Mission, vision, values and nursing aspiration

Inova nurses are the most trusted nurses in the nation

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

Vision
To be among the leading health systems in the nation

Values
Patient Always
Our People
One Team
Integrity
Excellence
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.
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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

<table>
<thead>
<tr>
<th>Facility</th>
<th>RN3</th>
<th>RN4</th>
<th>Total</th>
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<tbody>
<tr>
<td>IAH</td>
<td>2</td>
<td>8</td>
<td>10</td>
</tr>
<tr>
<td>IFMC</td>
<td>28</td>
<td>109</td>
<td>137</td>
</tr>
<tr>
<td>IFOH</td>
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<td>25</td>
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<tr>
<td>ILH</td>
<td>2</td>
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<td>38</td>
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<tr>
<td>IMVH</td>
<td>2</td>
<td>16</td>
<td>18</td>
</tr>
<tr>
<td>ISO</td>
<td>0</td>
<td>1</td>
<td>1</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>39</strong></td>
<td><strong>195</strong></td>
<td><strong>234</strong></td>
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</tbody>
</table>

*Ambulatory nurses not included in these calculations
Inova nursing professional practice model

Human caring philosophy

Shared transformational leadership
- Decision making
- Empowerment
- Autonomy
- Accountability
- Succession planning
- Innovation

Evidence-based practice
- Nurse driven research
- Clinical inquiry
- Translate/incorporate findings into practice
- Evaluate patient outcomes

Meaningful recognition
- ADVANCE clinical ladder
- Education advancement
- Professional certifications
- Awards and honors

Care delivery system
- Patient focused
- Respect of patient and family preferences
- Team approach
- Efficient

Collaborative relationships
- Community
- Inter and intradisciplinary collaboration
- Effective communication

Professional vision and value
- Culture of safety
- Clinical excellence
- Work life balance
- Appreciation of diversity

Optimal outcomes

Healthy work environment
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, SCRN, 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

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 Nursing Report 2022

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.

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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.
**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.

**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.

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 Zeikin, 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.
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.

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 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
Inova Nursing Report 2022

- 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.

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.

Thank You, Nurses

Inova celebrates Nurses Week and thanks our 9,000+ nurses for giving world-class healthcare—every time, every touch. Inova is privileged to serve the Washington, DC, and Northern Virginia regions.
## Specialty service line highlights

<table>
<thead>
<tr>
<th>Specialty service line</th>
<th>Accomplishments</th>
<th>Notable work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oncology</td>
<td>Creation and finalization of the oncology service line shadowing and cross-training program&lt;br&gt;Trial request for new products for PICC/CVC lines to address CLABSIs/oozing lines through representation on the vascular access workgroup</td>
<td>Certifications: CPHON/BMTCN/OCN/CBCN 37% – 56.1% in 2022&lt;br&gt;19.1% improvement from 2021</td>
</tr>
<tr>
<td>Behavioral health</td>
<td>Assisted to increase number of psychiatric beds available (20 more beds available at IMVH in May 2023)&lt;br&gt;Collaborated with system educator Diane Swengros to create a tiered education model for trauma-informed care</td>
<td>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</td>
</tr>
<tr>
<td>Primary care</td>
<td>System-wide vaccination and medication administration safety initiatives, which have made great strides in our workflows on this topic&lt;br&gt;Continuing to look at how we can decrease errors in administration of vaccines and medications</td>
<td>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</td>
</tr>
<tr>
<td>Women's</td>
<td>Initiating a birth equity movement within the entire Women’s Service Line to improve equity within maternal care</td>
<td>Community outreach with March of Dimes&lt;br&gt;Support of certifications within the service line: RNC-OB, C-EFM, MNN, CLC</td>
</tr>
<tr>
<td>Surgical</td>
<td>Collaboration with other service lines to streamline an updated universal protocol roll-out to any area performing procedures</td>
<td>Support of certifications: CNOR, CFPN, CPAN, CAPA</td>
</tr>
<tr>
<td>Medicine</td>
<td>Membership consistency, integration of levels of care project into trial form, IV tubing color labeling trial/process</td>
<td>Plans for food bank and other community outreach events&lt;br&gt;Focus on geriatric (GERO-BC) nursing certification&lt;br&gt;Held and encouraged GERO-BC review course</td>
</tr>
<tr>
<td>Neuroscience</td>
<td>Identified gaps and implemented neuroscience curriculum across Inova</td>
<td>Robust participation in community outreach throughout the Washington, DC, region focusing on stroke awareness and prevention&lt;br&gt;29 nurses newly certified in neuroscience, SCRN and CNRN</td>
</tr>
</tbody>
</table>
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, NPD–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 – Exemplary Professional Practice
Thea Seiffert, BSN, RN – Transformational Leadership
Lorrie St. Laurent, MSA, BSN, RN, CEN, CCRN, TCRN – Structural Empowerment
Hali Ware, LPN – Structural Empowerment
Inova Nursing Report 2022

