, RN, MEDSURG-BC
Julian O'Brien, BSN, RN, MEDSURG-BC
Teena Singh, MSN, RN, MEDSURG-BC

Neonatal intensive care nursing

Coleen Shemeyer, BSN, RN, RNC-NIC

Nursing professional development certification

Cynthia Miles, MSN, RN, RNC-NIC, CNE, NPD-BC

Progressive care critical care nurse

Anusha Adhikara, BSN, RN, PCCN
Margaret Avery, BSN, RN, PCCN
Sarah Cowart, BSN, RN, PCCN
Lyndsey Lawrence, BSN, RN, PCCN
Taylor Pisk, BSN, RN, PCCN
Jammie Wallis, BSN, RN, PCCN

Registered nurse certified inpatient antepartum nursing

Victoria Cross, BSN, RN, RNC-OB, CC-EFM, RNC-IAP

Stroke care registered nurse

Christa Hughes, BSN, RN, SCRN
Deborah LeCroy, BSN, RN, CNOR, SCRN

Trauma certified registered nurse

Emily MacMurdy, BSN, RN, CEN, TCRN
Elizabeth Moran, BSN, BS, RN, CEN, CPEN, TCRN

Scholarship awards

Amanda Patterson, BSN, RN, MEDSURG-BC, CEN – Lettie Pate Whitehead Scholarship

Shana Gliem, MSN, RN, FNP-BC – Inova Nursing Excellence Scholarship

Kaitlyn Hegarty, BSN, RN, ONC, CBCN – Inova Nursing Excellence Scholarship

Michelle Shalita, BSN, RN – Inova Nursing Excellence Scholarship

Manda van der Renst, BSN, RN – Inova Nursing Excellence Scholarship

New ADVANCE

Registered Nurse 3

Andrew Broomell, BSN, RN, CEN
Lani Joung, BSN, RN, CMSRN
Zhanar Jumanova, BSN, RN, CCRN
Miri Kim, BSN, RN, C-EFM
Allison Quinlan, BSN, RN, C-EFM

Registered Nurse 4

Monica Abassi, BSN, RN, RNC-NIC
Penny Abernathy, BSN, RN, CAPA
Alexandra Blisnuk, BSN, RN, CEN
Leslie Brown, BSN, RN, CAPA
Lisa Calhoun, BSN, RN, CMSRN
Mark Espiritu, BSN, RN, CMSRN
Theresa Findjieu, BSN, RN, MEDSURG-BC
Shauna Haines, BSN, RN, MEDSURG-BC
Mariah Khan, BSN, RN, CCRN
Karen Lodronio, BSN, RN, CMSRN
Lyndsey Lawrence, BSN, RN, PCCN
Wendy Neal, BSN, RN, CNOR
Christine Anh Phuong Nguyen, BSN, RN, CCRN
Taylor Nicole Pisk, BSN, RN, PCCN
Mary Price, BSN, RN, CEN
Elaina Rahaman, BSN, RN, HNB-BC
Tiffany Reid, BSN, RN, C-EFM
Quesias Rivera, BSN, RN, CCRN
Amy Scalercio, BSN, RN, PPCN
Lora Shedd, BSN, RN, CAPA
Colleen Shermeyer, BSN, RN, RNC-NIC
Nataly Avalos Ventura, BSN, RN
Jammie Wallis, BSN, RN, PCCN
Catherine Yzquierdo, BSN, RN, PCCN
Jennifer Zechman, BSN, RN, CEN

Professional organization activities

Linda Arundel, MSN, RN, WOCN – Mid-Atlantic Regional Wound, Ostomy, Continence Nursing, chair of continuing education committee

Linda Arundel, MSN, RN, WOCN – Wound, Ostomy, Continence Nursing Certification Board, examination prep committee member

Volunteer activities

Linda Arundel, MSN, RN, WOCN – Ostomy Support Group of Northern Virginia, member of professional advisory board

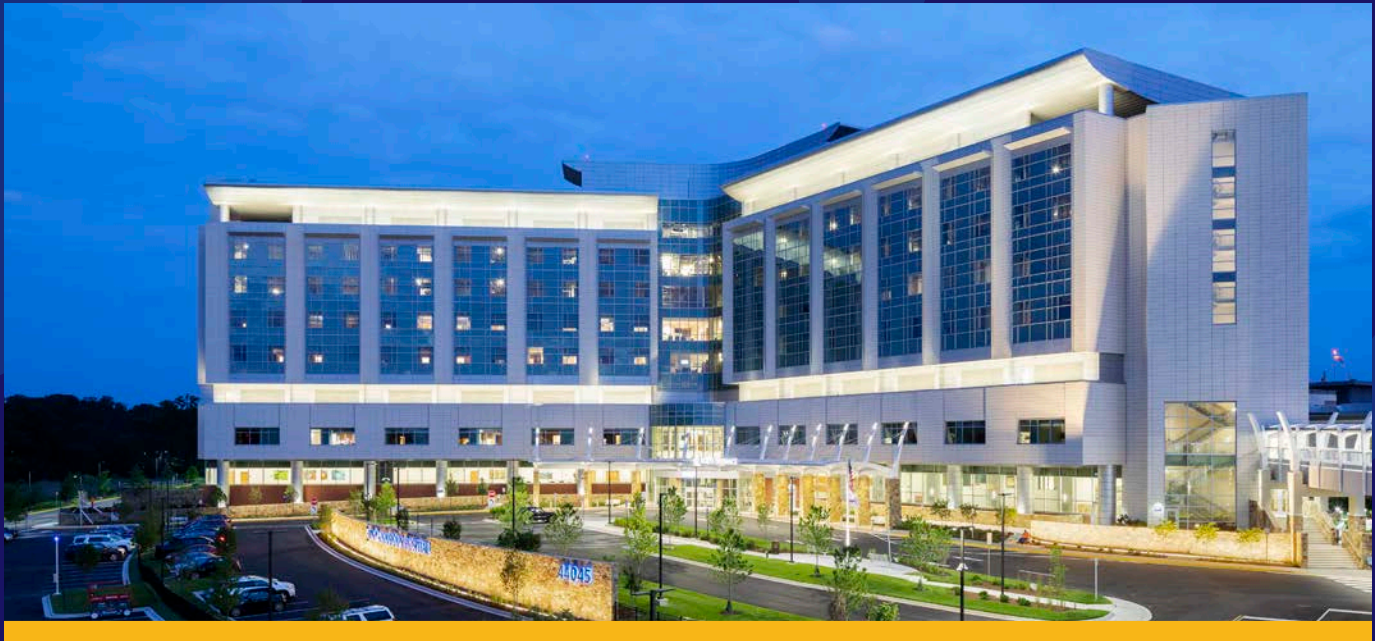
Laura McNicholl, MS, RN, CNS-BC, MEDSURG-BC, GERO-BC, PMGT-BC – Sunrise Assisted Living, falls reduction community outreach

Michele Rodger, RN – St. Matthew's House, Naples, FL, volunteered in the kitchen providing services to the homeless population and volunteered for numerous food drives and food distribution activities

Colleen Shemeyer, BSN, RN, RNC-NIC – March of Dimes, Northern Virginia, led a team that created 250 custom made infant bibs for discharge bags for NICU babies as they go home

Coleen Shemeyer, BSN, RN, RNC-NIC – SERVE, Manassas, VA, organized a community food drive and collected non-perishable food items for more than 75 households

Inova Loudoun Hospital



Inova Loudoun Hospital care site council

In 2022, Inova Loudoun Hospital's care site council had UBC report-outs in February and July 2022. Every year, each UBC is required to set two SMART goals for their unit as well as a certification goal and an ADVANCE goal. In February, they reported on their progress on their 2021 SMART, ADVANCE and certification goals, as well as what goals they set for 2022. July was a midyear report-out of progress and challenges in reaching their goals. In November 2022, we had a presentation of Inova's nursing strategic plan and discussed ways to meet the goals at our care site.

Clinical excellence and patient experience subcouncil

The clinical excellence and patient experience subcouncil at Inova Loudoun Hospital set nurse-sensitive indicator goals for 2022 around HAPI, falls with injury, CAUTI, CLABSIs, c diff and patient experience.

Our goals were:

- To decrease HAPIs by 10%: We met this goal, reducing HAPIs in 2022 by 57%



Members of the ILH care site council. L to R: Chairperson Professional Development Council, Lindsay Schoem, BSN, RN, TCRN; Stella Skrypczuk, RN3, CPN; Chairperson Samantha Kelly, BSN, EN4, CAPA; Chairperson ILH Care Site Council, Kathryn Weber, BSN, RN; Amy Peters, BSN, RN4, CPEN; Sara Johnson, BSN, RN; Chrissy Hull, MSN, RN, OCN

- To decrease falls with injury by 15%: We did not reach this goal, as we remained the same as the previous year
- To reduce CAUTI from six to four in 2023: We did not meet this goal, as we had five CAUTIs.
- To reduce our CLABSIs from five to three: We met this goal with only three CLABSIs for the year.

Our patient experience metrics goals were:

- Likelihood to recommend HCAHPS at 91% rank: We met this goal of 91% rank and 82.85% top box score
- Likelihood to recommend ED at 94% rank: We just missed this goal with a final score of 93% rank, 87.21 mean score
- Nurse communication at 80% rank: We met and exceeded this goal, with a final score of 84%, 83.59 top box score
- Care delivery model behaviors at 80% always: We did not meet this goal, except for our care board completion (85% rank)

Nursing research and EBP

Inova Loudoun Hospital's nursing research and EBP subcouncil had a busy and successful year exceeding all of our 2022 goals. We had five open research studies, three publications and four additional manuscripts submitted to journals. We continued to represent Inova Loudoun Hospital with one poster and two podium presentations at the Inova Research Symposium as well as four poster presentations at national conferences; one at the ANCC Magnet Conference, one at the National Association of Neonatal Nurses Conference and two posters at the Emergency Nurses Association Conference. We're excited to report that our subcouncil continues to grow, and our membership has expanded to include other disciplines besides nursing. As we continue to grow and learn, we have started a hospital-wide EBP project to be implemented in 2023.

Professional development subcouncil

Our professional development subcouncil supported all professional development activities at Inova Loudoun Hospital in 2022. This included supporting Inova nursing strategic plan goals for BSNs and certifications. We also discussed a goal for ADVANCE participation. The professional development council supports DAISY and PEACH award recognition by selecting nominees and hosting the ceremonies. Quarterly ceremonies were held celebrating DAISY or PEACH award winners.

The professional development subcouncil plans a yearly nursing conference to showcase innovation at the hospital. Our conference in 2022 was titled "110 Years of Innovation at Inova Loudoun Hospital." We had presentations on the evolution of heart attack care, the evolution and treatment of neurological conditions, Loudoun County healthcare initiatives and ethics, as well as presentations from our team

members about Inova Loudoun Hospital's research and EBP projects. Contact hours were offered for in-person or virtual attendance. We continue to have support from the research council and showcase all the evidence based and research projects done throughout the year at Inova Loudoun Hospital.

Night council

Inova Loudoun Hospital's night council decided to transition its 2022 meetings completely to Zoom. This allowed all the committee members to participate if they had worked the night before or would be working that evening. This has worked out very well, and we have doubled our number of committee members since the committee's initiation.

In 2022, the night council worked on doing mock codes for the night shift on different units as well as walking the crash cart around to the units after a rapid response team or MSET call to allow night shift team members to see what exactly is inside the cart. The council made binders for all the units to hold the agenda, meeting minutes and articles that we would read and discuss during the meetings. These binders are kept on the units, updated by the committee members to share with their unit's staff during monthly UBC meetings.

The night council had a "fall back celebration" for the night shift staff working on Nov 5, the end of daylight saving time. As a thank you for working 13 hours that night, Chick-Fil-A sandwiches and snacks were brought in for the staff. There was also a holiday meal for the night shift to thank the staff.



ILH 2022 Innovation in Healthcare Conference. L to R: Amy Peters, BSN, RN4, CPEN; Katie Weber, BSN, RN; Lindsay Schoem, BSN, RN4, TCRN; Erin Gerrior, ILH Magnet Coordinator; Samantha Kelly, BSN, RN4, CAPA

Inova Loudoun Hospital awards and recognition

DAISY Awards

Senali Fonseka, BSN, RN
 Sara Johnson, BSN, RN
 Samantha Kelly, BSN, RN, CAPA
 Klancy Killian-Tucker, BSN, RN, CCRP, MEDSURG-BC
 Debbie Lassiter, BSN, RN,
 Rebecca McCulloch, BSN, RN
 Arleigh McRae, BSN, RN
 Madison Peltzer, RN
 Lindsay Schoem, BSN, RN, TCRN
 Maria Versteeg, RN
 Labor and Delivery and Family-Centered Care Team Award
 Emily Alvarez, BSN, RN, C-EFM
 Sandra Amico, RN
 Emma Davis, RN
 Katie Faett, RN, C-EFM
 Sydney Hewartson, BSN, RN
 GiGi Mogol, BSN, RN, CCE



ILH DAISY winner September 2022. L to R: PACU Director Kelly McDowell, BSN, RN pictured with Winner Samantha Kelly, BSN, RN4, CAPA



ILH DAISY winners September 2022. L to R: Sara Johnson, BSN, RN; Lindsay Schoem, BSN, RN4, TCRN; Madison Peltzer, RN; Maria Versteeg, RN; Arleigh McRae, BSN, RN; Not pictured Klancy Killian-Tucker, BSN, RN4, CCRP, MEDSURG-BC

Nursing Excellence Awards

Nicole Diesk, BSN, RN, PCCN – Transformational Leadership
Katie Weber, BSN, RN – Structural Empowerment
Samantha Harvey, BSN, RN, CCRN – New Knowledge and Innovation
Erin Brand, BSN, RN, PCCN – Exemplary Professional Practice
Cindy Koo, MSN, RN – Rising Star
Amanda Robey, BSN, RN – Coach/Mentor
Melissa Wagner, BSN, RN, CPN – Preceptor
Perinatal team – Team Collaboration
 Sam Afash, MD
Cindy Andrejasich, MSN, RN, RNC-MNN, NE-BC
 Anne Brown, MD
Julie Costanzo, BSN, RNC-OB
Maribeth Crooks, BSN, RNC-OB
Tracy Cross, BSN, RN, IBCLC, RLC
 Edwin Doe, MD
 Efua Erbynn, MD
Kanya Fogelman, MSN, RNC-MNN
 Kim Freeman, MD
Pattie Grunwald, BSN, RN, RNC-OB, CCRN
Gina Harrison, MSN, RN, NE-BC, CEN, CPEN
 Nadim Hawa, MD
Anna Haynes, MSN, RN, RNC-NIC, IBCLC
 Cecil Huang, MD, PhD
Zita Merz, BSN, RNC-OB
 Cathleen Mills, MD
Brittany Motter, MSN, RN, RNC-MNN, RNC-LRN, IBCLC
 Kajal Petigara, MS, RRT-NPS, CPHQ
Jaimee Robinson, MSN, RN, RNC-OB, NP-BC, C-EFM
Janis Tandy, BSN, RNC-OB, CNOR
Marie Tolliver, BSN, RN, RNC-OB
 Elizabeth Watkins-Braun, BS



ILH NICU team members celebrating nurses week. L to R: NICU Director, Gina Harrison, DNP, RN, NE-BC, CPEN, CEN; Rubina Ali-Ahmed, BSN, RN4, RNC-NIC; Lisa Lannes, BSN, RN4, RNC-NIC; Rebecca Giovannacci, BSN, RN

Vizient Nurse Residency summary

In 2022, the hospital graduated three cohorts with a total of 58 graduates. For the first time, we started a fourth cohort in one year.

