Vision
To be among the leading health systems 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

Values
Patient Always
Our People
One Team
Integrity
Excellence
It is a great privilege to share Inova Health System’s 2019 Nursing Annual Report, which highlights innovations and advancements in nursing practice, research and outcomes across our health system.

2019 was a year of unprecedented success for Inova Nursing. We built on our strong foundation of professional practice to achieve even greater levels of patient care excellence. Inova was the only large health system in the nation with every hospital rated five stars by the Centers for Medicare & Medicaid Services, and all five hospitals also earned a Leapfrog Hospital Safety Grade of A—the highest possible ranking in the D.C. metro area and nationwide. None of which would be possible without the dedication and commitment of our highly specialized nursing team. Nurses are key partners in Inova’s new triad leadership structure, working with physicians and administrators to advance our mission and create a seamless, high-reliability system of care.

And now, amid a global pandemic—unlike anything we’ve ever experienced before—I am more confident than ever of our ability to thrive regardless of the challenges we face. Our nurses are innovative problem-solvers who remain compassionate care partners for all patients who walk through our doors. They exemplify our mission to provide world-class healthcare—every time, every touch—to each person we have the privilege to serve. I have even greater clarity on what that privilege means during such challenging times.

I know that the future is bright for nursing at Inova as we continue to learn, grow, excel, lead and innovate. Our journey is just beginning and I’m excited to see where it takes us. Meanwhile, I offer a heartfelt thank you to Inova’s 5,000+ dedicated nurses for the exceptional work they do on behalf of our patients every day, especially during these unprecedented times.

I’m proud to be an Inova nurse.

Sincerely,

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

2 Inova Mission, Vision, Values
3 Welcome letter
5 Inova Nursing Professional Practice Model
6 Inova Nursing Purpose and Aspiration
7 Inova Nursing Strategic Plan
8 Inova Nursing at a Glance
9 Inova Chief Nursing Officers
10 Inova Alexandria Hospital
16 Inova Fairfax Hospital
30 Inova Fair Oaks Hospital
36 Inova Loudoun Hospital
44 Inova Mount Vernon Hospital
50 Inova Medical Group
52 Inova System Office
Inova’s Nursing Professional Practice Model

Human Caring Philosophy...

Optimal Outcomes

Shared Transformational Leadership
- Decision Making
- Empowerment
- Autonomy
- Accountability
- Succession Planning
- Innovation

Meaningful Recognition
- ADVANCE Clinical Ladder
- Education Advancement
- Professional Certifications
- Awards and Honors

Professional Vision and Value
- Culture of Safety
- Clinical Excellence
- Work Life Balance
- Appreciation of Diversity

Collaborative Relationships
- Community
- Inter and Intradisciplinary Collaboration
- Effective Communication

Evidence Based Practice
- Nurse Driven Research
- Clinical Inquiry
- Translate/Incorporate Findings into Practice
- Evaluate Patient Outcomes

Care Delivery System
- Patient Focused
- Respect of Patient and Family Preferences
- Team Approach
- Efficient

...Healthy Work Environment
Inova’s Nursing Aspiration and Purpose

**Inova Nursing Purpose**
At Inova, our nursing practice is grounded in connection, caring, compassion, and excellence through innovation, and the best evidence, in service to our patients, their families, our communities, and each other.

**Inova Nursing Aspiration**
Inova nurses are the most trusted nurses in the nation.

*IFOH NRP Escape Room builders team, Left to Right: Laura McNicholl, MS, RN, RN-BC, CCNS; Inga Rollins, BSN, RN, MPH, NPD-BC, CPN; Priscilla Trewertha, BSN, RN*
Inova Nursing Strategic Plan
2018 – 2020

GOAL 1: Stabilize and Enhance the Nurse Practice Environment

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

GOAL 2: Develop Current and Future Leaders

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

GOAL 3: Achieve Top Decile Performance in All We Do

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

GOAL 4: Eliminate Waste

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

*All above goals are consistent with maintaining and achieving Magnet status throughout all facilities
## Inova Nursing at a Glance 2019

<table>
<thead>
<tr>
<th>5</th>
<th>Hospitals</th>
</tr>
</thead>
<tbody>
<tr>
<td>136</td>
<td>Primary and Specialty Care Practices</td>
</tr>
<tr>
<td>27</td>
<td>Community Clinics</td>
</tr>
<tr>
<td>14</td>
<td>Rehab Centers</td>
</tr>
</tbody>
</table>

| 18,685 | Employees |
| 1,800+ | Licensed beds |

| 5,742 | Registered Nurses |
| 84.5% | BSN+ in 2019 |

| 131 | new RN3s |
| 167 | new RN4s |

| 298 | New ADVANCE promotions |

| 265 | New Nursing Degrees: |
| 4 | New DNPs, 230 | New BSNs |
| 29 | New MSNs, 1 | New MSN-NP |
| 1 | New MSHI |

| 34 | Daisy Award Winners |
| 36 | Nursing Excellence Award Winners |

| 1,118 | Nurses contributed to research, quality improvement or EBP publications or presentations |
| 407 | New Certifications |
| 37.1% | with Specialty Certification |

- 582 Nurses participating in ADVANCE
  - Facility
    - IAH: RN3 (29), RN4 (22)
    - IFMC: RN3 (163), RN4 (215)
    - IFOH: RN3 (67), RN4 (39)
    - ILH: RN3 (42), RN4 (88)
    - IMVH: RN3 (38), RN4 (24)
  - System Total: RN3 (339), RN4 (388)

- New ADVANCE promotions:
  - 51 RN3s, 106 RN4s, 62 Total

- New nursing degrees:
  - 4 DNPs, 230 BSNs, 130 MSNs, 1 MSN-NP, 62 MSHI

- Total nurses participating in ADVANCE:
  - IAH: 29, IFMC: 163, IFOH: 67, ILH: 42, IMVH: 38, System Total: 339 RN3s, 388 RN4s, 727 Total

- nursings contributed to research, quality improvement or EBP publications or presentations:
  - 1,118

- New nursing certifications:
  - 407

- Trained in Healing Touch:
  - 145
2019 Inova Chief Nursing Officers

Left to right:

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

Deborah Fulbrook, EdM, MHS, BSN, RN, NEA-BC
VP, Nursing, Musculoskeletal Service Line
Chief Nursing Officer
Inova Fair Oaks Hospital

Alquietta Brown, PhD, MHSA, BSN, RN, NEA-BC
VP, Chief Nursing Officer
Inova Mount Vernon Hospital

Marissa B. Jamarik DNP, RN, NEA-BC
VP, Nursing, Inova Heart and Vascular Service Line
Chief Nursing Officer
Inova Loudoun Hospital

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

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

Fadia Feghali, MS, BSN, RN, NE-BC
VP, Nursing, Inova Neurosciences Service Line
Chief Nursing Officer
Inova Alexandria Hospital

Nancy J. Loeffler, MHA, BSN, ACM, CCM
VP, Chief Nursing Officer
Inova Physician Enterprise
Magnet® Components

Transformational Leadership
Promoting a culture that embraces transformational leadership begins with a transformational chief nursing officer who creates a safe environment for her team. Inova Alexandria Hospital’s chief nursing officer (CNO), Fadia Feghali, MS, BSN, RN, NE-BC communicates a clear vision to her team that focuses on prioritizing and rewarding staff development as well as patient outcomes. Results from the National Database of Nursing Quality Indicators (NDNQI) nurse satisfaction survey in 2019 demonstrated scores well beyond the mean for the questions pertaining to CNO visibility and accessibility, as well as equivalent power and authority to other top-level hospital executives. Feghali is the biggest advocate for nursing at Inova Alexandria Hospital (IAH). She promotes nursing evidence-based practice (EBP) and has supported numerous EBP projects among her other contributions to nursing practice.

Structural Empowerment
Inova Alexandria’s CNO, senior directors and clinical directors are advocates for their own teams, many of whom are active participants in career coaching, mentoring and succession planning. Change is a constant within the healthcare industry. Inova Alexandria Hospital’s nursing leadership exemplifies leading with a clear mission, vision, values and strategic plan that aligns with the organization’s priorities.

Inova Alexandria Hospital is continually evolving in structural empowerment. Along with all Inova hospitals, Inova Alexandria Hospital participated in a Nursing Shared Governance study to evaluate our internal degree of shared governance. Results from this study will help us improve and strengthen our Shared Governance decision-making structures and processes. In 2019, the Strategic Nursing Initiative Group, commonly known as the “SING” group, restructured the Shared Governance meeting design. The most notable change to the hospital’s nursing
Shared Governance model was the transition to an all-day Shared Governance monthly event. As part of the monthly meeting, individual units meet in their respective clinical practice council (CPC) groups followed by a hospital-wide Shared Governance meeting that includes the chairs and co-chairs of all CPCs. Within the hospital-wide Shared Governance meeting, breakout sessions focus on various areas of nursing interest.