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, MDSURG-BC, CRRN; Carla Parker, MSN, RN; Carol Swamidoss Douglas, PhD, MPH, RNC; Donna Thomas, MSN, RN; Liliana Suchcital, 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 (AAACN), 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
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

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

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
  - 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
  - RN-to-RN recognition boards

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

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 offer 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 Leslie 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 Ihezu, BSN, RN, CCRN, CPAN

Neuro Nurse of the Year
Charity James, BSN, RN, SCRN
Cara Newborn, BSN, RN
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, NPD–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, NPD–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, 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; 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

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
Emily 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

Publications

Jennifer Drake DNP, RN, NPD–BC, ONC, Caritas Coach/Leader, Clinical Nurse Educator for Onboarding

New certifications

Acute/critical care nursing (adult)
Genevieve Ilao, BSN, RN, CCRN
Ariane Tolentino, BSN, RN, CCRN
Hiwot Zegene, BSN, RN, CCRN

Certified professional in healthcare quality
Kate Theissen, BSN, RN, CEN, NE–BC, CPHQ

Certified nurse operating room
Tigist Ayehu, BSN, RN, CNOR
Christopher Chira, BSN, BS, RN, CNOR

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, SCRN

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
Kenny 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, convener 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
Kenny 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 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.
• 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.
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, MDSURG-BC, Med A serves as co-chair. The recorders are Cuiyun “Angel” Yu, MSN, RN, PCCN, GERO-BC, MSICU and Anastasia Jacobsen, BSN, RN, CAPA, ped’s PACU.

The professional development subcouncil’s 2022 accomplishments include:

- Presented ADVANCE program information and developed an ADVANCE LibGuides page
- 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

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*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

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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, SCRN; Jessica Mollard, BSN, RN, RNC–MN; 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; 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
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 Cynthia Dove, BSN, RN with CNO Dina Dent, DNP, RN

DAISY Award winner Matt Bahrami, BSN, RN

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

DAISY Award winner Linda Salazar, BSN, RN

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, GER–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-CenteredCare 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 Durneng, 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 Brenneman, BSN, RN; Brandi Canady, BSN, RN, C–EFM; Patricia Cole, BSN, RN, 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 Yepez, 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 Boelcskevy, 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 Gallaugher, BSN, RN; Lydia Kwofie, RN; Joshua Quinquino, BSN, RN; Cameron von Kannewurf, BSN, RN, CCRN
Pain management in neonates during lumbar punctures
Kylene Bell, BSN, RN; Hillary Blackbrook, BSN, RN; Kristina Brown, BSN, RN; Laina Humberson, BSN, RN; Courtney Radcliff, BSN, RN; Megan Toth, BSN, RN
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; Linsay 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; Maheeleut Yawle, 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; Klarise Trimmer, BSN, RN; Kelsey Weathers, BSN, RN
Does informing patients of wait times improve patient satisfaction scores?
Nicole Ashton, RN; Shawwna Bohannon, RN; Lauren Bullard, RN; Shelby Greene, RN; Nyambara Mbuguiru, 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 Karri, BSN, RN; Megan Perry-Shifflett, RN; Keyana Rajabi, BSN, RN; Eunice Rhee, BSN, RN; Chanell Richardson, BSN, RN; Isabella Urzia, 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 McCain, 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; Sadiah 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 Brili, BSN, RN; Tiffany Medrano, RN; Mayra Mercado, RN; Emily Phan, BSN, RN, SCR; Jennifer Roberts, RN; Wayne Yee, MSN, RN, SCR, 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; Greta 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; Andrea Campanelli, BSN, RN; Daniele 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 Meshesa, RN; Anna Paez, BSN, RN; Katie Shen, BSN, RN; Usha Upeti, RN