Awards received

5 stars, 2022 Centers for Medicare and Medicaid Services (CMS)

Inova Loudoun Hospital earned an impressive 5 out of 5 stars in the 2022 CMS ratings, reflecting superior clinical quality and patient care. Inova Fair Oaks and Inova Mount Vernon hospitals also received 5 stars, with Inova Alexandria Hospital and Inova Fairfax Medical Campus receiving 4 stars.

US News & World Report

We've once again been recognized as the region's top health system by U.S. News & World Report. Inova Loudoun Hospital earned a high-performing rating in two adult specialties (geriatrics and neurology/neurosurgery) and five procedures and conditions (stroke, hip fracture, COPD, heart failure and kidney failure).

Inova Loudoun Hospital Unit Nurse of the Year winners 2022

Rubina Ali-Ahmed, BSN, RN, RNC-NIC – 21 North/NICU

Stephanie Braun, MSN, RN – STICU

Cheryl Brigola, BSN, RN – Float Pool

Milony Ching, RN – LNRC

Jessica Englund, BSN, RN – Surgical Services includes PSS, Pre and Post-op PACU

Annie Eshun, BSN, RN, CPN – Peds

Chelsea Fulton, BSN, RN, CMSRN – 41 North/Surgical Oncology

Kim Jones, RN – LAMPS

Nicole Kunkel, BSN, RN – 26 Main/Medical

Susan Leonard, BSN, RN, RNC-MNN – 42 North/Postpartum, Lactation

Natalie Mateo, BSN, RN, PCCN – Observation

Edwin McGee, BSN, RN – ED Cornwall

Hilary McGrath-Rosen, BSN, RN, CCRN, CMC – ICU

Serena McReynolds, BSN, RN, CPEN, TCRN – ED Pediatrics Winner

Keri Nakajima, BSN, RN, RNC-OB, C-EFM – 22 North/Labor and Delivery/Antenatal

Jessica Schaub, BSN, RN, PCCN – 51/52 North/PCU

Kay Singh, BSN, RN – Case Management

Rosalyn Sneed, MSN, RN, CEN, FNP-BC, TCRN, CPEN – ED Ashburn

Sarah Suter, BSN, RN, CCRN – ISHV/Radiology

Andrea Theodor, BSN, RN – Operating Room/Endo

Peggy Wiecek, BSN, RN, CEN, MEDSURG-BC – ED Lansdowne

Kelsy Zhu, BSN, RN – 3 West/IMC

Presentations

Rubina Ali-Ahmed, BSN, RN, RNC-NIC; Hayley Godwin, BSN, RN, RNC-NIC; Anna Haynes, MSN, RN, RNC-NIC, IBCLC; Deb Kotin, SLP

Nipple dependability [Poster]

NANN 38th Annual Conference, Las Vegas, NV, Sept. 14 – 17, 2022

Lindsay Schoem, BSN, RN, TCRN; Debra Stanger, MSN, RN, NEA-BC, NPD-BC

Tackling nurses' bias head-on: developing a perception of opioid use survey tool (POUS) [Poster]

ANCC Magnet Conference, Philadelphia, PA, Oct. 13 – 15, 2022

Jordan Tyczka, MSN, RN, CEN, TCRN; Kim Klein, BSN, RN, CEN, CPEN

We have to stop meeting like this: preventing readmissions after falls [Poster]

Inova Nursing Research and EBP Symposium, virtual, Sept. 22, 2022

Emergency Nurses Association, Denver, CO, Oct. 1 – 3, 2022

Kylie Yearwood, DNP, RN, CEN, CNE

Emotional intelligence and compassion fatigue in emergency nurses [Podium]

Emergency Nurses Association, Denver, CO, Oct. 1 – 3, 2022

Amanda Golino, MSN, RN, CCRN, PMGT-BC, TCRN; Amy Gillam, MSN, RN, CCRN, CNML, TCRN; Kristelle Toone, MSN, RN, CNL; Yasmin Samahon, MSN, RN; Debra Stanger, MSN, RN, NEA-BC, NPD-BC; Ray Leone, MMT, MT-BC; Audra Gollenberg, PhD; Theresa M. Davis, PhD, RN, NE-BC, FAAN; Mary Ann Friesen, PhD, RN, CPHQ; Anthony Meadows, PhD, MT-BC, FAM

Research poster proposal – Music therapy research in critical care: implications for holistic nurses [Poster]

AHNA 2022 Conference, Albuquerque, NM, June 6 – 11, 2022

Lauren Schwindt, BSN, RN, CEN; Lindsay Schoem, BSN, RN, TCRN; Debra Stanger, MSN, RN, NEA-BC, NPd-BC; Amanda Golino, MSN, RN, CCRN, PMGT-BC, TCRN; Kylie Yearwood, DNP, RN, CEN, CNE; Elyssa Wood, PhD, MPH, BSN, RN, FAEN; April Brown, DNP, RN, CMSRN, NE-BC; Kristen Jenkins, RN; Susan Lyons, RN

Perceptions regarding opioid use disorder among nurses in the emergency department (The PrOUder Project) [Podium]
Inova Nursing Research and EBP Symposium, virtual, Sept. 22, 2022

Brittany Motter, MSN, RN, RNC-MNN, RNC-LRN, IBCLC; Maria Manzanera, BSN, RN; Susan Leonard, BSN, RN, RNC-MNN

Impact of skin-to-skin on newborn hypoglycemia rates [Podium]
Inova Nursing Research and EBP Symposium, virtual, Sept. 22, 2022

Jaimee Robinson, MSN, RN, RNC-OB, NPd-BC, C-EFM; Brittany Motter, MSN, RN, RNC-MNN, RNC-LRN, IBCLC

Enhanced recovery after cesarean birth [Podium]
Inova Nursing Research and EBP Symposium, virtual, Sept. 22, 2022

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

Improving nursing assessment using the RASS [Podium]
Inova Loudoun Hospital Innovations in Healthcare Conference, Leesburg, VA, December 2022

Amanda Golino, MSN, RN, CCRN, PMGT-BC, TCRN; Ray Leone, MMT, MT-BC; Audra Gollenberg, PhD; Amy Gillam, MSN, RN, CCRN, CNML, TCRN; Kristelle Toone, MSN, RN, CNL; Yasmin Samahon, MSN, RN; Theresa M. Davis, PhD, RN, NE-BC, FAAN; Debra Stanger, MSN, RN, NEA-BC, NPd-BC; Friesen, Mary Ann, PhD, RN, CPHQ

Receptive music therapy in the ICU: a randomized control trial [Podium]
ICU Roundtable, Inova, April 2022
Inova Nursing Research and EBP Symposium, virtual, Sept. 22, 2022

Amanda Golino, MSN, RN, CCRN, PMGT-BC, TCRN; Jerry Soucy, RN, CPHN; Justin Fontenot, DNP, RN, NEA-BC, FAADN; Dawn Morris, PhD, MSN, JD, RN, CNE

In the interest of justice: webinar [Virtual Panel]
Academy of Medical-Surgical Nurses, virtual, November 2022

Amanda Golino, MSN, RN, CCRN, PMGT-BC, TCRN; Ray Leone, MMT, MT-BC; Audra Gollenberg, PhD; Amy Gillam, MSN, RN, CCRN, CNML, TCRN; Kristelle Toone, MSN, RN, CNL; Yasmin Samahon, MSN, RN; Theresa M. Davis, PhD, RN, NE-BC, FAAN; Debra Stanger, MSN, RN, NEA-BC, NPd-BC; Friesen, Mary Ann, PhD, RN, CPHQ

Music therapy research a reflection of Human Caring Science
43rd Annual International Association of Human Caring Conference, virtual, June 4, 2022

Theresa Davis, PhD, RN, NE-BC, FAAN; Maureen E. Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC; Jennifer Drake, DNP, RN, NPd-BC, ONC, Caritas Coach/Leader; Anne-Marie O'Brien, PhD, RN, WHNP-BC; Bernice Mowery, PhD, RN; Amanda J. Golino, MSN, RN, CCRN, CCNS, RN-BC, TCRN; Dana Lowry, BSN, RN; Sarah Naputi, MSN-NI, RN, MEDSURG-BC, CRRN; Carla Parker, MSN, RN; Carol Swamidoss Douglas, PhD, MPH, RNC; Donna Thomas, MSN, RN; Liliana Suchicital, BSN, RN, CBN, CHTP; Mary Ann Friesen, PhD, RN, CPHQ

Caritas: nurses' perceptions of caring in a large healthcare system [Poster]

Sigma Theta Tau: Creating Healthy Work Environments, Washington, DC, March 21 – 26, 2022

Sigma Theta Tau: Creating Healthy Work Environments, virtual, March 31 – April 11, 2022

Publications

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

Racism in nursing: exploring the unspoken commonality of racism in the nursing profession Med-Surg Nurse Life Magazine. 2022 3(6): 15-17.

Johanna Horn, MMT, MT-BC; **Jaimee Robinson, MSN, RNC-OB; Marie Tolliver, BSN, RNC-OB; Audra Gollenberg, PhD; Anthony Meadows, PHD, MT-BC, FAMI, LPC**

Music therapy for hospitalized antepartum patients: a mixed methods study

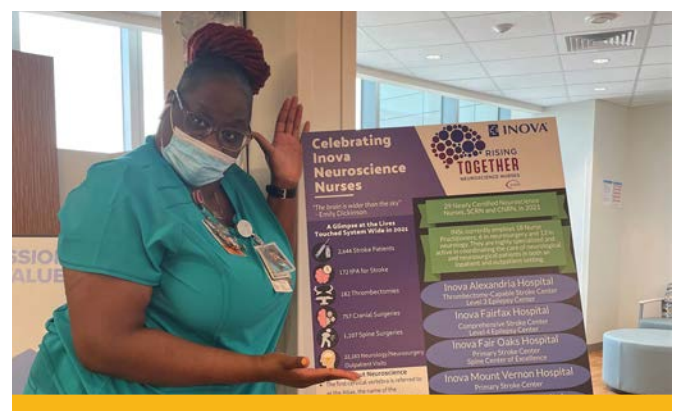
Music Therapy Perspectives, Volume 40, Issue 1, Spring 2022, Pages 59-67, <https://doi.org/10.1093/mtp/miab022>

Roque Anthony F. Velasco, MS, APRN, AGPCNP-BC, CMSRN, ACRN, AAHIVS;

Amanda Golino, MSN, RN, CCRN, CCNS, PMGT-BC, TCRN; Fontenot, Justin DNP, RN, NEA-BC

Modifying outdated blood donation restrictions on men who have sex with men

AJN, American Journal of Nursing July 2022 122(7):p 11, July 2022. | DOI: 10.1097/O1.NAJ.0000842168.38364.2d



ILH Neurosciences Nursing Week

New degrees

Bachelor of Science in Nursing

David Ajayi, BSN, RN
Julia Avoletta, BSN, RN
Sandra Disinger, BSN, RN
Meredith Enquist, BSN, RN
Arhlyn Kozlowicki, BSN, RN
Meghan Mathews, BSN, RN
Edwin McGee, BSN, RN
Mary Elen Lois Sapla, BSN, RN
Geeta Subedi, BSN, RN
Taylor Hitt, BSN, RN

Master of Science in Nursing

Stephanie Braun, MSN, RN
Nicole Dlesk, MSN, RN, PCCN
Amanda Johnson, MSN, RN, CNOR

Doctorate of Nursing Practice

Gina Harrison, DNP, RN, NE-BC,
CPEN, CEN
Cara Radonich, DNP-NP, CWCA

New certifications

Acute/critical care nursing (adult)

Samuel Coffman, BSN, RN, CCRN
Bailey Grove, BSN, RN, CCRN
Sobah Gurusy, BSN, RN, CCRN
Rahinatou Kimba, BSN, RN, CCRN,
PCCN
Ester Yang, MSN, RN, CCRN

Certified ambulatory perianesthesia nurse

Jennifer Buckner, BSN, RN, CAPA

Certified case manager

Maureen Smith, BSN, RN, CCM

Certified diabetes educator

Marianne Sherman, MSN, RN, CV-BC,
CDE

Certified emergency nurse

Valerie Kraft, BSN, RN, CEN
Dominic Nichilo, BSN, RN, CEN

Certified medical surgical registered nurse

Cynthia Jean, BSN, RN, CMSRN

Certified nurse operating room

Carol Claire Crisostomo, BSN, RN,
CNOR
Jillian Fauver, BSN, RN, CNOR
Amanda Johnson, MSN, RN, CNOR
Amanda Robey, BSN, RN, CNOR
Rebecca Valdesuso, MSN, RN, CNOR

Electronic fetal monitoring

Elizabeth Baumgardner, BSN, RN,
C-EFM
Melissa Bontreger, BSN, RN, RNC-OB,
C-EFM
Allison Morin, BSN, RN, C-EFM

Inpatient obstetric nursing

Katherine Burnham, RN, RNC-OB
Nicole Hope, MSN, RN4, C-EFM,
RNC-OB

International board certified lactation consultant

Megan Biwan, BSN, RN, IBCLC
Katherine Miller, BSN, RN, IBCLC

Low-risk neonatal nursing

Megan Neighly, MSN, RN, RNC-MNN,
RNC-LRN
Jessica Timbers, BSN, RN, RNC-LRN

Maternal newborn nursing

Gesila Mogol, BSN, RN, CCE, RNC-MNN
Harvinder Sodhi, MSN, RN, RNC-MNN

Medical surgical nursing

Selina Boehm, BSN, RN, MEDSURG-BC
Kayla Farabaugh, BSN, RN, MEDSURG-
BC
Maria Segar, BSN, RN, MEDSURG-BC

Neonatal intensive care nursing

Olivia McKnight, BSN, RN, RNC-NIC
Margo McLean, BSN, RN, RNC-NIC
Nicole Torrenzano, BSN, RN, RNC-NIC