Supporting nurses’ professional development is an important aspect of structural empowerment. In Inova Alexandria Hospital’s 2019 NDNQI survey, “professional development opportunity” and “professional development access” were two of the highest performing measures relative to the national NDNQI mean. A dedicated and robust nursing professional development team, both within Inova Alexandria Hospital and throughout Inova, contribute to the development opportunities nurses at Inova Alexandria Hospital value.

Inova provides a nursing residency program supported by Vizient. In 2019, 50 new nurses completed the residency.

Exemplary Professional Practice

Inova Alexandria Hospital is proud to have a culture that promotes safety, high-quality care and continual quality improvement. We achieve this through collaboration with all disciplines, both within the hospital walls and beyond. Nurses analyze data submitted to externally managed databases including NDNQI, Press Ganey, Vermont Oxford and others in order to benchmark outcomes and make sustainable improvements. One example of a nursing best practice that Inova Alexandria Hospital has embraced is the Patient and Family Advisory Council (PFAC). Partnerships with patients and families resulting from work within the PFAC have driven efforts to focus on patient-centered care and have promoted interprofessional collaborative practice.

An example that highlights how nurses participate with an interprofessional team to achieve exemplary professional practice is a recent effort in the operating room to demonstrate a safe and thorough time out prior to a procedure. One of Inova Alexandria Hospital’s nurse residents sought to empower new team members to

2019 Nursing Research and EBP Symposium, Left to Right: Olivia Hwang, BSN, RN; Emily Hagedorn, BSN, RN, CCRN; Fadia Feghali, MS, BSN, RN, NE-BC; Y-nhi Nguyen, BSN, RN, CEN, CCRN; Erin Reynolds BSN, RN, CCRN, CNML
adhere to a proper and regimented time out. She worked with the perioperative clinical mentor, physician and nursing leadership, and media services to create and disseminate a best practice video. Empowering nurses across all levels to act on best practice recommendations is a central tenet of nursing practice at Inova Alexandria Hospital.

**New Knowledge and Innovation**

Inova Alexandria Hospital supports nursing research and EBP implementation in numerous ways. Each month, the Inova Alexandria Hospital nursing team facilitates a research and EBP meeting. All nurses are welcome to attend these meetings, and those seeking publication or presentation of research or EBP are required to attend. The Vizient nurse residency program is another venue for nurses to practice their research and EBP skills. As part of the nurse residency program, all new graduate nurses work on an EBP project within a small group to guide best practice within the hospital. Nurse resident EBP projects are not prescribed to the residents. Rather, they are guided by the resident’s own interest and identified needs. Resident EBP projects at IAH have included technology implementation to enhance patient experience and nursing practice and also focused on workflow improvements to improve efficiencies in care. Nurse resident perspectives are particularly helpful in identifying improvement opportunities, because new staff bring an objective perspective.

For example, after reviewing the August 2019 Hospital Consumer Assessment of Healthcare Providers and Systems (HCAHPS) scores for a medical-surgical unit at Inova Alexandria Hospital, nurses identified an opportunity to improve the way staff explains to patients what medications are used for and their possible side effects. A group of nursing residents sought to improve HCAHPS scores by using medication education stickers applied to the reusable patient water bottles. After partnering with the hospital pharmacy, medication stickers for the most commonly prescribed medications were created and disseminated to the unit. To supplement routine medication education provided by the nursing staff, stickers were placed on patients’ drink containers. This change resulted in a remarkable improvement in HCAHPS scores. Scores improved on the two questions related to medication education 23rd and 4th percentile to the 97th and 45th percentile, respectively, in only one month. The nursing team found these stickers to be an effective method to drive medication education and supplement active learning. This is an example of nursing innovation in action at Inova Alexandria Hospital.

**Awards and Recognition**

**Nursing Excellence Awards**
- Melissa Bauer, BSN, RN – Exemplary Professional Practice
- Mary Elizabeth Clouse, BSN, RN – Rising Star
- Y-Nhi Nguyen, BSN, RN – New Knowledge, Innovation and Improvement
- Sarah Rose, BSN, RN, CMSRN – Structural Empowerment
- Suh Yang, BSN, RN – Exemplary Professional Practice
- Robbin Young, MSN, RN, NEA-BC – Transformational Leadership

**Cultural Leader of the Month**
- Jasmine James, BSN, RN

**DAISY Awards**
- Victoria Jia, BSN, RN
- Charity James, BSN, RN
- Keylin Mejia, BSN, RN

**First Place for EBP Poster at Inova’s Nursing Research and Evidence-Based Practice Symposium**
- Emily Hagedorn, BSN, RN, CCRN

**Health Quality Innovators**
- Courtney-Sue Santora, BSN, RN, RN-BC
HCAHPS scores on two medication related questions improved from the 23rd and 4th percentile to the 97th and 45th percentile, in only one month after nurses found a creative way to explain medication usage to their patients.

**Nursing Stars Unit Recognition**
Unit 21 – Medical Oncology
Unit 26 – Twig Surgical Center
Unit 27 – CVNICU
Unit 28 – Twig

**Presentations**

*A Caring Start to Professional Practice: Using Intentional Caring Behaviors Throughout New Graduate Nurse Onboarding* [Podium]

*Caring for Your New Nurses: Using Human Caring to Onboard Your New Nurses* [Podium]

*Down and Dirty Labs and Hypertension in Pregnancy* [Poster]

*Inova Critical Care Symposium Panel on Managing Patients in ICU who Are Experiencing Delirium* [Panel Moderator]
Mary Elizabeth Clouse, BSN, RN.
Inova Critical Care Symposium. Falls Church, VA, Oct. 18, 2019.

*National Association of Orthopaedic Nursing Review Course for Certification* [Podium]

*Peanut Ball for Laboring Women* [Poster]
Erin Andrew, MS, RN3, CNL, C-CEFM.
AWHONN Morbidity Mortality Conference. Silver Spring, MD, April 1, 2019.

*The Future is Here! Using Technology to Onboard Millennials and Generation Z* [Poster]
Emily Hagedorn, BSN, RN, CCRN; Ashley Rosteck, BSN, RN.
Inova Nursing Research and Evidence-Based Practice Symposium. Falls Church, VA, Dec. 6, 2019.

2019 IAH Nurse Leader Transition Into Practice Graduates, Left to Right: Lisa Hawksworth, MSN, RN, NEA-BC; Kate Theissen, BSN, RN, CEN, NE-BC; Jackie Gonzalez MSN, MHA, RN; Cami Thomas MSN, RN NA-BC; Fadia Feghali, MS, BSN, RN, NE-BC; Ruth Lee, DNP, MS, MBA, RN, NEA-BC; Zach Wotherspoon, DNP, APRN, FNP-BC, RN, CEN, CPEN
Empowering nurses across all levels to act on best practice recommendations is a central tenet of nursing practice at Inova Alexandria Hospital.

Will the Use of Adhesive Medication Education Stickers on Patient Water Pitchers Help to Increase HCAHPS Scores? [Poster]
Mary Elizabeth Clouse, BSN, RN; Linda Nguyen, BSN, RN; Christina Bochicchio, BSN, RN; Nace Dentonhurst, BSN, RN; Sangya Shrestha, BSN, RN. Inova Nursing Research and Evidence-Based Practice Symposium. Falls Church, VA, Dec. 6, 2019.

Too Wet or Too Dry? Passive Leg Raise as Noninvasive Assessment of Fluid Overload in Septic Shock Patients [Podium]
Emily Hagedorn, BSN, RN, CCRN; Y-nhi Nguyen, BSN, RN, CEN, CCRN; Olivia Hwang, BSN, RN, Erin Reynolds, BSN, RN, CCRN, CNML. Inova Nursing Research and Evidence-Based Practice Symposium. Falls Church, VA, Dec. 6, 2019.

Publications
Theresa Davis, PhD, RN, NE-BC, FAAN; Mary Ann Friesen, PhD, RN, CPHQ; Robin R. Jackson, MSN, RN-BC, CCRN, CCNS, CHTP; Liliana Suchicital, BSN, RN, CNB, CHTP, ONC; Diane Swengros, MSN, RN, NPD-BC, CHTP/I. (2019) Inova Nurses Miracles & Mysteries in J. Watson (Ed.), Miracles and Mysteries: Witnessed by Nurses, (pp.55-56, 54, 57-58, 56-57, pp.54-55); Great Britain: Lotus Library.