Mindfulness practices in reducing nurse burnout
Jordan Jacomo, BSN, RN; Rosa Jang, BSN, RN; Suyeyska KC, BSN, RN; Sarah Kelley, BSN, RN; Ky Nguyen, MSN, RN, CNL; Chimezie Nnoruka–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 Cordom, BSN, RN, CPN; Courtney Dike, RN; Natalie Dost, BSN, RN; Katherine Mastrotta, 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; Annealee 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
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; Jadyn 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 Panillio, 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.
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
Harnessing 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

Frank Somoano, MSN, RN, PCCN, CMC

Alicia N Young, BSN, RN, CHFN
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
Maritza 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
Enna Suarez, BSN, RN
Lauren Taylor, BSN, RN
Chris Trevino, BSN, RN
Shaunda Trimmer, 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
Moira Winston, BSN, RN
Bailey Young, BSN, RN

Master of Science in Nursing
Rachel Bieligk, 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 Chiota, 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, GER–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
Alexandra 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
Tenesha 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, GERØ-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, TCRR, 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 Hooman, 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 Enyinayaa, DNP, RN, NP–C
Sunnyana 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, GERØ–BC
Ashley Forbes, BSN, RN, GERØ–BC
Jennifer McKee, BSN, RN, PCCN, GERØ–BC
Corazon Solano, BSN, RN, GERØ–BC
Cuiyun Yu, MSN, RN, PCCN, GERØ–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
Allyson 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
Robert Schalles, BSN, RN, RNC-NIC
Melissa Schmitz, BSN, RN, RNC-NIC
Karoon Sriuchart, 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

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 Glascoc, BSN, RN, PCCN
Reneta Medina, BSN, RN, PCCN
Gabrielle Melton, BSN, RN, PCCN
Danh 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
Carly 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
Brittni 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, SCRN – Inova Nursing Excellence Scholarship

New ADVANCE

Registered Nurse 3
Anusuya Adhikari, BSN, RN, SCRN
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 Guiguis, 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, NPD–BC, CAPA
Bessie Miller, BSN, RN, RNC–MN
Alyssa Mulcahy, BSN, RN, CNOR
Terri Pai, MSN, RN, CCRN, NPD–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, SCRN, RNBC

Registered Nurse 4
Luwam Amare, BSN, RN, RNC–MN
Tiffany Anomaly, BSN, RN, IBCLC, RNC–MN
Angelica Ante, BSN, RN, MN
Megan Arends, BSN, RN, SCRN
Katherine Asamoah, BSN, RN, CCRN–K
Elizabeth Augst, BSN, RN, PCCN
Rahamat Ayewa, BSN, RN, RNC–MN
Maria Eloisa Babiera, BSN, RN, CEN
Megan Bacus, BSN, RN, CNOR
Jerriyln Balmes, BSN, RN, SCRN
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, SCRN
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–MN
Marissa Foster, BSN, RN, SCRN
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–MN
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 Jacobson, BSN, RN, CAPA
Marlette Jones, BSN, RN, SCRN
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 Milden, BSN, RN, PCEN, TCRN
Sarah Mudre, BSN, RN, SCRN
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 Turkott, 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, CEN
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, SCRN, FAAN; Katy Brown, RN, SCRN; 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, GERÖ-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 PeriAnesthesia 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 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.
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

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; Hye Kyung 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

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

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.