Nursing professional development certification

Jamie Ulrich, BSN, RN, NC-BC, NPD-BC

Obstetric and neonatal quality and safety

Anna Haynes, MSN, RN, RNC-NIC,
IBCLC, C-ONQS
Brittany Motter, MSN, RN, RNC-LRN,
IBCLC, RNC-MNN, C-ONQS
Jaimee Robinson, MSN, RN, NPD-BC,
C-EFM, RNC-OB, C-ONQS

Oncology certified nurse

Mitzi Arbogast, BSN, RN, OCN
Kathleen Di Girolamo, MSN, RN, OCN

Progressive care nursing (adult)

Gretchen Bronson, BSN, RN, PCCN
Rochelle Conlan, BSN, RN, PCCN
Catherine Tharp, BSN, RN, PCCN
Amanda Walsh, BSN, RN, PCCN

Psychiatric – mental health nursing

Mary Birmingham, MEd, BSN, RN, NC-
BC, PMH-BC
Irene Frimpong, DNP, RN, PMH-BC

Stroke certified registered nurse

Hannah Williams, BSN, RN, PCCN,
SCRN

Trauma certified registered nurse

Amanda Box, BSN, RN, TCRN
Lauren Campbell, BSN, RN, CCRN,
TCRN
Lauren Clarke, BSN, RN, TCRN
Sandra Disinger, BSN, RN, TCRN
Michelle Fields, BSN, RN, CCRN, TCRN,
Kassidy Hoffman, BSN, RN, TCRN
Christine Hyatt, BSN, RN, TCRN
Emily Mullis, BSN, RN, TCRN
Kathryn O'leary, BSN, RN, TCRN
Katie Staub, BSN, RN, OCN, TCRN
Elizabeth Stotler, MSN, RN, TCRN
Emily Temple, BSN, RN, TCRN
Rachel Ungerleider, BSN, RN, TCRN
Lisa Wells, BSN, RN, TCRN
Amber Wilson, MSN, RN, CEN, TCRN
Morgan Wright, BSN, RN, TCRN
Antoinette Zaferopolos, BN, RN, CEN,
TCRN

Scholarship awards

Nicole Dlesk, MSN, RN, PCCN – The Ladies Board of Inova Loudoun Hospital Scholarship

Katheryn Dugan, BSN, RN, PMGT-BC, MEDSURG-BC – The Ladies Board of Inova Loudoun Hospital Scholarship

Abigail Fulcer, BSN, RN, CNOR – Inova Nursing Excellence Scholarship

Amanda Golino, MSN, RN, CNS, CCRN, PMGT, BC, TCRN – The Ladies Board of Inova Loudoun Hospital Scholarship

Cathy Haugen, BSN, RN, CCRN – Inova Nursing Excellence Scholarship

Jaimee Robinson, MSN, RN, C-ONQS, RNC-OB, C-EFM, NPD-BC – Inova Nursing Excellence Scholarship and The Ladies Board of Inova Loudoun Hospital Scholarship

Aдриene Simms, BSN, RN, CCRN – Inova Nursing Excellence Scholarship

New ADVANCE

Registered Nurse 3

Benjielou Ford, BSN, RN, TCRN

Brandy Rothermund, BSN, RN, MEDSURG-BC

Registered Nurse 4

Alexandria Baranowski, BSN, RN, RNC-NIC

Mary Birmingham, BSN, RN, PMH-BC, NC-BC

Gretchen Bronson, BSN, RN, PCCN

Jennifer Buckner, BSN, RN, CAPA

Maria Cedillos Bautista, BSN, RN, PCCN, CMSRN

Rosalyn Charley, BSN, RN, CDE

Alexandra Cipolla, BSN, RN, RNC-MNN

Rochelle Conlan, BSN, RN, PCCN

Amie Corbett, BSN, RN, PED-BC

Allyson Diamond, BSN, RN, MEDSURG-BC

Anna Famiglietti, MSN, RN, RNC-OB, C-EFM

Kayla Farabaugh, BSN, RN, MEDSURG-BC

Irene Frimpong, BSN, RN, PMH-BC

Abigail Fulcer, BSN, RN, CNOR

Ruthanne Gonzalez, BSN, RN, CPN

Bailey Grove, BSN, RN, CCRN

Lacey Higbee, BSN, RN, CPEN

Christine Hyatt, BSN, RN, TCRN

Rahinatou Kimba, BSN, RN, CCRN, PCCN

Christine Lynch, BSN, RN, TCRN, CMSRN

Emily Mullis, BSN, RN, TCRN

Chinweotuto Nwanneka, BSN, RN, PCCN

Elaine Pang, BSN, RN, MEDSURG-BC

Katherine Rodgers, BSN, RN, CCRN

Mallory Rosetti, BSN, RN, CPN

Farhan Shaukat, MSN, RN, MEDSURG-BC

Harvinder Sodhi, BSN, RN, RNC-MNN

Jennifer Steele, BSN, RN, CCRN

Catherine Tharp, BSN, RN, PCCN

Danta Thompson, BSN, RN, CCRN

Rachel Ungerleider, BSN, RN, TCRN

Jennifer Waters, BSN, RN, RNC-OB, C-EFM

Lisa Wells, BSN, RN, TCRN

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

Kara Wilder, BSN, RN, CCRN

Hannah Williams, BSN, RN, SCRIN, PCCN

Professional organization activities

Elyssa Wood, PhD, MPH, BSN, RN, FAEN – Emergency Nursing Association, chair, peds committee

Jennifer Waters, BSN, RN4, RNC-OB, C-EFM – Association of Women's Health, Obstetric and Neonatal Nurses, intermediate fetal monitoring instructor

Volunteer activities

Mary Birmingham, MEd, BSN, RN, NC-BC, PMH-BC – Inova School Supply Drive, Inova Food Drive, organizer and participant

Lori Caslin, BSN, RN, RNC – Blue Ridge Hospice Tribute at One Loudoun, pet therapy volunteer

Maria Cedillos, BSN, RN, PCCN, CMSRN – Relay for Life of Loudoun County, organizer and participant

Amanda J. Golino, MSN, RN, CCRN, CCNS, PMGT-BC, TCRN – Loudoun County Health Commission, Algonkian District representative

Teresa Kristek, MSN, RN, FNE – Marine Corps Marathon, Aurora School and Potomac Baptist Church, RN volunteer

Christina Lloyd, MSN, RN, RNC-NIC – March of Dimes, Inova Loudoun Hospital team participant; March of Dimes for Babies, co-chair of [fill in?]

Christina Peyroux, BSN, RN – Holiday Food Drive, led the group in sorting, packing food items for families

Maria Segar, BSN, RN, CMS – Laurel Center / Winchester, VA, provided stroke education at Spring Fest

Lindsay Schoem, BSN, RN, TCRN – Stop the Bleed, developer, educator and organizer

Stella (Stasia) Skrypczuk, RN, CPN – Ukrainian Awareness Rally, Bordentown, NJ, organizer; volunteer for Ukrainian fundraisers

Katie Staub, BSN, RN, OCN, TCRN – Tree of Life, participant

Mary Taylor, RN, CNOR – Inova Loudoun Hospital Ladies Board, Sadie's Race; Inova LGBT community, Loudoun Pride, organizer and participant volunteer

Jennifer Waters, BSN, RN, RNC-OB, C-EFM – Association of Women's Health, Obstetric and Neonatal Nurses, intermediate fetal monitoring instructor

Hannah Williams, BSN, RN, SCRIN, PCCN – American Foundation for Suicide Prevention, chair/organizing lead for float pool department to make a team for charity walk

Elyssa Wood, PhD, MPH, BSN, RN, FAEN – Journal of Emergency Nursing, chair, pediatric committee and reviewer

Inova Mount Vernon Hospital



Inova Mount Vernon Hospital care site council

2022 was a banner year for Inova Mount Vernon Hospital. We started January 2022 with our three-day Magnet site visit, which was met with much excitement and pride throughout the organization. The ANCC appraisers were impressed with the outcomes of the work being done as well as the enthusiasm of the nurses. Then on March 17, 2022, we received that long-awaited call from the ANCC Commission on Magnet – Inova Mount Vernon Hospital received its first Magnet designation!



Magnet designation celebration

It was a real year of growth and evolution for the hospital's care site council. Working with the UBC chairs and our interdisciplinary partners, the council has moved toward decision making, rather than information sharing, to encourage collaboration with nursing. This strategy not only makes good use of valuable meeting time, but surveys have also shown rising engagement among clinical nurses within shared governance at Inova Mount Vernon Hospital.

Accomplishments of note include the CCU implementation of "Tea Time" with patients and families to significantly improve patient experience, ARF utilization to upgrade unit inventory, incorporation of the Inova Wound Centers into the hospital's UBCs, a 15% reduction in fall rate and three poster presentations by clinical staff at various conferences throughout the country.

Opportunities for 2023 include the ongoing inclusion of clinical nurses to develop the nursing strategic plan, standardization of UBC report-outs, meeting feedback tools and increased utilization of ARFs.



Magnet designation celebration



Magnet Conference. L to R: Larissa Golding, MSN, RN, GERD-BC; Roselle Anderson, MSN, RN, CRRN, NE-BC; Monica Dontoh, BSN, RN, CCRN; Ailyn Delos Santos, BSN, RN, CCRN; Zakia Lucas, BSN, RN; Glenda Joseph, MSN, FNP, GERO-BC, NE-BC



Magnet Conference. L to R: Joanne Gucciardo, MS, BSN, RN, NE-BC, NPD-BC; Toni Bland, MSN, RN, NE-BC; Frances Collins, MSN, RN, CCRN, NE-BC; Deb Stanger, MSN, RN, NE-BC, NEA-BC, NPD-BC



Magnet Conference. L to R: Genie Click, BSN, RN, CEN, Lorton HealthPlex; Jennifer Li, MSN, RN, CEN

Clinical excellence and patient experience subcouncil

Inova Mount Vernon Hospital's clinical excellence and patient experience subcouncil's ongoing focus is to support the staff in providing excellent quality care with outstanding outcomes every time, every touch. Inova Mount Vernon Hospital remains consistent by outperforming the NDNQI benchmark for nurse-sensitive indicators and hospital-acquired conditions. Performance goals were set and progress reviewed at the meetings.

- **Decrease falls with injury by 15%:** While we did not meet the goals of falls with injury, we exceeded our goal of decreasing the total number of falls and increasing the number of assisted falls (in 2022, our hospital had the highest % of assisted falls)
- **Two CAUTIs:** We met our goal, which was a decrease of three CAUTIs from the previous year
- **Zero CLABSIs:** We had two CLABSIs, resulting in not meeting our goal
- **Decrease HAPI by 10%:** We had 114 HAPI in 2021, and in 2022 we had 109, which was a 5.6% decrease – while we made progress, we did not achieve our goal

Nursing research and EBP subcouncil

Inova Mount Vernon Hospital's nursing research and EBP subcouncil kicked off 2022 with a successful ANCC Magnet recognition site visit. After meeting with our subcouncil, the appraisers shared that our "Research and evidence-based practice council has accomplished impressive work to build capacity for research."

In 2022, our council was pleased to welcome five new nurses as regular members. We engaged in monthly educational activities. In June 2022, the council hosted Audra Gollenberg, PhD, Professor of Public Health at Shenandoah University, who shared a presentation on "Understanding and Interpreting Odds Ratios in Research." We also completed a critical appraisal of journal articles related to topics of escalating care for deteriorating patients and nursing intent to leave a job.

The council was happy to support our wound, ostomy and continence nurse team in submitting a manuscript for publication: "Efficacy of a moisture-wicking, silver-

impregnated textile in hospitalized patients with intertriginous dermatitis (ITD): single-case experiment." The research team – including **Margaret Hiler, MSN, RN, CWOCN;** **Justina Siedschlag, BSN, RN, CWOCN, CCRN;** and **Leslie Woodward, BSN, RN, CWON** – also presented their research at the Virginia Magnet Consortium and the Wound, Ostomy, Continence Nurses Mid-Atlantic Regional Conference.

In 2022, **Tigist Mannaye, MPH, BSN, RN, CRRN**, also submitted a manuscript reporting research findings for publication: "Patient-centered trio rounding: perceptions of rehabilitation nurses and physicians" (later accepted in 2023 by Rehabilitation Nursing Journal).

Our nurses actively participated in Inova's nursing research and EBP fellowship and presented their projects at the annual Inova symposium:

- **Dawnielle Feucht, BSN, RN, SCRIN:** "Improving communication during an Inpatient stroke alert with a stroke-specific SBAR tool" (podium and poster)
- **Donna Thomas, MSN, RN,** and **John Lawrence, BSN, RN, CPHQ, NPD-BC:** "'Small' education helps nurses recognize 'big' picture of patient deterioration" (podium and poster)
- **Lauren Schwindt, BSN, RN, CEN:** "Perceptions regarding opioid use disorder among nurses in the emergency department (The PROUDer Project)" (podium)

At the symposium, the EBP project led by **John Lawrence, BSN, RN, CPHQ, NPD-BC,** and **Donna Thomas, MSN, RN,** was honored with three awards: Best EBP Poster, Audience Favorite Poster and the "Trish" Seifert Innovation Award.

Our ED nurses participated by completing surveys and attending focus group interviews for the research study, "Engaging emergency department nurses in strategies to address the social determinants of health."

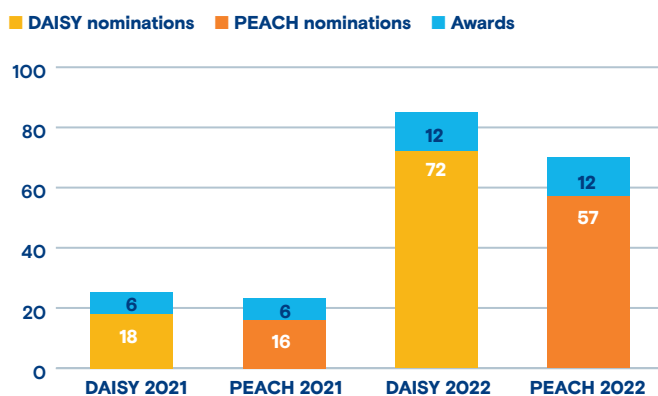
Lastly, emergency department unit supervisor **Chris Sanders, MSN, MSCJ, RN,** was approved by the council to begin his final doctorate of nursing practice project on "Implementation of elder abuse screening and microlearning and its effect on nursing attitudes toward assessment, intervention and advocacy."

Professional development subcouncil

Inova Mount Vernon Hospital's professional development subcouncil takes an active role in the promotion and support of the professional development and recognition of hospital team members. By promoting education, information, opportunity and support to team members, we believe continued nursing excellence will be demonstrated through increased professional certification and ADVANCE achievement. We believe that recognition, coordinated through this council in the form of DAISY and PEACH awards, promotes increased recruitment and retention of talented team members.