New Degrees
Bachelors of Science in Nursing
Miranda Baylor, BSN, RN
Mingo Boards, BSN, RN
Rena Hooper, BSN, RN
Amanda Jacobs, BSN, RN, CCRN
Linda Pfeiffer, BSN, RN
Tatiana Semeniuk, BSN, RN, CMSRN

Scholarships
BSN Scholars
Robbin Young, BSN, RN, NE-BC, CCRN – Twig
Jacyln LoBue, BSN, RN, CEN, TNCC, NREMT-P – IAH Medical Staff Clinical Advancement Scholarship in Memory of Jessica Tisak
Ahmad Clemmons, BSN, RN – Rydell Family Clinical Scholarship
Sadie Iman, BSN, RN, CMSRN – McKinley Oncology Advancement Scholarship
Michelle Abdala, BSN, RN – Speck Awards
Arya Pretlow, BSN, RN, C-EFM, IBCLC-RLC – Speck Awards

MSN Scholars
Robin R. Jackson, MSN, RN-BC, CCRN, CCNS, CHTP – Shih Nursing Conference Scholarship

Certifications

Cardiac Medicine (Subspecialty) Certified
Christine Rolifes, BSN, CCRN, CMC, TNCC

Certified Ambulatory Perianesthesia Nurse
Rhiannon Armstrong, RN, CAPA

Certified Emergency Nurse
Eden Berhane, BSN, CEN
Jennifer Byerly, BSN, CEN
Patricia Molseed, BSN, CEN
Kathryn O’Leary, BSN, CEN
Danielle Thompson, BSN, CEN

Certified Gastrointestinal Registered Nurse
Shalonda B. Covington, MSN, RN, FNP-BC, CGRN

Certified in Medical-Surgical Registered Nurse
Young McCollum, BSN, RN, CMSN

Certified Pediatric Emergency Nurse
Irenious Suglo, BSN, RN, CEN, CPEN

Certified Pediatric Hematology Oncology Nurse
Brooke Bowers, BSN, RN, CPHON

Certified Surgical Services Manager Credential
Gianfranco J. Villar, MS, RN, CSSM, CNOR, CST

Critical Care Registered Nurse
Amanda Jacobs, BSN, RN, CCRN
Christine Rolifes, BSN, CMC, TNCC, CCRN

Electronic Fetal Monitor
Erin Andrew, MS, CNL, C-EFM
Catherine Cicchetto, BSN, RN, C-EFM
Amalia Richards, BSN, RN, C-EFM
Melissa Testa, BSN, RN, C-EFM
Erika Fox, BSN, RN, C-EFM
Kelly Hof, BSN, RN, C-EFM

Maternal Newborn Nursing
Brandy Hashbarger, BSN, RN, RNC-MNN

Nurse Executive
Kate Theissen, BSN, RN, CEN, NE-BC

Nursing Professional Development
Gretchen Teel, MA, BSN, NPD-BC

Neonatal Intensive Care Nursing
Claudine McEntee BSN, RNC-NIC

Trauma Certified Registered Nurse
Rosita Chandansingh, RN, CEN, TCRN

Registered Nurse 3
Rosmin Abdullah, BSN, RN, CMSRN
Josephine Agrabio-Thornton, BSN, RN, PCCN
Shiksha Amatyia, BSN, RN, CMSRN
Rhiannon Armstrong, BSN, CAPA
Anita Babinski, BSN, RN, CAPA
Demeke Gisila, BSN, RN, CMSRN
Allison Jiongo, BSN, RN, CPAM
Priscilla Kelleher, BSN, RN, CNOR
Katherine Merendino, BSN, RNC-NIC
Tia Moffa, BSN, RN, CEN
Kathryn O’Leary, BSN, RN, CEN
Lauren Tafro, BSN, RNC-NIC
Alexander Tay, BSN, RN, CCRN
Melissa Testa, BSN, C-EFM

Registered Nurse 4
Mervat Alhaj, BSN, RN, CMSRN
Erin Andrew, MS, RN, CNL, C-EFM
Randolph Balagtas, BSN, RN, CAPA
Prima Esguerra Colburn, BSN, RNC-NIC
Natacha Fairbrothers, BSN, RNC-NIC
Priscilla Kelleher, BSN, RN, CNOR
Katherine Merendino, BSN, RNC-NIC
Tia Moffa, BSN, RN, CEN
Arya Pretlow, BSN, RN, C-EFM, IBCLC-RLC
Rachel Roudik, BSN, RN, C-EFM
Beth Stephens, BSN, RN, CEN
Maria Talavera, BSN, RN, C-EFM
Suh Yang, BSN, RN, CCRN
Elizabeth Wainaina, BSN, RN, CMSRN
Jenna Wills, BSN, RNC-NIC
Jase Willette, BSN, RN, CEN
Heather Wischkaemper, BSN, CEN

Professional Organization Activities
Inova Fairfax Hospital

Magnet® Components

Transformational Leadership
Patricia Hill, MSN, RN, NEA-BC, CENP continued leading Inova Fairfax Hospital Nursing in achieving the goals established in Inova’s Nursing Strategic Plan. Accomplishments included implementation of a succession plan for nursing leadership across the organization. Additionally, 12 nursing leaders from Inova Fairfax Hospital participated in the inaugural Transitions into Practice program for nursing leaders. Hill continued her active participation in the credentialing process for advanced practice nurses as well as her pivotal role in the opening of Inova Schar Cancer Center and the Acute Rehabilitation Unit. Hill also led Inova Fairfax Hospital to the successful completion and submission of Magnet documentation on October 1, 2019.

Structural Empowerment
Unit-based practice councils continue to be the foundation of the strong nursing shared governance structure. Over 300 RNs participate in activities each month, both at the organizational and unit levels. The Collaboration and Informatics Subcommittee established text alerts for Nursing Practice Congress, addressed workplace violence issues, coordinated activities for Nurses Week, and provided feedback on both the EPIC upgrade and the Soft ID implementation. This subcommittee also worked on enhancing recognition through the DAISY and PEACH programs, which increased nominations by fivefold in 2019.

The Professional Development and Recognition Subcommittee worked to create a Preceptor Toolkit. This subcommittee also supported unit-based activities related to education and certification. The Quality, Outcomes and Safety Committee published informational brochures on
the key clinical indicators evaluated by the NDNQI. The Research and Evidence-based Practice Subcommittee sponsored eight speakers on a variety of topics in addition to actively participating in the review and dissemination of a variety of evidence-based and research projects.

**Exemplary Professional Practice**

Interprofessional teams at Inova Fairfax Hospital worked to improve all patient care outcomes. The efforts resulted in a 30-percent reduction in central line-associated bloodstream infection rates and an 11-percent reduction in catheter-associated urinary tract infections as compared to 2018 levels. Inova Fairfax Hospital was ranked the #1 Hospital in the Washington, DC metro area by U.S. News and World Report. Gynecology services were ranked #13 nationally. Patient experience scores across the hospital exceeded established goals. Excellence in nursing professional practice was also evidenced by a BSN rate of 84 percent and a certification rate of more than 31 percent. There were also 328 participants in the Vizient residency.

**New Knowledge and Innovation**

Three research studies were initiated in 2019 at Inova Fairfax Hospital: Shared Governance in a Multihospital Healthcare System study, Music Therapy in Antepartum Patients study and Infant-Driven Feeding study. Dissemination of organizational research findings occurred through presentations at local, national and international conferences. Inova Fairfax Hospital nurses partnered with other disciplines within Inova Fairfax Hospital and other nurses across Inova in several studies. Our RN research activities also included partnerships with local universities and the National Institute of Justice. All nurses participating in the New Nurses Residency Program completed evidence-based practice projects during 2019.
Awards and Recognition

Nursing Excellence Awards
Cynthia Bauley, BSN, RN, IBCLC – New Knowledge, Innovation and Improvement
Dona Domer, RN – Lifetime Achievement Award
Laurie Douthwaite, BSN, RN, CPHON – Structural Empowerment
Rebecca Lewis, BSN, RN – Exemplary Professional Practice
Shawn Rohan, BSN, RN – Rising Star
Megan Rupe, MSN, RN, RN-BC, NE-BC – Transformational Leadership

DAISY Awards
Fowzia Abdi, BSN, RN
Janice Beekman, BSN, RN
Katherine Garity, BSN, RN
Pattie Johnson Madden, RN
Grace Jun, BSN, RN
Kate Kelly, BSN, RN
Seán Madden, BSN, RN
Masuda Nawabe, BSN, RN, CPN
Oanh Murakami, BSN, RN, PCCN
Myra Olivares, BSN, RN
Gallie Shugarman, BSN, RN
Catherine Villacortes, BSN, RN

Iams Award: Building Foundations of Success
Laurie Douthwaite, BSN, RN, CPON
Megan Mahan, MSN, RN, CPHON

Iams Award: Hit the Road, Jack (and Don’t Come Back)
Darla Ceppi, MSN, RN
Maura Mathieson, BSN, RN

Iams Award: L.I.T.E. It Up! Lowering Infections with Team Engagement
Bethany Batres, BSN, RN, RNC-OB
Amy Donlan, MSN, RN, RNC-OB
Natalie Doudaklian, MSN, RN, WHNP-BC
Amber Fuller, BSN, RN
Janet Hooper, MSN, RN, RNC-OB
Dianna Hovmiller, MSN, RN, RNC-OB
Navdeep Kaur, BSN, RN, C-EMF
Jennifer Lykins, BSN, RN
Colleen Radich, BSN, RN, RNC-OB, CNOR

Luminary Award
Kate Asiedu, BSN, RN – Behavioral Health
Livia Desilva, BSN, RN – Inova Heart and Vascular Institute
Donna Lyons, BSN, RN – Medical-Surgical and Oncology
Theresa Magnotti, BSN, RN, PCCN – Emergency Department and Nursing Operations
Bonnie Nelson, BSN, RN, CNOR – Perioperative Services
Emily Rettig, BSN, RN, CBCN – Inova Women’s Hospital
Dawn Williams, BSN, RN – Critical Care, Neurology and Orthopedics
Janet Woods, MSN, RN, RNC-NIC – Inova Children’s Hospital
Efforts to improve patient care outcomes resulted in a 30 percent reduction in central line-associated bloodstream infection rates and an 11 percent reduction in catheter-associated urinary tract infections.