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 Suchicital, 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.
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-EMF
- Natalia Bujor, BSN, RN
- Heather Collins, BSN, RNFA, CNOR
- Blen Kebede, BSN, RN, RNC-OB
- Aimee Kulsrisombart, MSN, RN
- Senait Melaku, BSN, RN
- Maile Kalinowski, 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–MN, 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

**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 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, RN, CPN
  - Decreasing falls on an inpatient surgical/orthopedic unit [Poster]
  - George Mason University, Fairfax, VA, May 15, 2022

- Kim Winter, MSN, RN, WOCN
  - Enterostomal 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

- Theresa Davis, PhD, RN, NE–BC, FAAN; Maureen E. Sintich, DNP, MBA, RN, WHNP–BC, NEA–BC; Jennifer Drake, DNP, RN, NPD–BC, OCN, 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; Lilliana Sichicital, 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
Deval 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, RN, RNC-OB, RNC-IAP, C-EFM
Melissa Fincham, MSN, RN, RNC-NIC
Megan Foddrell, MSN, RN, MEDSURG-BC
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
Brittnay 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, RN, 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 Nilforoush, 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-CEF, 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-CEF
Allison Quinlan, BSN, RN, C-CEF

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-CEF
Quesias Rivera, BSN, RN, CCRN
Amy Scalercio, BSN, RN, PPCN
Lora Shedd, BSN, RN, CAPA
Colleen Shemeyer, BSN, RN, RNC-NIC
Nataly Avalos Ventura, BSN, RN
Jammie Wallis, BSN, RN, PCCN
Catherine Yzquierdo, BSN, RN, PCCN
Jennifer Zechman, BSN, RN, CEN

Volunteer activities
Linda Arundel, MSN, RN, WOCN – Ostomy Support Group of Northern Virginia, member of professional advisory board
Laura McNicholl, MSN, 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
Colleen Shemeyer, BSN, RN, RNC-NIC – SERVE, Manassas, VA, organized a community food drive and collected non-perishable food items for more than 75 households

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
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, CLABSI, c diff and patient experience.

Our goals were:
- To decrease HAPIs by 10%. We met this goal, reducing HAPIs in 2022 by 57%
- 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 CLABSI from five to three. We met this goal with only three CLABSI 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.
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 McCullock, 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

Nursing Excellence Awards
Nicole Dlesk, 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, NPD-BC, C-EFM
Janis Tandy, BSN, RNC-OB, CNOR
Marie Tolliver, BSN, RN, RNC-OB
Elizabeth Watkins-Braun, BS
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

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]

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

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
Inova Nursing Report 2022

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

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

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

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

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

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

Amanda Golino, MSN, RN, CCRN, CCNS, PMGT–BC, TCRN
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: 10.1097/01.NAJ.0000842168.38364.2d

ILH Neurosciences Nursing Week

Inova Nursing Report 2022

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New degrees

Bachelor of Science in Nursing
David Ajayi, BSN, RN
Julia Avolletta, 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, MDSURG–BC
Kayla Farabaugh, BSN, RN, MDSURG–BC
Maria Segar, BSN, RN, MDSURG–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
Jaimie 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
Adriene 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
Alexandra 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 Famigletti, 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
Chinweuto 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, SCRN, PCCN
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 Peyrout, 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, SCRN, 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

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
Hannah Williams, BSN, RN, SCRN, 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
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!

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, SCRN: “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.

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.