The subcouncil was reconvened in June 2021 after the COVID-19 pandemic began to wind down. Because our team members had been through so much, one of our first mandates was to rejuvenate the DAISY Award recognition program for nurses and institute the PEACH Award for non-nursing team members. Our subcouncil collects all of the DAISY and PEACH nominations submitted by patients, family members and other team members and then votes on them through a blind ballot. We hold quarterly ceremonies to honor the awardees. In 2021, we received just 18 DAISY nominations and 16 PEACH nominations, awarding six awards in each category. In 2022, knowledge of the program grew, and we received 72 DAISY nominations and 57 PEACH nominations, awarding 12 awards in each category.

DAISY and PEACH nominations and awards



Since 2021, we have added several other priorities including:

- Facilitating education of team members related to system-wide support in place for personal professional development and mentorship through EdCor, Success Pays and Inova's mentor program
- Support active nursing membership in professional development organizations, committees and councils
- Mentor team members related to specialty certification and ADVANCE completion
- Oversee designated recognition programs for hospital team members

Currently, 37% of all RNs at Inova Mount Vernon Hospital hold at least one specialty certification. This demonstrates an increase from 21% in 2018. We believe this increase, in part, is due to our efforts to raise awareness of the importance of specialty education and the programs Inova has in place to support certification. We accomplish this through our member presence at UBC meetings, care site council meetings and professional development days, which are held twice per year.

Night council

The night council at Inova Mount Vernon Hospital has had a successful year, and the night shift team has been actively engaged in the council's initiatives. The focus on improving the visibility of leaders, availability of supplies and nutrition options for patients at night displays a commitment to addressing important issues that impact the quality of care provided by the night shift team.

Leaders are now engaging with the night shift team during meetings, which is a positive step in building stronger relationships and promoting collaboration among departments. Various department leaders are actively participating in the discussions regarding increasing par levels on the units, storing additional supplies within the administrative director's office and providing various food items for late admissions. This reflects a collaborative approach to problem solving and a commitment to addressing the needs specific to night shift. The establishment of a WhatsApp group for communication among representatives from all units also shows a commitment to transparency and inclusivity.

The council's efforts to celebrate and support the night shift team through ice cream socials, compassion cart rounding, holiday celebrations and raffles has been a great way to boost morale and create a positive work environment. The team is looking forward to continuing their work and making further improvements in the year to come.



Night shift council. Ice cream social

Inova Mount Vernon Hospital awards and recognition

DAISY Awards

Lucio Cisneros, BSN, RN
Jobel Cruz, BSN, RN
James Dixon, BSN, RN, CRRN
Julliet Hall, BSN, RN
Jemma Jack, BSN, RN
Shirely Jay, BSN, RN
Prudence Karangwa, BSN, RN
Laura McCormack, BSN, RN, CCRN
Michelle Pho, BSN, RN
Jessica Vatturi, ASN, RN

Nursing Excellence Awards

Michelle De La Pena, BSN, RN, CEN, TCRN – Rising Star
Joanne Gucciardo, MS, BSN, RN, NE-BC, NPD-BC – Transformational Leadership
Dawnielle Feucht, BSN, RN-BC, SCRN – New Knowledge and Innovation
Barbara Lloyd, BSN, RN, GERO-BC – Exemplary Professional Practice
Aziza Lwabandji, BSN, RN – Preceptor
Rebekah Miller, BSN, RN, SCRN, JD – Structural Empowerment
Donna Thomas, MSN, RN – Structural Empowerment

Strategies to Reduce Turnover During a Pandemic – Team Collaboration

Sosina Berihun, BSN, RN
Dinah Clark, BSN, RN-BC
Michelle Cortez, MSN, RN, CMSRN
Glenda Joseph, MSN, FNP, GERO-BC, NE-BC
Cassie Palas, MSN, RN, CMSRN
Satina Smith, Human Resources
Josephine Vidal, BSN, RN
Nilda Wiman, BSN, RN

Vizient Nurse Residency summary

In 2022, our hospital graduated three cohorts with a total of 28 graduates. Eight EBP projects were initiated by the residents. They presented their work at their respective cohort graduation ceremonies.

Awards received

5 stars, 2022 Centers for Medicare and Medicaid Services

Inova Mount Vernon Hospital, along with Inova Loudoun Hospital and Inova Fair Oaks Hospital Inova Mount Vernon hospital received a 5 star (out of five stars) rating from CMS in 2022, reflecting superior clinical quality and patient care. Inova Alexandria Hospital and Inova Fairfax received 4 stars.

Alexandria community award – Food and Friends Honoring our Heroes

Reba Miller, BSN, RN, SCRNP, JD

Best Poster – Small education helps nurses recognize “big” picture of patient deterioration, Inova Nursing Research and EBP Symposium

John Lawrence, BSN, RN, SCRNP

Donna Thomas, MSN, RN

Finalist, Nurse Manager/Director category, 2022 Virginia Nurses Foundation Annual Awards Gala

Zewednsh Bryant, MSN, RN

Finalist, Direct Patient Care Patient Experience category, 2022 Virginia Nurses Foundation Annual Awards Gala

Reba Miller, BSN, RN, SCRNP, JD

Honorable Mention, Nurse Educator, 2022 Virginia Nurses Foundation Annual Awards Gala

Donna Thomas, MSN, RN

Trish Seifert Innovation Award, Small education helps nurses recognize “big” picture of patient deterioration, Inova Nursing Research and EBP Symposium

John Lawrence, BSN, RN, SCRNP

Donna Thomas, MSN, RN

Winner, Direct Patient Care, Patient Safety category, 2022 Virginia Nurses Foundation Annual Awards Gala

Susan Breisch, BSN, RN, CCRN

Presentations

Dawnielle Feucht, BSN, RN SCRNP

Improving communication during an inpatient stroke alert using a stroke-specific SBAR tool [Podium] [Poster]

Inova Nursing Research and EBP Symposium, virtual, Sept. 22, 2022

Margaret Hiler, MSN, RN, CWOCN; Justina Siedschlag, BSN, RN, CWOCN, CCRN; Leslie Woodward, BSN, RN, CWON; Bernice D. Mowery, PhD, RN; Audra L. Gollenberg, PhD; John Lawrence, BSN, RN, CPHQ, SCRNP

Efficacy of a moisture-wicking, silver-impregnated textile in hospitalized patients with intertriginous dermatitis (ITD) [Podium]

Virginia Magnet Consortium, virtual, April 21, 2022

Intertriginous dermatitis (ITD) [Podium & Poster]

Wound Ostomy Mid-Atlantic Regional Conference, virtual, June 1 – 3, 2023

John Lawrence, BSN, RN, SCRNP; Donna Thomas, MSN, RN

Small education helps nurses recognize the “big” picture of patient deterioration [Podium] [Poster]

Inova Nursing Research and EBP Symposium, virtual, Sept. 22, 2022

Lauren Schwindt, BSN, RN, CEN

Perceptions regarding opioid use disorder among nurses in the emergency department [Podium]

Inova Nursing Research and EBP Symposium, virtual, Sept. 22, 2022

Fadia Feghali, BSN, RN, MS, NE-BC; Sara G. Mulhern, BSN, RN, CMSRN; Noah Kane, RN, CCRN; Katherine Brown, RN, SCRNP

Harness nursing expertise and voice through the service line model engagement [Poster]

AONL Professional Governance Conference, Baltimore, MD, June 23 – 24, 2022

Cardina Ross, MSN-L, RN, PMH-BC

Implementing a workplace violence prevention bundle: implications for nurse leaders [Poster]

2022 VONEL Conference, Virginia Crossing Conference Center, Richmond, VA, June 10, 2022

Theresa Davis, PhD, RN, NE-BC, FAAN; Maureen E. Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC; Jennifer Drake, DNP, RN, NPD-BC, ONC, Caritas Coach/Leader; Anne-Marie O'Brien, PhD, RN, WHNP-BC; Bernice Mowery, PhD, RN; Amanda J. Golino, MSN, RN, CCRN, CCNS, RN-BC, TCRN; Dana Lowry, BSN, RN; Sarah Naputi, MSN-NI, RN, MEDSURG-BC, CRRN; Carla Parker, MSN, RN; Carol Swamidoss Douglas, PhD, MPH, RNC; Donna Thomas, MSN, RN; Liliana Suchicital, BSN, RN, CBN, CHTP; Mary Ann Friesen, PhD, RN, CPHQ

Caritas: nurses' perceptions of caring in a large healthcare system [Poster]

Sigma Theta Tau: Creating Healthy Work Environments, Washington, DC, March 21 – 26, 2022

Sigma Theta Tau: Creating Healthy Work Environments, virtual, March 31 – April 11, 2022

New degrees

Bachelor of Science in Nursing

Kate Adomako, BSN, RN
Fabiola Astorga Martinez, BSN, RN
Jasmine Bautista, BSN, RN
Trinicia Flores, BSN, RN
Aaron Gribbins, BSN, RN
Gloria Sekitoleko, BSN, RN
Christine Soma, BSN, RN, CEN, CPEN, TCRN, CTRN, CFRN
Amy Tyeryar, BSN, RN
Robert Moore, BSN, RN
Madysen Sampson, BSN, RN
Selam Abraham, BSN, RN

Master of Science in Nursing

Santos Hernandez, MSN, BSN, RN
Kelly Plange, MSN, BSN, RN
Soha Salihi, MSN, BSN, RN

New certifications

Certified emergency nurse

Genie Click, BSN, RN, CEN
Jessica Kolonich, BSN, RN, CEN
Victoria Krikorian, BSN, RN, CEN
Alberto Morales, BSN, RN, CEN

Certified pediatric emergency nurse

Cid Donato, BSN, RN, CEN, CPEN

Gerontology nurse

Jane Candelaria, BSN, RN, OCN, PMGT-BC, MEDSURG-BC, GERO-BC
Christopher Sanders, MSN, RN, CEN, GERO-BC

Medical surgical nurse

Fatmata Jimmy, BSN, RN, MEDSURG-BC

Nursing professional development

John Lawrence, BSN, RN, SCRNP, NP-BC

Pain management nurse

Morgan Barlow, BSN, RN, PMGT-BC
Sarah-Minnie Fernandez, BSN, RN, PMGT-BC
Maira Garrity, BSN, RN, PMGT-BC
Dawn Thyzza Mendoza, BSN, RN, OCN, PMGT-BC

Psychiatric – mental health nurse practitioner

Sophia Gizaw, BSN, RN, PMHNP-BC

Stroke certified registered nurse

Reba Miller, BSN, RN, SCRNP

Scholarship awards

Ivenise A Butts, RN – Inova Nursing Excellence Scholarship

Jelyn Grace Hudson, BSN, RN – Rydell Family Scholarship

Jenissy Melendez – Inova Nursing Excellence Scholarship

New ADVANCE

Registered Nurse 3

Juliet Hall, BSN, RN, CAPA
Michael Preko, BSN, RN, MEDSURG-BC

Registered Nurse 4

Janmed Achu, BSN, RN, GERO-BC
Morgan Barlow, BSN, RN, PMGT-BC
Brooke Bowers, BSN, RN, CEN, CPEN
Maria Cachafiero-Cavadas, BSN, RN, GERO-BC
Marcus Cueno, BSN, RN, CAPA, CPN
Michelle DeLaPena, BSN, RN, CEN, TCRN
Cid Donato, BSN, RN, CEN
Maira Garrity, BSN, RN, PMGT-BC
Fatmata Jimmy, BSN, RN, MEDSURG-BC

Victoria Krikorian, BSN, RN, CEN
Denise Lee, MA, BSN, RN, CRRN
Rebecka Miller, BSN, RN, SCRNP, JD
Alberto Morales, BSN, RN, CEN
Chris Sanders, MSN, RN, MSCJ, GERO-BC
Christine Soma, BSN, RN, CEN, CPEN, TCRN, CTRN, CFRN
Tiara Switzer-Houston, BSN, RN, CAPA

Professional organization activities

Margaret Hiler, MSN, RN, CWOCN – DC Affiliate Wound Ostomy Continence Nurses Society, chapter president and conference planning committee chair for 2022 Mid-Atlantic Region WOCN Conference (September 2022)

Volunteer activities

Dawnielle, BSN, RN, SCRNP – Montebello community, blood pressure checks, stroke education

Dawnielle Feucht, BSN, RN, SCRNP – Dream BIG STEM Day, George Washington Middle School (in Mount Vernon), stroke education

Dawnielle Feucht, BSN, RN, SCRNP – Fairfax County Public Schools, stroke education – career day

Inova system offices



Inova advanced practice provider (APP) professional governance

Inova's APP professional governance entered 2022 with vigor and enthusiasm. In February, members connected in a day-long retreat to network and identify priorities for the year. Elevating the presence of APPs involved the APP practice subcouncil disseminating gray badge buddies to APPs throughout the health system. The group worked to recognize APPs on system and care site committees while establishing a clearer definition of the term "advanced practice provider." The professional development subcouncil continued a long-term project of designing an APP professional ladder that was ultimately delivered to senior leadership for review. The subcouncil surveyed Inova APPs to determine education gaps and launched its first APP Grand Rounds by **Jaime Melhorn, DNP, AG-ACNP, ACHPN**, and **Carolyn Kyle, MSN, ANP-BC, AG-ACNP, ACHPN**.

The recruitment and retention subcouncil hosted opportunities for APPs to network further and facilitated a successful second annual APP Week celebration in September. More than 100 team members nominated more than 60 APPs

for the APP of the Year Award. Certified registered nurse anesthetist **Sarah Given, MSN, CRNA**; certified nurse midwife **Rachel Horne, MSN, CNM**; primary care physician assistant/associate **Lauren Meth, PA-C, MPH**; primary care nurse practitioner **Nana Esi Apedoe, DNP, AGNP-BC**; cardiothoracic surgery physician assistant/associate **K. David Young, MPAS, PA-C**; and trauma nurse practitioner **Catherine Staats, MSN, AGPCNP-BC**, were selected among an outstanding pool of nominees.

APP professional governance elections were held in November, with five new members joining the congress while three members concluded full terms. The APP professional governance congress, which oversees the three subcouncils, is chaired by **Claire Lewis, MSN, ACNP-BC**; co-chaired by **Charity Brown, MSN, FNP-BC**; and facilitated by **Jonathan Messing, MSN, ACNP-BC, CCRN, TCRN, RNFA**.

Photo above, 2022 APPs of the Year, L to R: Sarah Given, MSN, CRNA; Lauren Meth, PA-C, MPH; Rachel Horne, MSN, CNM; Catherine Staats, MSN, AGPCNP-BC; Nana Esi Apedoe, DNP, AGNP-BC; and K. David Young, MPAS, PA-C

APP transition into practice report

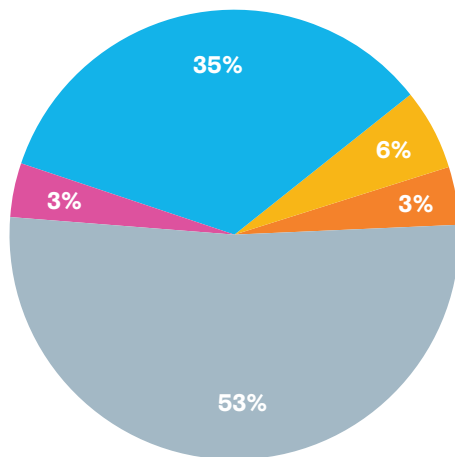
Inova's APP transition into practice (TIP) program supports new graduate nurse practitioners and physician assistants/associates as they enter our health system. Over six months, participants encounter didactic and interactive content on professional development, organizational resources and select clinical topics. Each APP learns strategies to navigate the nuances of advanced practice while collaborating with colleagues to overcome clinical and professional challenges.