**Nursing Stars Unit Recognition**

Adult Obs
APUN
Cath/EP/IR
CICU
CTUN
CTUS
CVICU
CVOR
Emergency Department
FACT
ICAR
Neuro ICU
Neuroscience
NICU
PCCU
Pediatric Emergency Department
PIMC

**Presentations**

*A Call for Workarounds: Improving Problem Identification, Staff Engagement and Patient Safety* [Podium]
Miriam Faunda, MSN, RN, CAPA;
Cheryl Portwood, MSN, RN, NEA-BC.

Assessing Post-Op Cardiac Surgery Pain for Clinical Gain [Podium] [Poster]
Kayla Dundie, BSN, RN; Kendall Bopp, BSN, RN, CCRN; Amy Tran, BSN, RN; Socheat Long-Elliott, BSN, RN, CCRN; Alissa Wong, DNP, RN.
Inova Nursing Research and Evidence-Based Practice Symposium. Falls Church, VA, Dec. 6, 2019.

*Be Happy with no HAPIs [Poster]*

*Bridge to Breathing: Pioneering Ventilator Management in the Freestanding ED [Poster]*

*Commonly Prescribed Medications with Deadly Complications [Podium]*
Sonia Astle, MSN, RN, CCNS, CCRN, CNRN. National Teaching Institute, American Association of Critical Care Nurses. Orlando, FL, May 22, 2019.

*Creating Harmony in Surgical Education: Composing an ACS-Accredited Education Institute [Podium]*
Paula Graling, DNP, RN, CNOR, FAAN; Emily Jones, MSN, RN, CNOR, NPD-BC. 2019 AORN Global Surgical Conference. Nashville, TN, April 6, 2019.

*Enhancing Early Literacy and Language Coaching with Nurse-Family Partnership [Poster]*
Miriam Faunda, MSN, RN, CAPA.

*Hand Hygiene in the Perioperative Setting [Podium]*

*High Reliability in Trauma Care [Podium]*
Paula Graling, DNP, RN, CNOR, FAAN. Annual TQIP Quality Conference. Dallas, TX, Nov. 16, 2019.

*Impact of a Dedicated Nursing Unit on the Care of the Limb Patient [Podium]*
Megan Rupe, MSN, RN-BC, NE-BC.
Implementation of OSA Screening and End Tidal CO2 Monitoring in the PACUs [Podium]
Kathryn R. Scully, MSN, RN, CCRN, CAPA, CPAN. International Conference of Perianesthesia Nurses. Cancun, Mexico, Nov. 5 – 8, 2019.

Implementing an Evidence-Based Cardiac Training Program in a Growing PICU [Poster]

Improving First-Time PIV Insertion Utilizing NIRs Technology in the CVICU [Podium]

Improving Patient Safety by Reducing the Number of ED Boarder Patients [Poster]

L.I.T.E. it Up! Lowering Infections with Team Engagement [Poster]
Labor and Delivery Team. 2019 Patient Safety Hall of Fame. Falls Church, VA, March 19, 2019.

Maintaining Perioperative Normothermia in Ambulatory Surgical Patient [Podium]
Oluwatoyin Akinyemi, MSN, RN, CNOR; Laurie Waldron, BSN, RN, CAPA. Inova Nursing Research and Evidence-Based Practice Symposium. Falls Church, VA, Dec. 6, 2019.

Multidisciplinary Therapeutic Communication Training for Forensic Nurses: A Quality Improvement Project (Code 8) [Podium]

Neonatal Hypoglycemia: Does Everyone Agree? [Poster]

NICU Unplanned Extubation A3 [Poster]

North Tower 10 Unit Snapshot Huddle Board [Poster]

Nursing Driven DKA Pathway [Poster]
Madison Rickard, BSN, RN; Laura Sealover, BSN, RN; Megan McDonald, BSN, RN; Jennifer Arias, BSN, RN. Inova Nursing Research and Evidence-Based Practice Symposium. Falls Church, VA, Dec. 6, 2019.

Nursing Interventions Decrease Cesarean Section Rates [Poster]
Katherine Chromey, BSN, RNC-OB; Natalie Doudaklian, MSN, RN, WHNP-BC; Bethany Batres, BSN, RNC-OB; Jennifer Truax, MSN, FNP-BC, RNC-OB; M. Lynne McLauchlin, BSN, RNC-LRN. Inova Nursing Research and Evidence-Based Practice Symposium. Falls Church, VA, Dec. 6, 2019.
Optimizing Role Competence for Leadership Success [Podium]

Patient-Centered Communication for Trauma Nurses and Clinical Technicians: Testing a Simulation-Based Curriculum [Podium]
Emily Jones, MSN, RN, CNOR, NPD-BC; Chris McCormick, BSN, RN; Charles Grove, MSN, RN, CCRN. Inova Nursing Research and Evidence-Based Practice Symposium. Falls Church, VA, Dec. 6, 2019.

Prevention and Management of Sleep Deprivation and Delirium in the Stroke Patient [Podium]
Keiko H. Kuykendall, DNP, AGPCNP-BC, GS-C. Neuroscience Nursing Conference. Falls Church, VA, Nov. 7 – 8, 2019.

Professional Educator, Perioperative Certificate of Mastery [Podium]

The Electrolyte Shuffle [Podium]

Riding the (End) Tidal Wave to CO2 Monitoring: Using Capnography for Obstructive Sleep Apnea Patients Following Anesthesia [Poster]
Adult Preoperative and PACU Team. 2019 Patient Safety Hall of Fame. Falls Church, VA, March 19, 2019.
Too Wet or Too Dry? Passive Leg Raise as a Noninvasive Assessment of Fluid Overload in Septic Shock Patients [Podium]
Emily Hagedorn, BSN, RN, CCRN; Y-nhi Nguyen, BSN, RN, CEN, CCRN; Olivia Hwang, BSN, RN. Inova Nursing Research and Evidence-Based Practice Symposium. Falls Church, VA, Dec. 6, 2019.

Trio Rounding Nurse, Physician, Patient: Perceptions of Benefits and Challenges by Rehabilitation Nurses and Physicians [Podium] [Poster]
Tigist Mannaye, MPH, BSN, RN, CRRN; Bernice Mowery, PhD, RN; Samuel Osae, BSN, RN, CRRN; Emily Jones, MSN, RN, CNOR, NPDBC. Inova Nursing Research and Evidence-Based Practice Symposium. Falls Church, VA, Dec. 6, 2019.

Worth the Wait: An Effort to Reduce Change of Shift Transfer Events [Poster]
Family-Centered Care Team. 2019 Patient Safety Hall of Fame. Falls Church, VA, March 19, 2019.

Validation of Assessment Tools to Assess for Sleep Disordered Breathing or Obstructive Sleep Apnea in Pediatric Patients in the Perioperative Setting. [Podium]

Publications

Linda Halpin, MSN, RN. Quality of Life Research, Confirmatory Factor Analysis of the Minnesota Living with Heart Failure Questionnaire Among Patient Following Open Heart Surgery for Valve Dysfunction, Pgs. 267-275, 10.1016/j.athoracsur.2019.03.009.