**Inova Mount Vernon Hospital awards and recognition**

**DAISY Awards**
- Lucio Cisneros, BSN, RN
- Jobel Cruz, BSN, RN
- James Dixon, BSN, RN, CRRN
- Julieta 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 Guacciardo, MS, BSN, RN, NE-BC, NPD-BC – Transformational Leadership
- Dawnielle Feucht, BSN, RN-BC, SCRN – New Knowledge and Innovation
- Barbara Lloyd, BSN, RN, GER-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, GER-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, SCRN, JD

Best Poster – Small education helps nurses recognize “big” picture of patient deterioration, Inova Nursing Research and EBP Symposium
John Lawrence, BSN, RN, SCRN
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, SCRN, 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, SCRN
Donna Thomas, MSN, RN

Winner, Direct Patient Care, Patient Safety category, 2022 Virginia Nurses Foundation Annual Awards Gala
Susan Breisch, BSN, RN, CCRN

Margaret Hiler, MSN, RN, CWO CN; Justina Siedschlag, BSN, RN, CWO CN, CCRN; Leslie Woodward, BSN, RN, CWO N; Bernice D. Mowery, PhD, RN; Audra L. Gollenberg, PhD; John Lawrence, BSN, RN, CPHQ, SCRN
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, SCRN; 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, SCRN
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

Presentations
Dawnielle Feucht, BSN, RN SCRN
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
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
Madyson Sampson, BSN, RN
Selam Abraham, BSN, RN

Master of Science in Nursing
Santos Hernandez, MSN, BSN, RN
Kelly Plange, MSN, BSN, RN
Soha Salih, 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, GEROP–BC
Christopher Sanders, MSN, RN, CEN, GEROP–BC

Medical surgical nurse
Fatmata Jimmy, BSN, RN, MEDSURG–BC

Nursing professional development
John Lawrence, BSN, RN, SCRN, NPD–BC

Pain management nurse
Morgan Barlow, BSN, RN, PMGT–BC
Sarah–Minnie Fernandez, BSN, RN, PMGT–BC
Moira 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, SCRN

Scholarship awards
Ivenise A Butts, RN – Inova Nursing Excellence Scholarship
Jelyn Grace Hudson, BSN, RN – Rydell Family Scholarship
Jenny M 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 Achi, BSN, RN, GEROP–BC
Morgan Barlow, BSN, RN, PMGT–BC
Brooke Bowers, BSN, RN CEN, CPEN
Maria Cachafiero-Cavadas, BSN, RN, GEROP–BC
Marcus Cueno, BSN, RN, CAPA, CPN
Michelle DeLaPena, BSN, RN, CEN, TCRN
Cid Donato, BSN, RN, CEN
Moira 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, SCRN, JD
Alberto Morales, BSN, RN, CEN
Chris Sanders, MSN, RN MSCJ, GEROP–BC
Christine Soma, BSN, RN, CEN, CPEN, TCRN, CTRN, CFRN
Tai 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, SCRN – Montebello community, blood pressure checks, stroke education
Dawnielle Feucht, BSN, RN, SCRN – Dream BIG STEM Day, George Washington Middle School (in Mount Vernon), stroke education
Dawnielle Feucht, BSN, RN, SCRN – Fairfax County Public Schools, stroke education – career day
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.

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-EMF; 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

Inova Nursing Report 2022
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.

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

The research grid is available in Microsoft Teams and is saved and archived each week.

Evidence for goal 4: at least one research study and one EBP project to be conducted across all five hospitals

System-wide EBP projects completed

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

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

System-wide research projects completed

19-11-3816 Caritas research study

U22-05-4747 Shared governance maturation in a multisite healthcare system
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