In 2022, Inova's APP TIP program observed its third anniversary and the graduation of its 88th participant. Sixty-six new graduates attended at least one session throughout 2022. The ambulatory sites had the most program participation. In terms of service line participation, the majority joined from the medicine, primary care, and heart and vascular service lines.

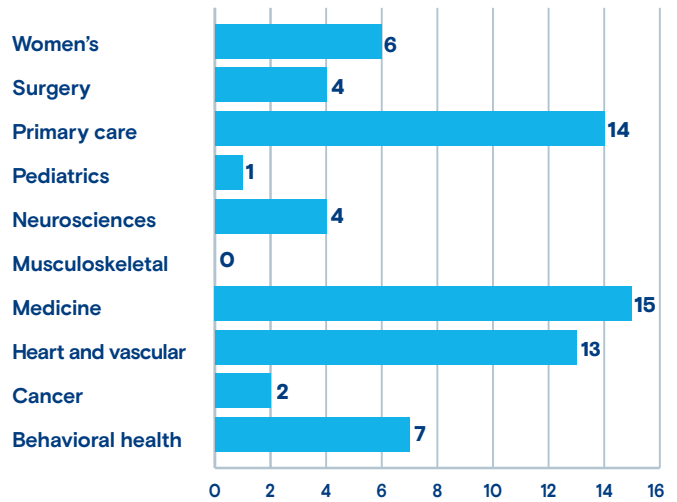
Thirty-five APPs completed the program in 2022, up from 27 the year prior. The program continues to evolve to reflect the needs of the participants with regular updates. Feedback remains positive, with comments indicating the "experience has been great" and that it is "the most organized program/training I have received at Inova." More than 90% of participants agree or strongly agree that the program enhanced their transition into their first APP role and that the program provides a support network. The excellent feedback on program experience is possible due to the incredible cadre of Inova speakers and contributors.

APP TIP program care site participation in 2022

IAH ILH IFMC IFOH IMVH AMB



APP TIP program service line participation in 2022



All APP TIP program participants receive training on the value of mentorship early in their careers. Twenty-three new graduates in 2022 participated in the APP mentorship program, which connects them with a seasoned APP working in a similar Inova practice setting.

Of those who fully completed the APP TIP program, 88% remain Inova team members with 98% of them remaining with Inova at their one-year mark.

Jonathan Messing, MSN, ACNP-BC, CCRN, TCRN, RNFA, manages Inova's APP TIP program.

Inova system nursing research and EBP

The nursing research and EBP councils at Inova continue to support research and EBP through education offerings, mentoring and collaboration. Our council has representatives from each of the care sites, including ambulatory, and provides oversight to the nursing research at Inova. We welcomed a new nurse scientist as the Coordinator of Evidence-Based Practice for Nursing, **Megan L. Morrison, PhD, FNP-BC, ACHPN**. Dr. Morrison is the new chair of the system nursing research and EBP council. We also welcomed **Elyssa Wood, PhD, MPH, BSN, FAEN**, as a full-time nursing scientist and a member of the council. The council supported over 17 nursing research studies across the health system in 2022, as well as numerous EBP and quality improvement projects.

Annual Inova Nursing Research and EBP Symposium

The annual Inova Nursing Research and EBP Symposium provides a venue for Inova nurses to share their work in research, EBP and quality improvement. The one-day event is open to the community and welcomes guest presenters from other organizations. The 2022 Inova Nursing Research and EBP Symposium successfully ran its seventh annual conference and its second time as a virtual event. This year's theme, "Power of the Nurse: Creating, Transforming and Sustaining Knowledge for Practice," provided a premise for implementation science through a keynote address from Molly McNett, PhD, RN, CNRN, FNCS, FAAN, and other speakers exploring the challenges faced and rewards received when sustaining EBP.

Inova's nursing research and EBP fellows, as well as clinical nurses, presented projects addressing:

- Preventing readmissions for falls
- Engaging ED nurses with social determinants of health at Inova Alexandria Hospital
- Impact of skin-to-skin on newborn hypoglycemia rates
- Enhanced recovery after cesarean birth
- Using microeducation to improve sepsis education
- Improving communication during an inpatient stroke alert with a stroke-specific SBAR tool

All posters were peer reviewed, and a team of judges selected several posters for awards in the categories of research and EBP.

EBP winner: "Small" education helps nurses recognize "big" picture of patient deterioration, **John Lawrence, BSN, RN, CPHQ; Donna Thomas, MSN, RN; Davielle Lee, BSN, RN; Anna Pak, BSN, RN; Bernice Mowery, PhD, RN; Christina Velleco, BSN, RN**, Inova

Quality improvement winner 1: Enhanced recovery after cesarean birth, **Jaimee Robinson, MSN, RN, RNC-OB, NPD-BC, C-EFM; Brittany Motter, MSN, RN, RNC-MNN, RNC-LRN, IBCLC**, Inova

Quality improvement winner 2: Utilizing shared governance to improve patient safety for blood transfusions, **Kate Theissen, BSN, RN, CEN, NE-BC, CPHQ**, Inova

Research winner: Receptive music therapy in the ICU: A randomized control trial, **Amanda Golino, MSN, RN, CCRN, CCNS, PMGT-BC, TCRN**; Raymond Leone, MMT, MT-BC; **Audra Gollenberg, PhD; Amy Gillam, MSN, RN, CCRN, CNL, TCRN; Kristelle Toone, MSN, RN, CCRN, CNL; Yasmin Samahon, MSN, RN; Theresa M. Davis, PhD, RN, NE-BC, CHTP, FAAN; Debra Stanger, MSN, RN, NEA-BC, NPD-BC; Mary Ann Friesen, PhD, RN, CPHQ**; Anthony Meadows PhD, MT-BC, LPC, FAMI, Inova, Shenandoah University, and A Place To Be

Audience favorite: "Small" education helps nurses recognize "big" picture of patient deterioration, **John Lawrence, BSN, RN, CPHQ; Donna Thomas, MSN, RN; Davielle Lee, BSN, RN; Anna Pak, BSN, RN; Bernice Mowery, PhD, RN; Christina Velleco, BSN, RN**, Inova

The inaugural Trish Seifert Innovation Award was given in honor of **Patricia (Trish) Seifert, MSN, RN, CNOR, CRNFA(e), FAAN, FAORN**, who was an independent cardiac surgery consultant and former manager of the cardiovascular OR at Inova Fairfax Hospital. She was past president of AORN, past (and first) lead coordinator of the Nursing Organizations Alliance, a Fellow in the American Academy of Nursing and a Fellow of AORN. She created competencies, a cardiac education curriculum, critical thinking exercises and step-by-step descriptions of cardiac procedures. She included what she calls 'pearls' by RNs and MDs and showcased early cardiac surgery leaders and mentors. Her numerous publications, lectures, invited reviews and critiques, and mentorship attest to her expertise and dedication, which she readily shared with all of us. This award has special meaning to all of us at Inova, and we are thrilled for Trish's legacy to live on through this annual recognition.

"Trish" Seifert Innovation Award winner: "Small" education helps nurses recognize "big" picture of patient deterioration, **John Lawrence, BSN, RN, CPHQ; Donna Thomas, MSN, RN; Davielle Lee, BSN, RN; Anna Pak, BSN, RN; Bernice Mowery, PhD, RN; Christina Velleco, BSN, RN**

The EBP fellows program

Nurses involved in direct patient care can have a significant impact on the care-delivery process. A clear understanding of EBP impacts a direct care provider’s work and patient relationships. The EBP fellows program offers the opportunity for nurse-led, interprofessional teams to implement projects translating EBP into patient interventions. Grant funding allows clinical nurses to be compensated for their time spent working as EBP fellows.

In 2022, the Inova Nursing Research and EBP fellows program continued to support five projects. Three teams conducted EBP projects:

1. Inpatient stroke alert quality improvement: “What to tell?” and “What to do?” – involves nurses from all five Inova hospitals
2. Small education, big picture – using microeducation to improve intermediate care unit nurses’ ability to detect and respond to patient deterioration at all five Inova hospitals
3. Impact of STS (skin to skin) on newborn hypoglycemia rates – includes all Inova hospitals with nurseries

Two teams conducted research studies:

1. Strategies to address perceptions of opioid use disorder among staff – includes all five hospitals
2. Evaluation of the paroxysmal sympathetic hyperactivity assessment measure – being conducted at the Inova Fairfax Medical Campus

Funding:

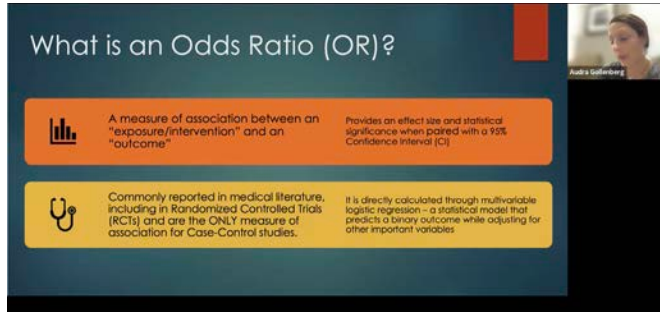
Members of the nursing research and EBP department continued to support the efforts of the integrated Translational Health Research Institute of Virginia (iTHRIV) to improve human health and promote health equity across the Commonwealth of Virginia by fostering community partnerships, education and informatics. iTHRIV provided a grant for the study Buen Provecho, a community partnership with HealthWorks for Northern Virginia.

The department of nursing also received funding to support nursing research studies including an Inova Seed Grant for a study called the “Psychometric properties of the Brøset Violence Checklist beyond behavioral health and emergency departments,” spearheaded by **Dr. Kathy Russell-Babin**.

2022 goal		Status
1.	Provide ongoing annual education for nurses	Met
2.	Sponsor Inova Nursing Research and EBP Symposium on annual basis	Met
3.	Seek to streamline research and EBP tracking	Met
4.	At least one research study and one EBP project to be conducted across all five hospitals	Met
5.	Each hospital to conduct at least two research studies or two EBP projects annually that incorporate strategic plan initiatives into EBP projects	Met
6.	Facilitate and coordinate research studies and EBP projects by nursing students who are conducting performance improvement projects at Inova	Met
7.	Publication and presentation goals	Met
8.	GMO grant funding incorporate strategic plan initiatives into research studies	Met
9.	Maintain academic collaborations	Met
10.	Support nursing research and EBP councils	Met
11.	Systemize nursing research and EBP projects	Met
12.	Implementation science	Met
13.	Expansion of support to ambulatory area	In progress

Evidence for goal 1: provide ongoing annual education for nurses

Just-in-time education was provided, as well as monthly updates from nurse scientists to care site nursing research and EBP subcouncils and education presentations from statisticians, doctorate of nursing practice students presenting on their projects, education of creating posters and facilitated journal reviews.



Evidence for goal 2: sponsor nursing research/EBP symposium

The 2022 Inova Nursing Research and EBP Symposium successfully ran its seventh annual conference and its second time as a virtual event. This year’s theme, “Power of the Nurse: Creating, Transforming and Sustaining Knowledge for Practice,” provided a premise for implementation science through Dr. Molly McNett’s keynote address and other speakers exploring the challenges faced and rewards received when sustaining EBP.

More than 440 nurses registered for the virtual symposium, with many benefiting from asynchronous viewing and access to six continuing education hours. Hosting a virtual event increased access for our local nurses and expanded access to others across the country – from South Florida to

Texas and Illinois. Participants described the positive impact nurses make, how this event reinvigorates a preexisting sense of burnout and the value of involving novice nurses. Comments reflect a renewed interest in research, a desire to pursue IISS opportunities and gratitude for the virtual experience.

Inova nursing professional practice is grateful for the support from Inova Foundation donors in facilitating another exemplary experience.

INOVA® Nursing Research & Evidence Based Practice Symposium
Thursday, September 22, 2022

List of Posters and Contacts

Research Posters		
Number	Title	Author(s)
R1	Effects of companion animal exposure on nursing students stress and anxiety levels Contact: kballeno09@su.edu	Karen Ballenger, PhD, RN, MSN Shenandoah University
R2	Engaging emergency room nurses with social determinants of health at Inova Alexandria Hospital Contact: jennifer.drake@inova.org	Zachary Wotherspoon, DNP, APRN, FNP-BC, RN, CPEN; Sarah Porco, BSN, RN; Shannon Lyons, BSN, RN; Elyssa Wood, PhD, MPH, RN Inova Alexandria Hospital
R3	Identifying moral distress in emergency department nurses: A correlational study of personal factors Contact: ninkiyane@gmail.com	Sarah W. Taylor, DNP, MHR, MSN, AGCNS-BC, CEN; Kelly Betts, APRN, PCNP-BC, CNE; Trina Aguirre, PhD, RN College of Nursing, University of Nebraska Medical Center
R4	Incidence of paroxysmal sympathetic hyperactivity following traumatic brain injury using assessment tools: A pilot study Contact: lauren.douglass@inova.org	Lauren Douglass, BSN, RN, CCRN, TCRN; Anna Newcomb, PhD, MSW, LCSW; Elena Lita; Benjamin Neubauer; Audra Gollenberg Inova Health System
R5	Patient perceptions of barriers to in-hospital mobility Contact: Eliezer_Urbano@bshsi.org	Eliezer Urbano, MSN, RN, AGCNS-BC; Beth Nease, DNP, RN, NE-BC Bon Secours Mercy Health System
R6	Perceptions regarding Opioid Use Disorder among Nurses in the emergency department (The PROUDer Project) Contact: Elyssa.wood@inova.org	Lauren Schwindt, BSN, RN, CEN; Elyssa Wood, PhD, MPH, RN Inova Health System
R7	Promoting enteral tube feeding safety and performance in preterm infants: A systematic review Contact: jhu4@vcu.edu	Jiale Hu, PhD, RN Virginia Commonwealth University
R8	Receptive music therapy in the ICU: A randomized control trial Contact: Amanda.Golino@inova.org	Amanda Golino, MSN, RN, CCRN, CCNS, PMGT-BC, TCRN; Raymond Leone, MMT, MT-BC; Audra Gollenberg, PhD; Amy Gilam, MSN, RN, CCRN, CHL, TCRN; Kristelle Toone, MSN, RN, CCRN, CHL; Yasmin Samahon, MSN, RN; Theresa M. Davis, PhD, RN, NE-BC, CHTP, FAAN; Debra Stanger, MSN, RN, NEA-BC, NPO-BC; Mary Ann Friesen, PhD, RN, CPHQ; Anthony Meadows PhD, MT-BC, LPC, FAMI Inova Health System, Shenandoah University, & A Place To Be
R9	Shared governance maturation in a multi-site healthcare system – Inova Fair Oaks Hospital Contact: Frances.Collins@inova.org	Catherine Yzquierdo, BSN, RN, PCCN; Karen Lodrono, BSN, RN, CMSN; Frances Collins, MSN, RN, CCRN-K, NE-BC Inova Fair Oaks Hospital

Evidence for goal 5: each hospital to conduct at least two research studies or two EBP projects annually that incorporate strategic plan initiatives

Nursing research and EBP fellows system-wide program

Three EBP projects completed

Inpatient stroke alert: quality improvement “What to tell?” and “What to do?”