New Degrees

Bachelors of Science in Nursing

Luwan Amare, BSN, RN
Hannah Amoako, BSN, RN
Apaporn Anaya, BSN, RN
Tiffany Anomaly, BSN, RN
Yasaman Ansari, BSN, RN
Kathryn Apperson, BSN, RN
Regina Armstrong, BSN, RN, OCN
Jennifer Austin, BSN, RN
Mariama Bah, BSN, RN
Andrea Baker, BSN, RN
Michele Banker, BSN, RN
Brittany Barker, BSN, RN
Annah Barrett, BSN, RN
Ruth V. Bedwell, BSN, RN, CNOR
Emily Bennett, BSN, RN, ACM
Kiersten Blevins, BSN, RN
Georgia Bloomfield, BSN, RN
Karina Blunt, BSN, RN
Victoria Boakye, BSN, RN
Maria Bonnels, BSN, RN
Lori Branch, BSN, RN
Anna Briggs, BSN, RN
Sydney Brookbank, BSN, RN
Mary Brown, BSN, RN, NREMT
Theresa Brown, BSN, RN
Rachel Buxton, BSN, RN
Suzanne Callahan, BSN, RN
Michael Carnahan, BSN, RN
Arya Chapagain, BSN, RN
Eunice Cho, BSN, RN
Orm Chowdhury, BSN, RN
Ingrid Chuecos, BSN, RN, RNC-LRN
Meghan Clarke, BSN, RN
Cynthia Cleal, BSN, RN, RNC-OB
Rebecca Cohen, BSN, RN, RNC-NIC

Kathryn Corey, BSN, RN
Natalie Cosme, BSN, RN
David Crain, BSN, RN
Victoria Cross, BSN, RN, RNC-OB, C-EFM
Lauren Curaca Malito, BSN, RN
Donna Davis, BSN, RN
Sherika Davis, BSN, RN
Kaitlyn Denby, BSN, RN
Shelby Denn, BSN, RN
Anna Deshong, BSN, RN
Olivia Diamond, BSN, RN
Kayleigh Dolieslager, BSN, RN
Yuliya Drobowskaya, BSN, RN
Jaymes Dressel, BSN, RN
Deborah Dungan, BSN, RN, CEN
Samantha Ehrlich, BSN RN
Hawa Ehsan, BSN, RN
Morgan Emo, BSN, RN
Patricia Engel, BSN, RN, RNC-NIC
Abigail Espalna, BSN, RN
Pamela Estes, BSN, RN
Zipporah Fedelicio, BSN, RN
Stacie Feor, BSN, RN
Megan Fossi, BSN, RN
Stephanie Francis, BSN, RN
Sophia Frelk, BSN, RN
Carly Fulton, BSN, RN
Jennifer Galvin, BSN, RN
Deborah Geer, BSN, RN
Madison Ginn, BSN, RN
Morgan Gocke, BSN, RN
Julia Golojuch, BSN, RN
Jennifer Gonzalez, BSN, RN
Karen Gotchel, BSN, RN, VA-BC
Jordan Grosskopf, BSN, RN
Danielle Guirgis, BSN, RN
Jineane Hallaj, BSN, RN
Michael Hallaj, BSN, RN
Kerry Hartman, BSN, RN

Gregory Herrick, BSN, RN
Katie Hertel, BSN, RN
Michelle Hewlett, BSN, RN
Sarah Hobbs, BSN, RN
Rachael Holmesclaw, BSN, RN
Michael Howard, BSN, RN
Kaitlyn Hull, BSN, RN
Katelyn Humbert, BSN, RN
Natalia Iraheta, BSN, RN
Gina Ivins, BSN, RN
Sabeena Jamali, BSN, RN
Victoria Joseph, BSN, RN
Marija Jovic, BSN, RN
Fatou Kawai, BSN, RN
Judith Kelly, BSN, RN
Miranda Kemp, BSN, RN, C-EFM
Caitlin Kenney, BSN, RN
Heather Kenney, BSN, RN
Shakeno Khuzhamuradova, BSN, RN
Frederick Kizina, BSN, RN
Jennifer Kwapick, BSN, RN
Jordyn Lang, BSN, RN
Stephanie Leary, BSN, RN
Aimee Lebet-Wilson, BSN, RN
Ashley Lee, BSN, RN
Jane Lee, BSN, RN

2019 Nurses Week CNO Award, Left to Right: Najeeba W. Brown, MSN, RN; Patricia Hill, MSN, RN, NEA-BC, CENP; Martha Schneider, DNP, RN, NEA-BC
Master of Science in Nursing
Virginia Beatty, MSN, RN, CNOR
Shelly Coppock, MSN, CPNP-AC, CPNP-PC, CCRN
Rachel Godfrey, MSN, RN, FNP-C
Lisa Golley, MSN, RN
Molly Goodman, MSN, RN
Dhaka Gurung, MSN, RN
Shanna Guzman, MSN, RN, CCRN
Dianna Hovmiller, MSN, RN, RNC-OB
Supansa Kitjaroen, MSN, RN, FNP-BC
Cherry Lynne Maliksi, MSN, RN, FNP-BC
Brent Mathews, MSN, RN
Amber McConnell, MSN, RNC-MNN
Jessica Nguyen, MSN, RN, CNL
Marina Ocasio, MSN, RN, NE-BC, CNL
Delila Osterland, MSN, RN
Kristine Pittman, MSN, RN
Maria Schoen, MSN, RN
Shannon Sullivan, MSN, RN
Cuiyun Yu, MSN, RN

Doctorate of Nursing Practice
Judy Dooley, DNP, RN, CNML, NE-BC
Yvonne McMillan, DNP, RN, AGPCNP-BC

Scholarships

BSN Scholars
Mary Amoah, RN – Inova Nursing Excellence Scholarship
Lori Branch, BSN, RN – Inova Nursing Excellence Scholarship
Shawnta Fenwick, RN – Inova Nursing Excellence Scholarship
Cynthia Kessler, RN – Inova Nursing Excellence Scholarship
Caroline Sprenger, RN – Inova Nursing Excellence Scholarship

MHA Scholars
Socheat Long-Elliott, BSN, RN, CCRN – American College of Healthcare Executives Foster G. McGaw Student Scholarship

MSN Scholars
Frances Daneshzadeh, BSN, RN, RNC-MNN – Inova Nursing Excellence Scholarship
Tabitha Finley, BSN, RN – Inova Nursing Excellence Scholarship
Adina Reno, RN, CCRN – Inova Nursing Excellence Scholarship
Astrid Saavedra, BSN, RN – Inova Nursing Excellence Scholarship
Antoinette Trang, BSN, RN – Inova Nursing Excellence Scholarship

DNP Scholars
Sosthene Ndomo Mbala, BSN, RN – 2019 Gail L. Ahrendts, RN, Excellence in Nursing Scholarship

2019 Nursing Research and EBP Symposium, Left to Right: Paula R. Graling, DNP, RN, CNOR, FAAN; Laurie Waldron BSN, RN; Oluwatoyin Akyinymi MSN, RN, CNOR; Patricia E. Hill, MSN, RN, NEA-BC, CENP
### Certifications

**Acute Critical Care Knowledge Professional**
Valerie Long, BSN, RN, SCRN, SNRN, CCRN-K

**Acute Critical Care Nursing (Adult)**
Samantha Arnold, BSN, RN, CCRN
Breanna Bailey, BSN, RN, CCRN
Logan Barrick, BSN, RN, PCCN, CCRN
Suzanna Joy Bell, BSN, RN, CCRN
Carly Birkhold, BSN, RN, CCRN-K, CCRN
Lauren Blair, BSN, RN, CCRN
Patricia Budgick, BSN, RN, CCRN
Jennifer Calvo, BSN, RN, CCRN
Kyle Chelius, BSN, RN, CCRN
Hannah Devido, BSN, RN, CCRN
Lauren Douglass, RN, CCRN
Erin Fogleman, BSN, RN, CCRN
Rebecca Gasaway, BSN, RN, CCRN
Amanda Gatti, BSN, RN, CCRN
Grace Gillette, BSN, RN, CMSRN, CCRN
Kristen Hadel, BSN, RN, CCRN
Mary Heltemes, BSN, RN, CCRN
Erica Hinds, BSN, RN, CCRN
Lauren Hooper, BSN, RN, CCRN-K, CCRN
Susan Jarosz, BSN, RN, CCRN
Kimberly Keller, BSN, RN, CCRN
Danielle Kemp, BSN, RN, CCRN
Heather Lancaster, BSN, RN, CCRN
Amy Lane, BSN, RN, CCRN
Charlene Liboon, BSN, RN, CCRN
Anne Manley, BSN, RN, CCRN
Kelly Marano, BSN, RN, CCRN
Lacey Morris-Wright, BSN, RN, CCRN
Joseph Myers, BSN, RN, CCRN
Stacy Osterhoudt, BSN, RN, NREMT, CCRN
Terri Pai, MSN, RN, CCRN
Lauren Piccioli, BSN, RN, CCRN
Ashley Purugganan, BSN, RN, CCRN
Caleb Reinhardt, BSN, RN, CCRN
Lauren Resch, BSN, RN, CCRN
Luis Saavedra Vargas, BSN, RN, CCRN
Talia Skinner, BSN, RN, CCRN
Megan Snow, MSN, RN, CNL, CCRN
Meghan Stowell, BSN, RN, CCRN
Jennina Ting, BSN, RN, CCRN
Katherine Vandyke, BSN, RN, TCRN, CCRN
Rocio Viggiani, BSN, RN, CCRN
Ellen White, BSN, RN, CCRN
Lucie White, BSN, RN, CCRN
Michael Wilton, BSN, RN, CCRN
Sarah Wollett, BSN, RN, CCRN

**Cardiac Medicine (Subspecialty) Certification**
Kelly Duda, BSN, RN, CCRN, CMC
Brielle James, BSN, RN, PCCN, CMC
Leslie Johnson, BSN, RN, CMC
Jenny Kim, BSN, RN, CMC