1. 20-11-4312 Effects of Healing Touch on pain and anxiety in women after cesarean delivery
2. 19-07-3670 Effects of aromatherapy on nausea levels
3. 19-11-3816 Caritas research study
4. 20-12-4335 The Efficacy of InterDry for ITD in hospitalized patients
5. 16-2374 Infant-driven feeding: success in the NICU and beyond
6. 20-03-3975 Exploring the impact of the SEP-1 on patient outcomes
7. U20-05-4056 COVID-19 Virginia Messaging phase 1 survey
8. 19-08-3711 The impact of hourly rounding and nurse staffing on patient satisfaction
9. U 21 09-4550 Engaging emergency department nurses in strategies to address the social determinants of health
10. U 21-09-4550 Perceptions regarding opioid use disorder among emergency room healthcare professionals
11. U21-10-4573 A comparative analysis of two different perioperative pressure injury risk assessment scales
12. U21-12-4630 Buen provecho!: a virtual family-based intervention to promote health
13. U22-02-4681 Understanding the barriers and facilitators to community participation and engagement in health research
14. U22-05-4747 Shared governance maturation in a multisite healthcare system
15. U22-05-4742 Nipple dependability in the NICU
17. 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)

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<tr>
<th>Last name</th>
<th>First name</th>
<th>School</th>
<th>Degree</th>
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<tr>
<td>Kekoler</td>
<td>Sharon</td>
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<tr>
<td>Battle</td>
<td>Edwina</td>
<td>Drexel University</td>
<td>MSN</td>
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<td>Bianchi</td>
<td>Samantha</td>
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<td>Beatrice</td>
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<td>Forbes</td>
<td>Ashley</td>
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<td>Lora</td>
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<td>Willingham</td>
<td>Kelli</td>
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<tr>
<td>Brown</td>
<td>Angela</td>
<td>Virginia Commonwealth University</td>
<td>DNP</td>
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</table>
Evidence for Goal 7: publication and presentation goals

2022 peer-reviewed publications


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.


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


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.


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


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


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)


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

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<td>Grants awarded</td>
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<td>6</td>
<td>7</td>
<td>3**</td>
<td>5**</td>
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### 2022 research and EBP fellows program – five funded in 2021, work occurred during 2022

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

### 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 HAPIs

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.

<table>
<thead>
<tr>
<th>Specialty fellowship programming</th>
<th>2022 number of attendees</th>
<th>2021 number of attendees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Behavioral health</td>
<td>62</td>
<td>46</td>
</tr>
<tr>
<td>Critical care</td>
<td>217</td>
<td>182</td>
</tr>
<tr>
<td>Emergency</td>
<td>165</td>
<td>148</td>
</tr>
<tr>
<td>Medical-surgical</td>
<td>204</td>
<td>207</td>
</tr>
<tr>
<td>NICU</td>
<td>85</td>
<td>43</td>
</tr>
<tr>
<td>Perianesthesia/procedural areas</td>
<td>11</td>
<td>71</td>
</tr>
<tr>
<td>Pediatrics</td>
<td>55</td>
<td>36</td>
</tr>
<tr>
<td>Peri-op</td>
<td>58</td>
<td>26</td>
</tr>
<tr>
<td>Perinatal (L&amp;D, FCC)</td>
<td>133</td>
<td>117</td>
</tr>
<tr>
<td>Progressive care</td>
<td>311</td>
<td>265</td>
</tr>
<tr>
<td>Oncology</td>
<td>22</td>
<td>9</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,125</strong></td>
<td><strong>967</strong></td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Clin Tech Academy</th>
<th>2022</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>CT1/CT2</td>
<td>673</td>
<td>577</td>
</tr>
<tr>
<td>EMT</td>
<td>79</td>
<td>65</td>
</tr>
<tr>
<td>Nurse externs</td>
<td>111</td>
<td>58</td>
</tr>
<tr>
<td>Patient safety associates</td>
<td>182</td>
<td>164</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,045</strong></td>
<td><strong>864</strong></td>
</tr>
</tbody>
</table>

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.*
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:

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

<table>
<thead>
<tr>
<th>Last name</th>
<th>First name</th>
<th>Credentials</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bangura</td>
<td>Rabiatu</td>
<td>MPH, BSN, RN</td>
</tr>
<tr>
<td>Blair</td>
<td>Elizabeth</td>
<td>BSN, RN, PCCN</td>
</tr>
<tr>
<td>Brady</td>
<td>Joni</td>
<td>DNP, RN, PMGT-BC, CAPA</td>
</tr>
<tr>
<td>Braman</td>
<td>Aurora</td>
<td>BSN, RN, RNC-MNN</td>
</tr>
<tr>
<td>Casady</td>
<td>Stephanie</td>
<td>MSN, BSN, RN, CRRN</td>
</tr>
<tr>
<td>Collins</td>
<td>Amy</td>
<td>BSN, RN</td>
</tr>
<tr>
<td>Cordes</td>
<td>Mallory</td>
<td>RN</td>
</tr>
<tr>
<td>Dasari</td>
<td>Nikhila</td>
<td>BSN, RN, CEN</td>
</tr>
<tr>
<td>Donohue</td>
<td>Samantha</td>
<td>BSN, RN</td>
</tr>
<tr>
<td>Jallow</td>
<td>Ramatu</td>
<td>MSN, RN, PMHNP-BC, PMH-BC</td>
</tr>
<tr>
<td>Johnson</td>
<td>Amanda</td>
<td>MSN, RN, CNOR</td>
</tr>
<tr>
<td>Luke</td>
<td>Shelby</td>
<td>BSN, RN</td>
</tr>
<tr>
<td>Maiers</td>
<td>Michelle</td>
<td>MSN, RN, AGPCNP-BC, OCN</td>
</tr>
<tr>
<td>Malone</td>
<td>Pamela</td>
<td>MSN, MHA, RN, CNOR</td>
</tr>
<tr>
<td>McCoy</td>
<td>Rebecca</td>
<td>MSN, RN, CPEN, TCRN</td>
</tr>
<tr>
<td>Motter</td>
<td>Brittany</td>
<td>MSN, RN, RNC-MNN, RNC-LRN, IBCLC</td>
</tr>
<tr>
<td>Myers</td>
<td>Kalyn</td>
<td>BSN, RN4, CEN</td>
</tr>
<tr>
<td>O’Brien</td>
<td>Mary</td>
<td>MSN, RN, CNL</td>
</tr>
<tr>
<td>Olson</td>
<td>Emily</td>
<td>BSN, RN, CCRN</td>
</tr>
<tr>
<td>Robey</td>
<td>Amanda</td>
<td>BSN, RN, CNOR</td>
</tr>
<tr>
<td>Simms</td>
<td>Adriene</td>
<td>BSN, RN, CCRN</td>
</tr>
<tr>
<td>Singh</td>
<td>Tenna</td>
<td>MSN, RN, CMSRN</td>
</tr>
<tr>
<td>Snow</td>
<td>Megan</td>
<td>MSN, RN, PCCRN</td>
</tr>
<tr>
<td>Stewart</td>
<td>Ghia</td>
<td>MSN, CCRN</td>
</tr>
<tr>
<td>Swarray</td>
<td>Lucia</td>
<td>MSN, RN, BSN, NE</td>
</tr>
<tr>
<td>Thompson</td>
<td>Danielle</td>
<td>BSN, RN, CEN</td>
</tr>
<tr>
<td>Walwyn</td>
<td>Maura</td>
<td>MSN, RN, MED-SURG-BC</td>
</tr>
<tr>
<td>Whalen</td>
<td>Jennifer</td>
<td>MSN, RN, CCRN</td>
</tr>
<tr>
<td>Yearwood</td>
<td>Kylie</td>
<td>PhD, RN, CNE, CEN</td>
</tr>
</tbody>
</table>