Impact of STS (skin to skin) on newborn hypoglycemia rates

“Small” education, big picture: using microlearning to enhance intermediate care unit nurses’ ability to detect and respond to patient deterioration

Two research studies selected

Strategies to address perceptions of opioid use disorder among staff

Evaluation of the paroxysmal sympathetic hyperactivity-assessment measure (partially funded by trauma services research)

Research studies

Seventeen research studies active in the last 12 months

- 20-11-4312 Effects of Healing Touch on pain and anxiety in women after cesarean delivery
- 19-07-3670 Effects of aromatherapy on nausea levels
- 19-11-3816 Caritas research study
- 20-12-4335 The Efficacy of InterDry for ITD in hospitalized patients
- 16-2374 Infant-driven feeding: success in the NICU and beyond
- 20-03-3975 Exploring the impact of the SEP-1 on patient outcomes
- U20-05-4056 COVID-19 Virginia Messaging phase 1 survey
- 19-08-3711 The impact of hourly rounding and nurse staffing on patient satisfaction
- U 21 09-4550 Engaging emergency department nurses in strategies to address the social determinants of health
- U 21-09-4550 Perceptions regarding opioid use disorder among emergency room healthcare professionals
- U21-10-4573 A comparative analysis of two different perioperative pressure injury risk assessment scales
- U21-12-4630 Buen provecho!: a virtual family-based intervention to promote health
- U22-02-4681 Understanding the barriers and facilitators to community participation and engagement in health research
- U22-05-4747 Shared governance maturation in a multisite healthcare system
- U22-05-4742 Nipple dependability in the NICU
- Incidence of paroxysmal sympathetic hyperactivity following traumatic brain injury using assessment tools: a pilot study in the TICU
- 19-03-3462 Defining characteristics of early-stage pressure injury using alternate light: a pilot study

Evidence for goal 6: facilitate and coordinate research studies and EBP projects by nursing students who are conducting performance improvement projects at Inova

Student projects (DNP/MSN)

Last name	First name	School	Degree
Kekoler	Sharon	American Sentinel University	DNP
Battle	Edwina	Drexel University	MSN
Warner	Alata	Drexel University	DNP
Bianchi	Samantha	Georgetown University	DNP
Zamilus-Osabu	Mimi Myriame	George Mason University	DNP
Barrett	Kristina	George Mason University	DNP
Clemmons	Ahmad	George Mason University	DNP
Cole	Patricia	George Mason University	DNP
Coulibaly	Beatrice	George Mason University	DNP
Harrison	Gina	George Mason University	DNP
Hoang	Katherine	George Mason University	DNP
Li	Fun	George Mason University	DNP
Ludwig	Jane	George Mason University	DNP
Otazo-Ticano	Prisila	George Mason University	DNP
Roca	Ali	George Mason University	DNP
Shanley	Whitney	George Mason University	DNP
Wymer	Joshua	Johns Hopkins University	DNP
Manning	Kimberly	James Madison University	DNP
Forbes	Ashley	James Madison University	
Lora	Diana	Johns Hopkins University	DNP
Messing	Jonathan	Johns Hopkins University	DNP + MBA
Giovannacci	Rebecca	Messiah University	DNP
Sanders	Christopher	McKendree University	DNP
McCoy	Sharmaine	Old Dominion University	DNP
Serwaag	Yaa	Old Dominion University	DNP
Moore	Lindsey	Simmons University	MSN
Nowak	Amber	University of Maryland	DNP
Wheeler	Kari	University of Maryland	DNP
Willingham	Kelli	University of Maryland	DNP
Brown	Angela	Virginia Commonwealth University	DNP

Evidence for Goal 7: publication and presentation goals

2022 peer-reviewed publications

Brady, J. M., & Byrne, M.D. (2022) Nurse-Driven Technology Innovation with a Human Touch. *Journal of PeriAnesthesia Nursing (JOPAN)*. 37 (1), 143-146.DOI:

<https://doi.org/10.1016/j.jopan.2021.11.010>

Cook, Natalie; Wenzel, Sophie G.; Silverman, Rachel; Short, Danielle; Jiles, Kristina; Markwalter, Teace; and **Friesen, Mary Ann** (2022) "A mixed methods investigation of how young adults in Virginia received, evaluated, and responded to COVID-19 public health messaging," *Virginia Journal of Public Health: Vol. 7: Iss. 1, Article 6.*

Fontenot, J., Velasco, R. A F., **Golino, A. J.**, (2022) Exploring the FDA Ban on MSM Blood Donation. *American Journal of Nursing*.

Golino, A., Leone, R. Gollenberg, **A. Gillam, A., Toone, K. Samahon, Y. Davis, T. Stanger, D., Friesen, M.A.**, Meadows, A. Impact of a Receptive Music Therapy Intervention on Mechanically-Ventilated Patients in the ICU: A Randomized Controlled Trial, *American Journal of Critical Care*.

Horn, J., **Robinson, J., Tolliver, M.**, Gollenberg, A Meadows, A. (2022) Music Therapy for Hospitalized Antepartum Patients: A Mixed Methods Study, *Music Therapy Perspectives*, 40(1), 59-67.

Howell, M., **Loera, S.**, & Kirkland-Kyhn, H. (2022). Cutaneous Anomalies of the Critically Ill Patient. *AACN advanced critical care*, 33(2), 165-172.

<https://doi.org/10.4037/aacnacc2022402>

Lisa Hawksworth, **Terry Davis**, Sohayla Raja, Joni Brady and Anne Marie O'Brien. In press 2022. Exploring Nurses' Perceptions of the Barriers and Facilitators that Influence Acceptance and Use of Remote Visual Monitoring Technology" *Journal of Nursing Management*.

Loera, Salomé, Howell, M., Mulligan, P., Busch, D. (2022). Prevent compassion fatigue through self-compassion. *American Nurse*. 17(9)

Mowery, B. D. (2022). Long COVID and COVID-19 Omicron variant in children. *Pediatric Nursing*. 48(2), 101-102.

Munro, C.A., **Russell-Babin, K.**, Folse, H & Altincatal, A., (2022) Computer-Based Simulation Predictive Modeling: Validation of the Munro Scale Risk Assessment for Pressure Injuries. *Journal of Informatics Nursing* 7(2), 24-31.

Nilsson, U., Odom-Forren, J., Ring, M. vanKooten, H & **Brady, J. M** (2022). Stress of conscience of COVID-19 among perianaesthesia nurses having worked in a COVID-ICU during the coronavirus pandemic: an international perspective. *BMC Nurs* 21 (82). <https://doi.org/10.1186/s12912-022-00862-w>

Root, A., Connolly, C., **Majors, S.**, Ahmed, H., & Toma, M. (2022). Electronic blood glucose monitoring impacts on provider and patient behavior. *Journal of the American Medical Informatics Association*, 00(0), 2022, 1-10

<https://doi.org/10.1093/jamia/ocac069>

Sampath, R., Nayak, R., Gladston, S., Ebenezer, K., Mudd, S. S., Peck, J., Brenner, M. J., & Pandian, V. (2022). Sleep disturbance and psychological distress among hospitalized children in India: Parental perceptions on pediatric inpatient experiences. *Journal for specialists in pediatric nursing: JSPN*, 27(1), e12361. <https://doi.org/10.1111/jspn.12361>

Smith, T. A. MS, RN, Perez, J.K. Friesen, M. A. (2022) Virtual Focus Groups as an Answer to Research During a Pandemic: Implications for Nursing Professional Development. *Journal for Nurses in Professional Development: 9/10 2022 - Volume 38 - Issue 5 - p 279-286* doi: 10.1097/NND.0000000000000750

Zebley, J. A., Chang, P., Sarani, B., Boese, S., & **Messing, J.** (2022). A Comparative Survey Study of In-Person Versus Virtual Trauma Peer Review Meetings. *Journal of trauma nursing: the official journal of the Society of Trauma Nurses*, 29(4), 165-169.

2022 presentations

Mid-Atlantic Region WOCN Annual Conference in Dulles, VA Sept 16/17, 2022. Efficacy of a Moisture-Wicking, Silver-Impregnated Textile in Hospitalized Patients with Intertriginous Dermatitis (ITD). **Margaret Hiler, MSN, RN, CWOCN; Justina Siedschlag, BSN, RN, CWOCN, CCRN; Leslie Woodward, BSN, RN, CWON; Bernice D. Mowery, PhD, RN; Audra L. Gollenberg, PhD; John Lawrence, BSN, RN, CPHQ, SCRN**

October 12, 2022. **Swamidoss-Douglas, C. & O'Brien, Anne-Marie**. Understanding Nurses' Experiences of Leadership Caring: A Directed Content Analysis. 2022 ANCC RESEARCH SYMPOSIUM: Philadelphia, PA

July 23, 2022 - **Drake, J., Davis, T., Mowery, B., Friesen M.A., Swamidoss-Douglas, C.** Abstract ID # 113515; PechaKucha Presentations 5 Title: Creating a Nursing Study Team Within a Large Healthcare System to Conduct Caring Science Research: Sigma's 33rd International Nursing Research Congress, Edinburgh, Scotland.

July 2022 **Lowry, D., O'Brien, A.M., Drake, J. Parker, C.** Abstract ID # 114747 Understanding nurses' perceptions regarding self-care and feeling cared for and valued by co-workers and leaders. Research Poster Session 1. Sigma's 33rd International Nursing Research Congress, Edinburgh, Scotland.

June 23-24, 2022, **Feghali, F., Brown, K., Kane, N., Mulhern, S.** Harness. Nursing Expertise and Voice through the Service Line Model Engagement. AONL Professional Governance Conference Baltimore, MD.

June 10, 2022 **Russell-Babin, K., Friesen, M.A.** McLaughlin, M.K., O'Brien, A.M. Building an Infrastructure for Implementation Science in Nursing. 2022 VONEL Conference. The Virginia Crossing Conference Center, Richmond, VA.

June 10, 2022 **Hawksworth, L., Brady, J. & O'Brien, A.M.** Impact of a Nurse Leadership Bundle on Technology Acceptance of Remote Visual Monitoring for Patient Safety. 2022 VONEL Conference. The Virginia Crossing Conference Center, Richmond, VA.

June 10, 2022 **Ross, C.** Implementing a Workplace Violence Prevention Bundle; Implications for Nurse Leaders. 2022 VONEL Conference. The Virginia Crossing Conference Center, Richmond, VA.

June 8-10, 2022 **Golino, A.J. Leone, R., Gollenberg, A., Gillam, A., Toone, K., Samahon, Y., Davis, T.M., Stanger, D., Friesen, M.A.** Meadows, A. Research Poster Music Therapy Research in Critical Care: Implications for Holistic Nurses. AHNA 2022 Conference, Albuquerque, NM

June 4, 2022 **Golino, A.J. Leone, R., Gollenberg, A., Gillam, A., Toone, K., Samahon, Y., Davis, T.M., Stanger, D., Friesen, M.A.** Meadows, A. Music Therapy Research: a Reflection of Human Caring Science. 43rd Annual International Association of Human Caring (IAHC) 43rd Annual June 4, 2022 Virtual

May 17, 2022 **Loera, S. M.,** Mulligan, P., Cockerham, M. Infusing Well-Being into the Workplace Through Brief Mindful Self-Compassion Practices. National Teaching Institute & Critical Care Exposition (NTI) Live Oral Presentation. Houston, TX.

May 17, 2022 **Lorea, S. M.,** Mulligan, P., Cockerham, Reducing and Preventing Compassion Fatigue in Nurses Through Mindful Self-Compassion Practices. National Teaching Institute & Critical Care Exposition (NTI). Poster Presentation. Houston, TX.

April 11-14, 2022. **Vergara, F.H.,** Strategies to Reduce Turnovers During a Pandemic AONL 2022, taking place in San Antonio, TX.

April 11-14, 2022 **Vergara, F.H., Joseph, G., & Brown, A.** Strategies to Reduce Turnovers During a Pandemic. American Organization for Nursing Leadership (AONL) Annual Conference. San Antonio Texas, USA (poster presentation).

April 8, 2022 **Mowery, B.** Caritas: Nurses' Perception of Caring in the Healthcare Environment presented at Sigma Rho Pi Chapter Conference, "Translating Nursing Research Into Evidence-Based Practice", Shenandoah University.

March 24-26, 2022 **Davis, T., Sintich, M., Drake, J., O'Brien, A.M., Mowery, B., Golino, A., Lowery, D., Naputi, S.* Parker, C. Swamidoss Douglas, C., Thomas, D., Suchicital, L. & Friesen, M.A.** Caritas: Nurses' Perceptions of Caring in a Large Health Care System Sigma Theta Tau: Creating Healthy Work Environments (In-Person event) March 31 to April 1 (Virtual event).

March 2-5, 2022 **Lewis, C., Barbieri, K., Manning, K., Wypych, P. Messing, J., & Russell-Babin, K.** New Professional Governance Congress Gives APPs an Influential Voice Virginia Council of Nurse Practitioners 2022 Annual Conference.