**Cardiac Surgery (Subspecialty) Certification**
Kendall Bopp, BSN, RN, CCRN, CSC
Frankline Vidonyi, BSN, RN, CSC

**Cardiac/Vascular Nurse**
Brittany Baran, BSN, RN, RN-BC

**Certified Ambulatory Perianesthesia Nurse**
Anastacia Jacobsen, BSN, RN, CAPA
Lauren Schumpert, BSN, RN, CAPA
Anna Tomkiewicz, BSN, RN, CAPA
Janelle Wu, BSN, RN, CAPA

**Certified Breast Care Nurse**
Rebecca Johnson, BSN, RN, CBCN
Emily Rettig, BSN, RN, RNC-MNN, CBCN
Certified Clinical Research Coordinator
Joshelynn Asis, BSN, RN, CCRC
Perry Montgomery, BSN, RN, CCRC
Serina Beatriz Zorrilla, BSN, RN, CCRC

Certified Emergency Nurse
Emily Hanes, BSN, RN, CEN
Ryan Robinson, BSN, RN, CEN

Certified Heart Failure Nurse
Alicia N. Young, BSN, RN, CHFN

Certified in Executive Nursing Practice
Susanne T. Fehr, PhD, RN-BC, NPD-BC, NE-BC, CENP, CPHQ, CENP

Medical-Surgical Registered Nurse
Barbara Phyllis Acquah, BSN, RN, CMSRN
Kelly Dobies, BSN, RN, CMSRN
Felicia Flynch, BSN, RN, CMSRN
Srijana Kharel, BSN, RN, CMSRN
Ha Le, BSN, RN, CMSRN
Paige Massingill, BSN, RN, CMSRN
Neva McCague, BSN, RN, CMSRN
Denice Raatz, BSN, RN, CMSRN
Deborah Sackey, BSN, RN, CMSRN
Hosna Sarwary, BSN, RN, CMSRN
Jeanette Upchurch, MSN, RN, CMSRN

Certified Nurse Operating Room
Mary Jo Agee, BSN, RN, CNOR
Caroline Brooks, BSN, RN, CNOR
Katherine Frias, BSN, RN, CNOR
Kelsey Ghannam, BSN, RN, CNOR
Kelsey Johnson, RN, CNOR
Katherine Monroe, BSN, RN, CNOR
Suzanne Wolinsky, BSN, RN, CNOR

Certified Pediatric Emergency Nurse
Susan Chesser, BSN, RN, CPEN
Alexandra Digilio, BSN, RN, CPN, CPEN
Shayna Dixon, BSN, RN, CPEN
Lindsey Doerr, BSN, RN, CPEN
Katie Healy, BSN, RN, CPN, CPEN
Sarah Lemaster, BSN, RN, CPEN
Kathleen Lieb, RN, CPEN
Meghan Martin, BSN, RN, CPEN
Sophia Motta, BSN, RN, CPEN
Erin O’Donovan, BSN, RN, CPEN
Stephanie Polizonis, BSN, RN, CPEN
Stephanie Ryan, BSN, RN, CPEN
Ann Siemerling, BSN, RN, CPEN
Rebecca Strizzi, RN, CPEN
Paige Wakefield, BSN, RN, CPHON, CPN, CPEN
Heather Watt, BSN, RN, CPEN

Certified Pediatric Nurse
Nicole Dorman, BSN, RN, CPN
Emma Gonzalez, BSN, RN, CPN
Jihye Hur, BSN, RN, CPN
Gwendolyn Landgrebe, BSN, RN, CPN
Andrea Mangulabnan, BSN, RN, CPN
Kelly McCabe, BSN, RN, CPN
Megan Mccoy, BSN, RN, CPN
Bridget Mikatavge, BSN, RN, CPN
Jordan Morris, BSN, RN, CPN
Masuda Nawabe, BSN, RN, CPN
Victoria Portell-Eismeier, BSN, RN, CPN
Capri Puglise, BSN, RN, CPN
Kylie Spandra, BSN, RN, CPN
Brianne Sutor, BSN, RN, CPN

Certified Postanesthesia Nurse
Kathryn R. Scully, MSN, RN, CCRN, CAPA, CPAN

Certified Professional in Healthcare Quality
Najeeba Brown, MSN, RN, CENP, NEA-BC, CPHQ
Susanne T. Fehr, PhD, RN-BC, NPD-BC, NE-BC, CENP, CPHQ

Certified Wound Care Nurse
Rhonda Lombardo, BSN, RN, CWCN

Electronic Fetal Monitoring
Mona Abed, BSN, RN, C-EFM
Kristina Bruce, BSN, RN, C-EFM
Stephanie Bruno, BSN, RN, C-EFM
Ericka Davis, BSN, RN, C-EFM
Lynn Heun, BSN, RN, C-EFM
Miranda Kemp, BSN, RN, C-EFM
Krystal Large, BSN, RN, C-EFM
Amy Lee, RN, C-EFM
Elizabeth Mayberry, BSN, RN, C-EFM
Elizabeth Quitno, BSN, RN, C-EFM
Kristin Reese, BSN, RN, C-EFM
Marie Swift, BSN, RN, C-EFM
Sydney Vishneowski, BSN, RN, C-EFM
Sophia Zamorano, BSN, RN, C-EFM

Family Nurse Practitioner – ANCC
Rachel Godfrey, MSN, RN, FNP-BC

Gerontological Nurse
Bernadette Stratton, BSN, CCRN-K, RN-BC

Inpatient Obstetric Nursing
Seema Fewell, BSN, RN, RNC-OB
Jennifer Flores, BSN, RN, RNC-OB
Jessica Lawrence, BSN, RN, RNC-OB
Laura Lizotte, BSN, RN, RNC-OB
Kyla Miller, BSN, RN, C-EFM, RNC-OB
Melissa Piazza, BSN, RN, C-EFM, RNC-OB
Holly Sloan, BSN, RN, RNC-OB
### International Board-Certified Lactation Consultant

Holly Bull, BSN, RN, RNC-NIC, IBCLC  
Laura Musser, BSN, RN, IBCLC  
Kimberly Toft, BSN, RN, IBCLC

### Low-Risk Neonatal Nursing

Stephanie Davila, BSN, RNC-LRN

### Maternal Newborn Nursing

Maria Barber, BSN, RN, RNC-MNN  
Rachel Cameron, BSN, RN, RNC-MNN  
Danielle Glenn, BSN, RN, RNC-MNN  
Jessica Haupt, BSN, RN, RNC-MNN  
Kris Hematti, RN, RNC-MNN  
Sally Johnson, BSN, RN, RNC-MNN  
Emily Kruszewski, BSN, RN, RNC-MNN  
Amber McConnell, MSN, RN, RNC-MNN  
Andrea Patrice, BSN, RN, RNC-MNN  
Lauren Payne, BSN, RN, RNC-MNN  
Evelyn Sigala Arellano, BSN, RN, RNC-MNN

### Medical-Surgical Registered Nurse

Julia Bailey, BSN, RN-BC  
Ira Nadine Geminiano, BSN, CMSRN, RN-BC  
Patricia Green, BSN, CMSRN, RN-BC  
Miwa Hwang, BSN, RN-BC

### MS Nurse

Kristin Cervizzi, BSN, RN, MSCN

### Neonatal Intensive Care Nursing

Lauren Bickel, BSN, RN, RNC-NIC  
Rebecca Buffone, BSN, RN, RNC-NIC  
Chandler Clark, BSN, RN, RNC-NIC  
Amanda Fuentes, BSN, RN, RNC-NIC  
Micheline Guirguis, BSN, RN, RNC-NIC  
Sarah A. Jones, BSN, RN, RNC-NIC  
Jacquelyn Korka, BSN, RN, RNC-NIC  
Arminda Liston, BSN, RN, RNC-NIC  
Sara Liu, BSN, RN, RNC-NIC  
Jamie Molder, BSN, RN-BC, RNC-NIC  
Kerri Rassa, BSN, RN, RNC-NIC  
Courtney Sullivan, BSN, RN, RNC-NIC  
Sally Tobias, BSN, RN, RNC-NIC  
Nicole Townsend, BSN, RN, RNC-NIC  
Lauren Trapeni, BSN, RN, RNC-NIC  
Jacquelyn Wallis, BSN, RN, RNC-NIC  
Elise Wortman, BSN, RN, RNC-NIC  
Natalie Wright, BSN, RN, RNC-NIC  
Erin Zimmerer, BSN, RN, RNC-NIC

### Nurse Executive

Leilani Jankus, MSN, RN, CCRN-K, CPAN, NE-BC  
Marina Ocasio, MSN, RN, CNL, NE-BC  
Megan Rupe, MSN, RN, CMSRN, NE-BC  
Sarah Stanmyre, MSN, RN, CEN, NE-BC  
Jill Tunstall-Murphy, BSN, RN, NE-BC  
Michelle Vassallo, MHA, BSN, CEN, NE-BC

### Nurse Executive, Advanced

Yinette Almonte, MSN, RN, OCN, NEA-BC  
Najeeba Brown, MSN, RN, CENP, CPHQ, NEA-BC