### Fall Nursing Professional Development Academy attendees

<table>
<thead>
<tr>
<th>Last name</th>
<th>First name</th>
<th>Credentials</th>
</tr>
</thead>
<tbody>
<tr>
<td>Birmingham</td>
<td>Mary</td>
<td>BSN, RN, NC-BC, PMH-BC</td>
</tr>
<tr>
<td>Brown-Rolle</td>
<td>Tomeka</td>
<td>MSN, RNC-MNN</td>
</tr>
<tr>
<td>Childs</td>
<td>Julie</td>
<td>MSN, RN, RNC-EFM</td>
</tr>
<tr>
<td>Dickey</td>
<td>Megan</td>
<td>BSN, RN</td>
</tr>
<tr>
<td>Eicholtz</td>
<td>Wendy</td>
<td>BSN, RN</td>
</tr>
<tr>
<td>Garris</td>
<td>Alyson</td>
<td>BSN, RN, CEN</td>
</tr>
<tr>
<td>Grimm</td>
<td>Carrie</td>
<td>RN</td>
</tr>
<tr>
<td>Grose</td>
<td>Katherine</td>
<td>MSN, RN, TCRN, CCRN</td>
</tr>
<tr>
<td>Jacobs</td>
<td>Sarah</td>
<td>RN</td>
</tr>
<tr>
<td>Keifrider</td>
<td>Macey</td>
<td>MPH, BSN, RN, OCN</td>
</tr>
<tr>
<td>Kim</td>
<td>Jennie</td>
<td>BSN, RN, CCRN</td>
</tr>
<tr>
<td>Kozeny</td>
<td>Janelle</td>
<td>BSN, RN</td>
</tr>
<tr>
<td>Kristek</td>
<td>Teresa</td>
<td>MSN, RN</td>
</tr>
<tr>
<td>Lalande</td>
<td>Lcretia</td>
<td>LPN</td>
</tr>
<tr>
<td>Lee</td>
<td>Sharon</td>
<td>MSN, RN, CCRN</td>
</tr>
<tr>
<td>Lewis</td>
<td>Kristal</td>
<td>MSN, RN</td>
</tr>
<tr>
<td>Miles</td>
<td>Cynthia</td>
<td>MSN, RN, CNE, RNC-LRN</td>
</tr>
<tr>
<td>Trimner</td>
<td>Shaunda</td>
<td>BSN, RN</td>
</tr>
<tr>
<td>Vanak</td>
<td>Colleen</td>
<td>MSN, RN, CCRN</td>
</tr>
<tr>
<td>Villanueva</td>
<td>Maricel</td>
<td>MSN, RN, CCRN</td>
</tr>
<tr>
<td>Willingham</td>
<td>Elisabeth</td>
<td>BSN, RN</td>
</tr>
<tr>
<td>Wyvill</td>
<td>Megan</td>
<td>BSN, RN, CCRN</td>
</tr>
</tbody>
</table>
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
Sravy 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, CWON; Leslie Woodward, BSN, RN, CWON; Bernice D. Mowery, PhD, RN; Audra L. Gollenberg, PhD; John Lawrence, BSN, RN, CPHQ, SCRN
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 [Poster]
ENA’s Emergency Nursing 2022. Denver, CO & Virtual, October 2022
Salome Loera, DNP, ACCNS-AG, PCCN, CCRN-CMC, SCRN
Supporting Nursing Scholarship Through Interprofessional Collaboration Using the e-Delphi Method. [Podium]
Salome Loera, DNP, ACCNS-AG, PCCN, CCRN-CMC, SCRN
Infusing Wellbeing into the Workplace Through Brief Mindful Self-Compassion Practices. [Podium]
Salome Loera, DNP, ACCNS-AG, PCCN, CCRN-CMC, SCRN
Reducing and Preventing Compassion Fatigue in Nurses Through Mindful Self-Compassion. [Poster]
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]
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, SCRN
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
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**


http://dx.doi.org/10.1097/NND.0000000000000750

New degrees

Bachelor of science in nursing
Michael Flanagan, BSN, RN

Master of science in nursing
Kidist Alemayehu, MSN, RN, ANCC-BC
Santana Crouse-Murrain, MSN, AGACNP-BC

Doctorate of nursing practice
Cynthia Adofo, DNP, RN

New certifications

AGACNP-BC
Santana Crouse-Murrain, 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, SCRN

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, SCRN – 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

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