Evidence for Goal 8: GMO grant funding that incorporates strategic plan initiatives into research studies

Two grants submitted

Sintich, M & Venkatesan, C. Health Systems Implementation Initiative PCORI (submitted July 2022)

Russell-Babin, K., & O'Brien Psychometric Properties of the Brøset Violence Checklist (BVC) Beyond Behavioral Health and Emergency Departments. Submitted April 19, 2022 for Inova Seed Grant

Evidence for goal 9: maintain academic partnerships

Supported DNP students from:

American Sentinel University for Educational Leadership

Drexel University

Georgetown University

George Mason University

James Madison University

Johns Hopkins University

Messiah University

Old Dominion University

Simmons University

University of Maryland

Virginia Commonwealth University

Evidence for goal 10: support nursing research and EBP councils

(see evidence from goal 1)

Evidence for goal 11: systemize nursing research/EBP projects

Research and EBP fellows program

	2015	2016	2017	2018	2019	2020	2021
Letters of intent/ applications	22	28	33	45	27	38	18
Grants awarded	10	6	6	6	7	3*	5**

2022 research and EBP fellows program – five funded in 2021, work occurred during 2022

Care site	Type of project	Team contact	Title
All five hospitals	EBP	Keiko H. Kuykendall, DNP, AGPCNP-BC, GS-C, SCRN	Inpatient stroke alert: quality improvement “what to tell?” and “what to do?”
IAH, IFMC, IFOH, ILH	EBP	Brittany Motter, MSN, RN	Impact of STS (skin to skin) on newborn hypoglycemia rates
All five hospitals	EBP	Donna Thomas, MSN, RN; John Lawrence, BSN, RN, SCRN	Small education, big picture
All five hospitals	Research	Lindsay Schoem, BSN, RN	Strategies to address perceptions of opioid use disorder among staff
IFMC trauma nursing (partial)	Research	Lauren Douglass, BSN, RN, CCRN, TCRN	Evaluation of the paroxysmal sympathetic hyperactivity-assessment measure

Evidence for goal 12: implementation science projects

Implementation science 2022

1. Decreasing violent incidents in the adult emergency department using the Brøset Violence Checklist and related interventions
2. Prevention of nonventilator-associated pneumonia in non-ICU adult settings
3. Implementing a neonatal abstinence syndrome management program: eat, sleep, console
4. Prevention of ICU HAIs
5. Effective discharge education in adult care settings

Evidence for goal 13: expansion of support to ambulatory area

Nursing scientist provided ongoing support to the development of the nursing research and EBP ambulatory subcouncil – created Teams, standardized meeting agendas and member training, provided monthly education and facilitation as needed, trained on reviewing DNP projects and articles, and standardized DNP student process.

Inova Health Foundation

Empowering our nurses through philanthropy

Partnering with the Inova Health Foundation

In 2022, Inova's donors and community partners gave more than \$750,000 to support our invaluable nurses and their continued education, training and clinical development. We are deeply grateful for the trust the community places in our more than 6,000 nurses and are proud that almost 70 donors honored Inova nurses through our Nursing Stars program. These donors gave more than \$65,000 to support our nurses through their ongoing professional development and clinical training.

Below are just a few examples of the countless generous and thoughtful donors whose unwavering support made a critical difference to our nursing teams in 2022:

From childhood, **Gail Ahrendts** knew she wanted to be a nurse and grew up playing alongside her twin brother, Gary. Gail's dolls were full of marks from pretend "injections." Gail earned her nursing degree at Inova Alexandria Hospital's School of Nursing and remained a dedicated bedside nurse at Inova for more than 40 years. Gail recognized the value of continuing education, and she herself went on to receive her MSN and mentor countless Inova nurses. To recognize Gail's commitment to the nursing profession, Gary and Gary's wife, Charlotte, established the Gail L. Ahrendts, RN, Excellence in Nursing Scholarship shortly after her passing. Through their generosity, Gail's legacy continues to ensure that Inova provides our patients with the most highly qualified professional nursing workforce. To date, seven Inova nurses have been able to pursue further education to advance their nursing practice thanks to this scholarship.

Long-time Inova partners **Dave and Marilyn Karlgaard** generously decided to increase their nursing scholarship endowment fund from \$500,000 to \$1 million. The Karlgaards have supported Inova nurses since 2008 and greatly value meeting with the recipients of their scholarships annually to learn how they are advancing in their training and clinical skills. We are most grateful for their continued philanthropic support and investment in Inova nurses.

The **Florence Nesh Charitable Trust** continued its dedicated support with a gift of just over \$60,000 to the Inova Institute for Nursing Excellence. This gift will enable eight nurses to receive scholarships to pursue their advanced education, such as obtaining their BSN, MSN or DNP.

We had the honor of awarding the inaugural **Pierce Nursing Scholarships** through the Estate of Ms. Irene R. Pierce. Three nurses were selected and will continue to receive the Pierce scholarship annually until their degrees are completed. Ms. Pierce cared deeply about Inova nurses, and we are honored to carry out her intent of supporting them through her named scholarships.

George Speck, MD, began his OB-GYN practice at Alexandria Hospital in 1945. At that time there was still an active nursing school associated with the hospital and, in 1949, Dr. Speck founded an annual award to recognize an outstanding student nurse, which was named after his late mother, Betty Dulman Speck. Upon the death of his wife, Doris deFord Speck, in 1956, the award was renamed for both. Following Dr. Speck's passing in 2007, the award was retitled to "The Speck Award for Nursing Excellence" to recognize a Women's and Children's team member and includes an honorarium to help the recipients pursue their professional education.

The Speck family has supported and partnered with Inova Alexandria Hospital for more than seven decades and is now represented by Dr. Speck's son, David Speck, a former member of the Alexandria City Council and the Virginia House of Delegates. Dr. Speck was the first OB-GYN specialist to begin practicing at Alexandria Hospital. During his almost 50 years of practice, he delivered more than 5,000 babies, served as Chief of the Medical Staff, was the first physician to serve on the board of directors, delivered the first set of triplets born at Alexandria Hospital, and never once forgot the critical role that the nursing staff played in delivering superb quality of care.

The 2022 recipient, clinical mentor Maddie Haight, is pursuing her nurse practitioner degree and expressed her gratitude, saying, "I am incredibly honored to be the recipient of the Speck Award for Nursing Excellence. This gift will support the financial commitment needed to complete my studies."

The impact of these donors represents the thousands of other partners that ensure Inova remains competitive and reinforces our commitment to excellence in nursing practice, education and research.

Scholarship overview

In January 2022, 13 applications resulted in 11 awards including five students working toward their BSNs, five students in an MSN nurse practitioner program and one DNP student applicant.

In July 2022, there were 30 applicants, with 28 being successfully awarded. Seven BSN students, 13 MSN students and eight DNP candidates were provided scholarships.

Professional development orientation and onboarding 2022

Inova's nursing professional development team supports all nursing personnel in their initial orientation and onboarding as well as assisting with educational needs requested by service lines throughout the year. Specialty fellowship programming is provided to novice nurses or advanced beginners who are transitioning to a new specialty. Programming consists of blended learning to include classroom, simulation and online modules provided by specialty organizations.

Inova nursing professional development specialty fellowship programming	2022 number of attendees	2021 number of attendees
Behavioral health	62	46
Critical care	217	182
Emergency	165	148
Medical-surgical	204	207
NICU	85	43
Perianesthesia/procedural areas	11	71
Pediatrics	55	36
Peri-op	58	26
Perinatal (L&D, FCC)	133	117
Progressive care	311	265
Oncology	22	9
Total	1,125	967

The nursing professional development team also provides the system-wide Clinical Technician Academy/EMT training program to all eligible clinical technicians and EMTs. In addition, they provide training to nurse externs and patient safety associates. They continue to see a steady increase in enrollment and support Inova's workforce development efforts. They all aim to provide a seamless transition for all Inova's team members.

Clin Tech Academy	2022	2021
CT1/CT2	673	577
EMT	79	65
Nurse externs	111	58
Patient safety associates	182	164
Total	1,045	864

Nurse Leader Transition into Practice

The 2022 cohort of the Nurse Leader Transition into Practice program included 21 nurse leaders completing the program. The program offered the potential to achieve 47.9 contact hours over eight days of educational offerings. 100% agreed/strongly agreed the program enabled them to gain worthwhile knowledge, the topics were relevant, the purpose of the course was clear, the class was organized in a way to help them understanding underlying concepts and met their expectations. The highest rating offerings included the Brené Brown Dare to Lead book club sessions and the leader panel, where they heard from senior/executive leaders about their careers in leadership.

A sample comment from a participant included:

This course has made me more aware in the various aspects of my role in leadership. This course has also helped me understand the importance of clear communication, development and empowerment (among many other items) and the impact that has as a leader. The need of empowering employees and building trust are two key elements in the success of positive organizational change.

The value of peer networking came through in many comments about the program:

This was a great class. Overall, it is a great opportunity to network with other leaders and a comfort to know they struggle with the same challenges. It was great to learn more about all the different pieces of the job.

2022 senior practicums	Individual student slots offered per semester			Hours required per rotation (determined by each school)	Total hours
	Spring	Summer	Fall		
Catholic University of America	6	0	0	96	576
ECPI University	4	0	4	90	720
George Mason University	53	32	0	150	12,750
George Washington University	21	11	23	180	9,900
Georgetown University	2	1	0	160	480
Howard University	4	0	0	150	600
James Madison University	10	0	9	160	3,040
Johns Hopkins University	3	2	0	120	600
Longwood University	6	0	0	180	1,080
Lord Fairfax Community College	1	0	0	120	120
Marymount University	43	0	22	120	7,800
Shenandoah Leesburg	27	0	24	120	6,120
University of Delaware	0	1	0	90	90
University of Lynchburg	1	0	0	120	120
University of Virginia	3	0	1	200	800
Total	184	47	83		44,796

Schools of nursing

Inova partners with nine local nursing schools that utilize Inova for undergraduate 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.

Inova also provides clinical placements for senior capstone nursing students from a variety of schools. The students are in the last semester of their undergraduate nursing program and are assigned to work alongside an Inova nurse. Inova offered a total of 274 nursing students a capstone placement for their senior capstones, totaling 44,796 clinical hours provided by an Inova RN.

Nursing Professional Development Academy

- In 2022, Inova's nursing professional development team hosted the inaugural Nursing Professional Development Academy in the spring and fall. This was a four-day class that developed introductory skills and concepts for novice clinical educators, clinical mentors and clinical nurse

specialists in nursing professional development, which will assist with the professional role development and growth of nurses along the continuum from novice to expert.

- Evaluations of the program were high, on a Likert scale of 1 to 5, the major elements of the program were evaluated as follows:

Spring 2022 Nursing Professional Development Academy

I gained worthwhile knowledge	4.91
Speakers were effective and helpful	4.87
Overall, this program met my expectations	4.87
Having a mentor was very helpful to me	4.74

Fall 2022 Nursing Professional Development Academy

I gained worthwhile knowledge	4.94
Speakers were effective and helpful	4.82
Overall, this program met my expectations	4.82
Having a mentor was very helpful to me	4.59

Spring Nursing Professional Development Academy attendees

Last name	First name	Credentials
Bangura	Rabiatu	MPH, BSN, RN
Blair	Elizabeth	BSN, RN, PCCN
Brady	Joni	DNP, RN, PMGT-BC, CAPA
Braman	Aurora	BSN, RN, RNC-MNN
Casady	Stephanie	MSN, BSN, RN, CRRN
Collins	Amy	BSN, RN
Cordes	Mallory	RN
Dasari	Nikhila	BSN, RN, CEN
Donohue	Samantha	BSN, RN
Jalloh	Ramatu	MSN, RN, PMHNP-BC, PMH-BC
Johnson	Amanda	MSN, RN, CNOR
Luke	Shelby	BSN, RN
Maiers	Michelle	MSN, RN, AGPCNP-BC, OCN
Malone	Pamela	MSN, MHA, RN, CNOR
McCoy	Rebecca	MSN, RN, CPEN, TCRN
Motter	Brittany	MSN, RN, RNC-MNN, RNC-LRN, IBCLC
Myers	Kalyn	BSN, RN4, CEN
O'Brien	Mary	MSN, RN, CNL
Olson	Emily	BSN, RN, CCRN
Robey	Amanda	BSN, RN, CNOR
Simms	Adriene	BSN, RN, CCRN
Singh	Tenna	MSN, RN, CMSRN
Snow	Megan	MSN, RN, PCCRN
Stewart	Ghia	MSN, CCRN
Swarray	Lucia	MSN, RN, BSN. NE
Thompson	Danielle	BSN, RN, CEN
Walwyn	Maura	MSN, RN, MED-SURG-BC
Whalen	Jennifer	MSN, RN, CCRN
Yearwood	Kylie	PhD, RN, CNE, CEN

Fall Nursing Professional Development Academy attendees

Last name	First name	Credentials
Birmingham	Mary	BSN, RN, NC-BC, PMH-BC
Brown-Rolle	Tomeka	MSN, RNC-MNN
Childs	Julie	MSN, RN, RNC-EFM
Dickey	Megan	BSN, RN
Eicholtz	Wendy	BSN, RN
Garris	Alyson	BSN, RN, CEN
Grimm	Carrie	RN
Grose	Katherine	MSN, RN, TCRN, CCRN
Jacobs	Sarah	RN
Keifrider	Macey	MPH, BSN, RN, OCN
Kim	Jennie	BSN RN CCRN
Kozeny	Janelle	BSN, RN
Kristek	Teresa	MSN, RN
Lalande	Lacretia	LPN
Lee	Sharon	MSN, RN, CCRN
Lewis	Kristal	MSN, RN
Miles	Cynthia	MSN, RN, CNE, RNC-LRN
Trimner	Shaunda	BSN, RN
Vanak	Colleen	MSN, RN, CCRN
Villanueva	Maricel	MSN, RN, CCRN
Willingham	Elisabeth	BSN, RN
Wyvill	Megan	BSN, RN, CCRN

Putting It All Together (PIAT) simulation-based education (SBE) for new graduate and internationally educated nurses (IENs)

In April 2022, Inova's professional practice and simulation team launched the PIAT SBE for new graduate and IENs. A new nurse education coordinator role at the Inova Center for Advanced Medical Simulation was created to support this initiative and a doctorally prepared nurse educator with five years of experience in simulation was hired into this position. The nurse education coordinator worked with the nursing simulation services director to develop evidence-based curriculum focusing on areas highlighted as quality and/or safety opportunities with the organization. New graduate nurses are scheduled for this SBE at the end of their system orientation to offer further support as they enter independent practice as a registered nurse at Inova. IENs are scheduled during their orientation according to individual needs and orientation length. Both versions of the PIATs use three simulation scenarios to explore the following topics:

Scenario one:

- Consistency/safety during handoff report
- Use of ISHAPED handoff tool
- Harm prevention

Scenario two:

- Recognition of patient deterioration
- Activation of resources (rapid response team/MSET)

Scenario three:

- Escalation of concerns
- Communication with providers
- Using the CUS tool

Initial feedback from these experiences has been overwhelmingly positive. We are currently working on a quality improvement project to further explore results from this SBE and use those to continually improve the experience for nurses at Inova.