### Nursing Professional Development

Emily DeMarco, MSN, RN, CCRN, RN-BC, NPD-BC  
Lynn Hardy, MSN, RN, RNC-NIC, RN-BC, NPD-BC  
Ellen Makar, DNP, RN-BC, CCM, CPHIMS, CENP, NPD-BC

### Oncology Certified Nurse

Christine Banfield, BSN, RN, SANE-A, SANE-P, OCN  
Amy Krevit, BSN, RN, OCN

### Progressive Care Nursing (Adult)

Lena Ali, BSN, RN, PCCN  
Britt Anderson, BSN, RN, PCCN  
Monique Clary, BSN, RN, PCCN  
Samantha Dabandan, BSN, RN, PCCN  
Carolyn Hahndorf, BSN, RN, PCCN  
Rebecca Hazen, BSN, RN, PCCN  
Rena Jordan, BSN, RN, PCCN  
Whitney Joyner, BSN, RN, PCCN  
Kimberly Quitugua, BSN, RN, PCCN  
Lauren Saunders, BSN, RN, SCRN, PCCN  
Roylene Scott, BSN, RN, PCCN  
Carrie Stevens, BSN, RN, PCCN  
Patricia Tran, BSN, RN, PCCN  
Brian Watson, BSN, RN, PCCN  
Katherine Zimmerman, BSN, RN, PCCN

### Psychiatric & Mental Health Nurse

Rachel Markovich, BSN, RN, RN-BC
Stroke Certified Registered Nurse
Sapana Bhattarai, MSN, RN, SCRN
Mariah Dermody, BSN, RN, SCRN
Jamie Dodson, BSN, RN, RNC-NIC, SCRN
Andrea Gavurin, BSN, RN, SCRN
Daniela Haiduc, BSN, RN, SCRN
Hannah Kreer, BSN, RN, SCRN
Monica Lee, BSN, RN, SCRN
Meghan Lloyd, BSN, RN, SCRN
Sean Madden, BSN, RN, SCRN
Melissa Mcelfish, BSN, RN, SCRN
Kyle Merrell, BSN, RN, SCRN
Morgan Perez, RN, CCRN, SCRN
Danielle Shepherd, BSN, RN, SCRN
Morgan Wheatley, BSN, RN, SCRN

Trauma Certified Registered Nurse
Krista Borgquist, BSN, RN, TCRN
Julie Gullatt, BSN, RN, CEN, TCRN
Bayli Long, BSN, RN, CPEN, TCRN
Sydney Mawhormer, BSN, RN, CCRN, TCRN
Chelsea Portillo, BSN, RN, TCRN
Erica Royal, RN, TCRN
Gallie Shugarman, BSN, RN, TCRN
Alicia Waters, RN, TCRN

Registered Nurse 3
Angela Alexei, BSN, RN, RN-BC
Britt Anderson, BSN, RN, PCCN
Rebecca Baumgart, BSN, RN, CEN
Kristen Bosch, BSN, RN, IBLC
Julie Brensy, BSN, RN, CCRN
Kelly Buckley, BSN, RN, TCRN
Kimberly Czech, BSN, RN, CPN
Halduc Daniela, BSN, RN, SCRN
Alexandra DiGilio, BSN, RN, CPN
Kelly Dobies, BSN, RN, CMSRN
Courtney Fairchild, BSN, RN, CPN
Angela Fite, BSN, RN, CEN
Alison Fowler, BSN, RN, CCRN, CEN
Grace Gillette, BSN, RN, CCRN, CMSRN
Lauren Givens, BSN, RN, C-EFM
Rebecca Hazen, BSN, RN, PCCN
Kris Hemati, RNC-MNN
Johana Hurst, BSN, RN, CPN
Megan Iaconelli, BSN, RN, CPN
Rebecca Johnson, BSN, RN, CNOR
Sally Johnson, BSN, RN, RNC-MNN
Adrian Jones, BSN, RN, CPAN
Christine Kim, BSN, RN, C-EFM
Letacee Lee, BSN, RN, RNC-MNN
Monica Lee, BSN, RN, SCRN
Sumi Lee, BSN, RN, CMSRN
Mary Leitemes, BSN, RN, CCRN
Sarah Lemaster, BSN, RN, CPEN
Kathleen Lieb, RN, CPEN
Sara Liu, BSN, RN, RNC-NIC
Meghan Martin, BSN, RN, CPN
Laura McCordle, BSN, RN, CPN
Kelly McCabe, BSN, RN, CPN
Laura McCarthy, BSN, RN, IBCLC
Macy McNair, BSN, RN, SCRN
Kyle Merrell, BSN, RN, CCRN
Jessica Mollard, BSN, RN, RNC-MNN
Masuda Nawabe, BSN, RN, CPN
Zahra Nouri, BSN, RN, RN-BC
Morgan Perez, BSN, RN, CCRN, SCRN
Melissa Piazza, BSN, RN, C-EFM
Kimberly Quitugua, BSN, RN, PCCN
Lindsey Rainwater, BSN, RN, CAPA
Madeline Reilly, BSN, RN, CPN
Stephanie Ryan, BSN, RN, CPN
Astrid Saavedra, BSN, RN, CCRN
Hosna Sarwary, BSN, RN, CMSRN
Rachel Shaw, MSN, RN, CNL
Gallie Shugarman, BSN, RN, TCRN
Deborah Skertic, BSN, RN, IBCLC
Kyle Spandra, BSN, RN, CPN
Amanda Stromberg, BSN, RN, CPN
Megan Toliver, MSN, RN, CCRN
Lauren Tranepni, BSN, RN, RNC-NIC
Elizabeth Turcott, BSN, RN, CPN
Paige Wakefield, BSN, RN, CPN
CPN
William Wells, BSN, RN, CEN
Taylor Wittel, BSN, RN, CPN
Sophia Zamorano, BSN, RN, C-EFM

Registered Nurse 4
Terri Ackermann, BSN, RN, CPEN, CPN
Jamie Addo, BSN, RN, CNOR
Shannon Artis, BSN, RN, C-EFM
Cameron Atherton, BSN, RN, C-EFM
Blair Augustyn, BSN, RN, RNC-NIC
Cheryl Bantle, BSN, RN, CEN
Brittany Baran, BSN, RN, RN-BC
Rachel Bieligk, BSN, RN, C-EFM
Carly Birkhold, BSN, RN, CCRN
Bridgette Botha, BSN, RN, CCRN
Kristina Bruce, BSN, RN, CCRN
Brad Burns, BSN, RN, CMS-RN
Caitlin Butler, BSN, RN, CVOR
Christien Byun, BSN, RN, ENLS
Kyle Chelius, BSN, RN, CCRN
Julie Childs, BSN, RN, C-EFM
Monique Clarey, BSN, RN, PCCN
Rebecca Cohen, BSN, RN, RNC-NIC
Crystal Corfman, BSN, RN, CNOR
Laura Cornell, BSN, RN, IBCLC
Ashley Crowther, BSN, RN, RNC-OB, IBLC
Samantha Dabandan, BSN, RN, PCCN
Ericka Davis, BSN, RN, C-EFM
Tessa DeTour, BSN, RN, RNC-MNN
Jennifer Flores, BSN, RN, RNC-OB
Felicia Flynch, BSN, RN, CMSRN
Kirsten Fulop, BSN, RN, RNC-NIC
Parini Gandhi, BSN, RN, CPN
Andrea Gavurin, BSN, RN, SCRN
Kelsey Ghannam, BSN, RN, CNOR
Natalie Grieb, BSN, RN, TCRN
Julie Gullatt Shows, BSN, RN, CEN, TCRN
Kathryn Harper, BSN, RN, CCRN
Mary Heltemes, BSN, RN, CCRN
Katie Hurley, BSN, RN, CNOR
Katelyn Ivancich, BSN, RN, CNOR
Rebecca Johnson, BSN, RN, CNOR
Julian Johnson-Hamlet, BSN, RN, CNOR
Dominique Jones, BSN, RN, IBCLC
Deidre Jones, BSN, RN, PCCN
Danielle Kemp, BSN, RN, CCRN
Miranda Kemp, BSN, RN, C-EFM
Tamara Kennedy, BSN, RN, RNC-NIC
Jennifer Kesner, BSN, RN, RNC-NIC
Radhika Khadka, BSN, RN, CMSRN
Christine Kim, BSN, RN, C-EFM
Krystal Large, BSN, RN, C-EFM
Amy Lee, BSN, RN, C-EFM
Sara Liu, BSN, RN, RNC-NIC
Socheat Long-Elliott, BSN, RN, CCRN
Kelly Luellen, BSN, RN, RNC-NIC
Lauren Matz, BSN, RN, RNC-NIC
Erin McCann, BSN, RN, RNC-OB
Amber McConnell, MSN, RN, RNC-MNN
Joselyn Naranja, BSN, RN, RNC-OB
Hong An Ashley Nguyen, BSN, RN, C-EFM
Zahra Nouri, BSN, RN-BCC
Esther Okrah, MSN, RN, CRRN
Gwendolyn Oliphant, BSN, RN, C-EFM
Jennifer Parker, BSN, RN, CNOR
Marie Pascucci, BSN, RN, RNC-MNN
Lauren Payne, BSN, RN, MNN
Julia Pena, BSN, RN, RNC-NIC
Yhena Perez, BSN, RN, SCRN
Melissa Piazza, BSN, RN, C-EFM
Lauren Piccioli, BSN, RN, CCRN
Lindsay Porter, BSN, RN, RNC-OB
Kristin Reese, BSN, RN, C-EFM
Tiffany Riley, BSN, RN, RNC-NIC
Emma Rizzi, BSN, RN, C-EFM
Hannah Root, BSN, RN-BCC
Abigail Rose, BSN, RN, C-EFM
Samantha Saccocio, BSN, RN, CPN
Diane Sarosi, BSN, RN, RNC-EFM
Lauren Schumpert, BSN, RN, CAPA
Evelyn Sigala Arellano, BSN, RN, RNC-MNN
Catherine Steenstra, BSN, RN, RNC-NIC
Carrie Stevens, BSN, RN, PCCN
Courtney Sullivan, BSN, RN, RNC-NIC
Dellora Swartz, BSN, RN, CCRN
Ruth Anne Thomas, BSN, RN, CPN
Joyce Urban, BSN, RN, CPN, CPON
Christa Valentine, BSN, RN, RNC-OB
Thea Faye Velarde, BSN, RN, CNOR
Laurie Waldron, BSN, RN, CAPA
Jessica Watts, BSN, RN, PCCN
Nicole Webb, BSN, RN, CNOR
Ariel West, BSN, RN, C-EFM
Janelle Wu, BSN, RN, CAPA
Brooke Yellen, BSN, RN, SCRN