Inova system office awards and recognition

Nursing Excellence Awards

Amanda Costello, BSN, RN, CPAN – Structural Empowerment

Saray Freeman, RN – Rising Star

Lacretia (Renee) LaLande, LPN 2 – Preceptor

Crystal Mayers, BSN, RN – Transformational Leadership

Thea Seiffert, BSN, RN – Exemplary Professional Practice

Lorrie St. Laurent MSA, BSN, RN, CEN, CCRN, TCRN – Structural Empowerment

Hali Ware, LPN – Structural Empowerment

Monoclonal Antibody Infusion Clinic – Team Collaboration

Gill Abernathy, MS, RPh, Pharmacy Manager, Acute Care Contracts and Purchasing

Kimberli Alberty, MBA, Marketing Communications Executive

Deacons Aquino, RN, OCN – Inova Staffing Solutions

Bahareh Aslani-amoli, MD, FACEP, Assistant Medical Director

Elizabeth Baidu, EVS

Michael Barkema, MHA, Director, Medicine Service Line

Houda Benotmane, EVS

Shannon Bensten, RN – Inova Staffing Solutions

Wade Chi, Pharm.D., Pharmacy IT Manager

Hyunju Choi, RN – Inova Staffing Solutions

Amanda Costello, BSN, RN, CPAN – Inova Staffing Solutions

Andrea C. Eguino, BHA, Sr. Program Manager

Christian Espinoza, RN – Inova Staffing Solutions

Erin Hodson, MSN, Vice President and Administrator, Inova Medicine Service Line

Patricia (Patti) Horgas MSN, RN, NEA-BC, Vice President, Nursing, Inova Medicine and Nursing Resources and Performance

Jennifer Kannuthurai, MSN, RN, TNCC – Inova Staffing Solutions

Rebecca Levorson, MD, Pediatric Administration

Dana Lowry, BSN, RN – Nurse Manager Inova Staffing Solutions

Stacey Lynes, PharmD, Epic System Sr. Analyst

Rupa Malhotra, Director Patient Access

Jonathan Puhl, Pharm.D., Ambulatory Clinical Pharmacy Manager

Jenny Renee, Director, Revenue Cycle Customer Service

Amalia Rodriguez, Patient Access Associate

Ana Romero, RN, TNCC – Inova Staffing Solutions

Amy Swindell, Internal Communications Manager

Sarah Stanmyre, MSN, RN, NE-BC, CEN – Clinical Director ER Reston/Herndon

Helen Stevens, MSN, RN, CEN, Clinical Director, HealthPlex – Lorton

Tiffany Thompson, Patient Access Associate

John Paul Verderese, MD, FACEP, Division Chief, Community Health

Ruth Wright, Director of Pharmacy Operations

Presentations

Margaret Hiler, MSN, RN, CWOCN; Justina Siedschlag, BSN, RN, CWOCN, CCRN; Leslie Woodward, BSN, RN, CWON; Bernice D. Mowery, PhD, RN; Audra L. Gollenberg, PhD; John Lawrence, BSN, RN, CPHQ, SCR

Efficacy of a Moisture-Wicking, Silver-Impregnated Textile in Hospitalized Patients with Intertriginous Dermatitis (ITD) [Poster]

Mid-Atlantic Region WOCN Annual Conference. Dulles, VA
Sept 16/17, 2022.

Kathleen Russell-Babin, PhD, MSN, RN, NEA-BC, ACNS-BC; Mary Ann Friesen, PhD, RN, CPHQ; Maureen K McLaughlin, PhD, NEA-BC, NPD-BC; Anne-Marie O'Brien, PhD, RN, WHNP-BC

Building an Infrastructure for Implementation Science in Nursing. [Poster]

2022 VONEL Conference on Resilience and Reinvention.
Richmond, VA, June 10, 2022

Bernice Mowery, PhD, RN

Caritas: Nurses' Perception of Caring in the Healthcare Environment [Poster]

Sigma Rho Pi Chapter Conference, "Translating Nursing Research Into Evidence-Based Practice". Shenandoah University, April 8, 2022

Kylie Yearwood, PhD, RN, CNE, CEN, CHSE

Presentation Title: Emotional Intelligence and Compassion Fatigue in Emergency Nurses [Podium]

ENA's Emergency Nursing 2022. Denver, CO & Virtual,
October 2022

Salome Loera, DNP, ACCNS-AG, PCCN, CCRN-CMC, SCR

Supporting Nursing Scholarship Through Interprofessional Collaboration Using the e-Delphi Method. [Podium]

Sigma Theta Tau International Nursing Research Congress.
Edinburgh, Scotland. July 2022.

Salome Loera, DNP, ACCNS-AG, PCCN, CCRN-CMC, SCR

Infusing Wellbeing into the Workplace Through Brief Mindful Self-Compassion Practices. [Podium]

American Association of Critical Care Nurses (AACN)
National Teaching Institute. Houston, Texas. May 2022.

Salome Loera, DNP, ACCNS-AG, PCCN, CCRN-CMC, SCR

Reducing and Preventing Compassion Fatigue in Nurses Through Mindful Self-Compassion. [Poster]

American Association of Critical Care Nurses (AACN)
National Teaching Institute. Houston, Texas. May 2022.

Jonathan Messing, MSN, ACNP-BC, CCRN, TCRN; Kathleen Russell-Babin, PhD, RN, NEA-BC, ACNS-BC; Claire Lewis, MSN, ACNP-BC; Kristen Barbieri, PA-C; Kimberly Manning, MSN, FNP-BC; Paula Wypych, DNP, AGACNP-BC, FNP-BC, CCRN

New Professional Governance Congress Gives APPs an Influential Voice [Poster]

Virginia Council of Nurse Practitioners. Hot Springs, Virginia,
3/4/2022

Jonathan Messing, MSN, ACNP-BC, CCRN, TCRN

PA/NP Postgraduate Clinical Training: A Novel Model of Integrated, Interprofessional Development [Poster]

American Academy of Physician Assistants. Indianapolis, Indiana, 5/22/2022

Jonathan Messing, MSN, ACNP-BC, CCRN, TCRN

Optimizing the Role of Advanced Practice Providers in a Disaster When SICUs Become MICUs and MICUs Become SICUs [Podium]

Society of Critical Care Medicine 2022 Critical Care Congress Pre-Conference. Virtual Session, April 2022

Fadia Feghali, MSN, RN, MS, NE-BC; Sara G. Mulhern, BSN, RN, CMSRN; Noah Kane, RN, CCRN; Katherine Brown, RN, SCR

Harness. Nursing Expertise and Voice through the Service Line Model Engagement. [Poster]

AONL Professional Governance Conference. Baltimore, MD,
June 23-24, 2022

Lisa Hawksworth, MSN, RN, NEA-BC; Joni M. Brady, DNP, RN, PMGT-BC, CAPA; Anne-Marie O'Brien, PhD, RN, WHNP-BC

Impact of a Nurse Leadership Bundle on Technology Acceptance of Remote Visual Monitoring for Patient Safety. [Poster]

2022 VONEL Conference. The Virginia Crossing Conference Center, Richmond, VA, June 10, 2022

Amanda Golino, MSN, RN, CCRN, PMGT-BC, TCRN; Amy Gillam, MSN, RN, CCRN, CNML, TCRN; Kristelle Toone, MSN, RN, CNL; Yasmin Samahon, MSN, RN; Debra Stanger, MSN, RN, NEA-BC, NPD-BC; Ray Leone, MMT, MT-BC; Audra Gollenberg, PhD; Theresa M. Davis, PhD, RN, NE-BC, FAAN; Mary Ann Friesen, PhD, RN, CPHQ; Anthony Meadows, PhD, MT-BC, FAM

Research Poster Proposal, Music Therapy Research in Critical Care: Implications for Holistic Nurses. [Poster]

AHNA 2022 Conference. Albuquerque, NM, June 6-11, 2022



33rd International Nursing Research Congress. Edinburgh, Scotland, July 29, 2022

Amanda Golino, MSN, RN, CCRN, PMGT-BC, TCRN; Ray Leone, MMT, MT-BC; Audra Gollenberg, PhD; **Amy Gillam, MSN, RN, CCRN, CNML, TCRN;** **Kristelle Toone, MSN, RN, CNL;** **Yasmin Samahon, MSN, RN;** **Theresa M. Davis, PhD, RN, NE-BC, FAAN;** **Debra Stanger, MSN, RN, NEA-BC, NPD-BC;** **Friesen, Mary Ann, PhD, RN, CPHQ**

Music Therapy Research a Reflection of Human Caring Science. 43rd Annual International Association of Human Caring (IAHC) 43rd Annual. Virtual, June 4, 2022

Theresa Davis, PhD, RN, NE-BC, FAAN; **Maureen E. Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC;** **Jennifer Drake, DNP, RN, NPD-BC, ONC, Caritas Coach/Leader;** **Anne-Marie O'Brien, PhD, RN, WHNP-BC;** **Bernice Mowery, PhD, RN;** **Amanda J. Golino, MSN, RN, CCRN, CCNS, RN-BC, TCRN;** **Dana Lowry, BSN, RN;** **Sarah Naputi, MSN-NI, RN, MEDSURG-BC, CRRN;** **Carla Parker, MSN, RN;** **Carol Swamidoss Douglas, PhD, MPH, RNC;** **Donna Thomas, MSN, RN;** **Liliana Suchicital, BSN, RN, CBN, CHTP;** **Mary Ann Friesen, PhD, RN, CPHQ**

Caritas: Nurses' Perceptions of Caring in a Large Health Care System [Poster]

Sigma Theta Tau: Creating Healthy Work Environments. Washington, DC. March 21-26, 2022

Sigma Theta Tau: Creating Healthy Work Environments. Virtual. March 31-April 11, 2022

Jennifer Drake, DNP, RN, NPD-BC, ONC Caritas Coach/Leader; **Theresa Davis, PhD, RN, NE-BC, FAAN, AVP;** **Bernice Mowery, PhD, RN;** **Mary Ann Friesen, PhD, RN, CPHQ;** **Carol Swamidoss Douglas, PhD, MPH, RNC**

Creating a Nursing Study Team Within a Large Healthcare System to Conduct Caring Science Research [Podium] [Poster]

33rd International Nursing Research Congress. Edinburgh, Scotland, July 29, 2022

Dana Lowry, BSN, RN; **Anne-Marie O'Brien, PhD, RN, WHNP-BC;** **Jennifer Drake DNP, RN, NPD-BC, ONC;** **Carla Parker, MSN, RN**

Understanding nurses' perceptions regarding self-care and feeling cared for and valued by co-workers and leaders. [Poster]

33rd International Nursing Research Congress. Edinburgh, Scotland, July 29, 2022

Publications

Cassandra A. Munro, PhD, RN, RNFA, CNOR; **Kathleen Russell-Babin, PhD, MSN, RN, NEA-BC, ACNS-BC;** Henri Folse, PhD; Arman Altincatal, MS. (2022). Computer-Based Simulation Predictive Modeling: Validation of the Munro Scale Risk Assessment for Pressure Injuries. *Journal of Informatics Nursing*, 72(2), 24-31.

Theresa A Smith, MS, RN, NPD-BC, CCRN; Jaqueline K Perez, MPH, BHSA; **Mary Ann Friesen, PhD, RN, CPHQ (2022).** Virtual focus groups as an answer to research during a pandemic: Implications for nursing professional development. *Journal of Nursing Professional Development*, 38(5), 279-286.

<http://dx.doi.org/10.1097/NND.0000000000000750>

Melania Howell, DNP, RN, AGCNS-BC, CWOCN, DAPWCA; **Salomé Loera, DNP, ACCNS-AG, PCCN, CCRN-CMC;** Holly Kirkland-Kyhn, PhD, FNP-C, GNP-C, CWCN, FAANP. (2022). Cutaneous Anomalies of the Critically Ill Patient. *AACN Advanced Critical Care*, 33(2), 165-172. <https://doi.org/10.4037/aacnacc2022402> Salomé Loera, DNP, ACCNS-AG, PCCN, CCRN-CMC; Melania

James Zebley, MD; Parker Chang, BS; Babak Sarani, MD; **Stephanie Boese, MSN, RN;** **Jonathan Messing, MSN, ACNP-BC, CCRN, TCRN.** (2022). A comparative study of in-person versus virtual trauma peer review meetings. *Journal of Trauma Nursing*, 29(4): 165-169.

New degrees

Bachelor of science in nursing

Michael Flanagan, BSN, RN

Master of science in nursing

Kidist Alemayehu, MSN, RN, ANCC-BC

Santana Crouse-Murray, MSN, AGACNP-BC

Doctorate of nursing practice

Cynthia Adofo, DNP, RN

New certifications

AGACNP-BC

Santana Crouse-Murray, MSN, RN, AGACNP-BC

Critical care registered nurse

Genevieve Ilao, BSN, RN, CCRN

Certified healthcare simulation educator

Kylie Yearwood, PhD, RN, CNE, CEN, CHSE

Emergency nursing pediatric course

Angelo Reyes, BSN, RN, ENPC

Gerontological nursing

Nur Abu-Sharakh, BSN, RN, RN-BC

Deacons Aquino, BSN, RN, ONC, RN-BC

Nurse executive

Maureen DeSena, MSN, RN, ACNS-BC, NPD-BC, NE-BC

Psychiatric – mental health nursing certification

Michael Flanagan, BSN, RN, PMH-BC

Stroke certified registered nurse

Salome Loera, DNP, ACCNS-AG, PCCN, CCRN-CMC, SCRNI

Scholarship awards

Conor Dalton, BS, BSN, RN – Inova Nursing Excellence Scholarship

Maureen DeSena, MSN, RN, ACNS-BC, NPD-BC, NE-BC – Inova Nursing Excellence Scholarship

Jonathan Messing, MSN, ACNP-BC, CCRN, TCRN – Inova Nursing Excellence Scholarship

Won Shil Park – Inova Nursing Excellence Scholarship

New ADVANCE

Registered Nurse 4

Genevieve Ilao, BSN, RN, CCRN

Professional organization activities

Lisa Robinson, MSN, RN, NPD-BC, CPN, RNC-MNN – Society of Pediatric Nurses – chair of program planning committee

Theresa Davis, PhD, RN, NE-BC, FAAN – American Association of Critical-Care Nurses – president elect

Salome Loera, DNP, ACCNS-AG, PCCN, CCRN-CMC, SCRNI – AACN volunteer – certification exam item writer, certification exam item reviewer, AACN scholarship reviewer

Jonathan Messing, MSN, ACNP-BC, CCRN, TCRN – Society of Trauma Nurses, director at-large, finance committee member, executive committee member, liaison to the government and public policy committee

Jennifer Kannuthurai, MSN, RN – Emergency Nurse Association, mid-Maryland chapter – president elect

Volunteer activities

Asmeret Yohannes, RN, BSN – Ethiopian COVID-19 vaccine administrator

Tilahun Kassaye, BSN, RN – Tigray Community Forum – prepared draft documents for their newly opened research unit

Genevieve Ilao, BSN, RN, CCRN – Heart Walk 2022 – American Heart Association – coach

Lisa Robinson, MSN, RN, NPD-BC, CPN, RNC-MNN – NODA – Fairfax Hospital, AHA, Inova L.J. Murphy Children's Hospital – NODA volunteer at Fairfax Hospital Heart Healthy Walk & Starkid 5k



8095 Innovation Park Dr.
Fairfax, VA 22031



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