Professional Organization Activities
Laila Bailey, DNP, RN, CNS, CNOR, ACNS-BC. AORN Northern Virginia Chapter – Board Member
Emily DeMarco, MSN, RN, CCRN, RN-BCC. Association for Nursing Professional Development – Created Northern Virginia Chapter
Susanne T. Fehr, PhD, RN-BC, NPD-BCC, NE-BCC, CPHQ, CENP. American Nurses Credentialing Center – Content Expert for the Nursing Professional Development Program
Rhonda Filipp, BSN, RN, MPA, CPHQ. National Association for Healthcare Quality – National Conference Planning Committee
Paula Graling, DNP, RN, CNS, CNOR, FAAN. American Congress of Obstetricians and Gynecologists – Taskforce member; Association of Perioperative Registered Nurses – Trustee; Association of Perioperative Registered Nurses Foundation – Board Member
Tari Kovacs, BSN, RN. American Association of Neuroscience Nurses – Nurse Reviewer for AANN articles
Ellen Makar, DNP, RN-BC, CCM, CPHIMS, CENP. Association for Nursing Professional Development – Created Northern Virginia Chapter
Inova Fair Oaks Hospital

Magnet® Components

Transformational Leadership
Transformational leaders advocate for resources and lead nurses to improve practice and achieve desired goals. In 2019, Deborah “Debbie” Fulbrook, BSN, RN, EdM, MHS, NEA-BC, CNO, advocated for resources and supported adjusting nursing care hours, resulting in improved an patient ratio and more time for nurses to provide care. Through Fulbrook’s leadership and vision, nurses at Inova Fair Oaks Hospital practice in an environment that supports autonomy and leads to amazing outcomes and collaboration.

Fulbrook continued to advocate for resources to support the Vizient Nurse Residency program at Inova Fair Oaks Hospital, supporting the new graduate nurse transitioning into professional practice. She has been able to influence practices changes throughout the organization through strong partnerships with the interprofessional team and collaboration beyond the scope of nursing. Strong leadership from senior directors and clinical directors supports the achievement of organizational goals, facilitates professional growth and promotes shared decision making. The leaders supported and advocated for resources, staffing, new equipment and supplies. Transformational leaders in all levels of nursing at Inova Fair Oaks Hospital influence change, improve the practice environment and improve patient outcomes.

Structural Empowerment
Shared Governance Councils at Inova Fair Oaks Hospital continue to focus on improving patient care and outcomes. Unit- and hospital-based councils are working in concert to improve the patient experience and support the professional development of our registered nurses. Additionally, the councils work to improve patient outcomes through process improvement, research and evidence-based practice project implementation. Through the
Both Inova’s Care Delivery Model and Jean Watson’s Theory of Care are incorporated into nurses’ daily practice, serving as cornerstones in the delivery of compassionate care.

Inova Fair Oaks Hospital nurses have formed strong partnerships with both the local and global community. Many of our nurses have participated in local, regional, national and international missions promoting health and well-being.

Exemplary Professional Practice
Utilizing the Inova Professional Practice Model, patients at Inova Fair Oaks Hospital continue to see exceptional patient outcomes. Both Inova’s Care Delivery model and Jean Watson’s Theory of Human Caring are incorporated into nurses’ daily practice, serving as cornerstones in the delivery of compassionate care. In 2019, we introduced many new services to promote compassionate care, including healing touch, animal-assisted interventions and music therapy.

Nurses at all levels of the organization participate and lead interprofessional teams focused on improving patient care and patient safety. All nurse-sensitive indicators consistently outperform benchmarks compared to other Magnet facilities. The reduction or elimination of falls with injuries, hospital-acquired pressure injuries, catheter-associated urinary tract infections and catheter-associated bloodstream infections reflects the commitment of Inova Fair Oaks Hospital’s nurses to ensuring patient safety and implementing practices that are evidenced based.

Several units have gone longer than one year without any hospital-acquired infections or pressure injuries. Inova Fair Oaks Hospital nurses, at all levels of the organization, use research, best practices, national standards and professional guidelines to drive practice and outcomes. Nurses contribute to outstanding patient experience scores, which outperform benchmark scores in all domains that are influenced by nursing. In 2018, a new workplace safety council was formed to identify strategies to promote staff safety. A nurse-led, multidisciplinary team worked to implement these workplace safety strategies in 2019.
New Knowledge and Innovation

Nurses from Inova Fair Oaks Hospital consistently integrate evidence-based practice, guidelines and research into their clinical practice. Our nurses express thanks and gratitude to our colleagues in the medical library on the Inova Fairfax Medical Campus. The library staff support our many requests for literature searches helping to identify research and best practices to improve patient care and outcomes. These efforts strongly impacted our key result of an exceptional patient experience.

Multiple evidence-based practice projects were implemented at Inova Fair Oaks Hospital this year, resulting in improved patient outcomes and experiences. Project results were disseminated both internally and externally at local, regional and national conferences. Research continues to be a focus, including use of aromatherapy for pain control, infant-driven feeding protocol, and long-term impact and use of alternate light sources to identify deep tissue injuries.

Awards and Recognition

Nursing Excellence Awards
Kimberly Dillon, BSN, RN, CEN – Transformational Leadership
Deborah Fulbrook, EdM, MHS, BSN, RN, NEA-BC – Transformational Leadership
Jennifer McKeever, MSN, BS, CPN – Structural Empowerment
Debbie Mitchell, AD, RN, CCRN – New Knowledge and Innovation
Vanessa Vargas, AD, RN – Rising Star
Monica Vidal, MBA, BSN, RN-NC – Exemplary Professional Practice

DAISY Awards
Kelly Banya, BSN, RN
Courtney Bryan, BSN, RNC-NIC
Regina O’Connor, BSN, RN
Saghi Tehran, MPH, BSN, RN
Erica Vaughan, BSN, RN, CAPA

Outstanding Nurse Resident Cohort Award
Amber Ortman, BSN, RN, CEFM – Outstanding Nurse Resident Cohort 1
Ava Nazemian, BSN, RN – Outstanding Nurse Resident Cohort 2
Tara Jones, BSN, RN – Outstanding Nurse Resident Cohort 3

Excellence in Nursing Administration Award
Sum Chan, MSN, RN, CMSRN

Guardian of Excellence Award
Radiation Oncology Department

Presentations

ABCs of Falls [Poster]
Pauline Huynh, BSN, RN, PCCN;
Dillon Knighton, AD, RN; Ksenia
Harris, BSN, RN; Mursal Hossein,
BSN, RN, CCRN; Priscilla Trewartha,
BSN, RN; Rachel Odei-Kwatia, BSN,
RN. Inova Nursing Research and
Evidence-Based Practice Symposium.
Falls Church, VA, Dec. 6, 2019.

Aromatherapy in Bariatric Patients
(Podium)
Laura McNicholl, MS, RN, CNS-BC,
RN-BC. Inova Nursing Research and
Evidence-Based Practice Symposium.
Falls Church, VA, Dec. 6, 2019.

Effects of Aromatherapy on Pain
and Anxiety Scores: A Pilot Study
[Poster] Vicki Lindgren, MSN, RN,
CCRN, CCNS; Laura McNicholl,
MS, RN, CNS-BC, RN-BC; Mary
Ann Friesen, PhD, RN, CHPQ; Scott
Barnett, PhD. Virginia Patient Safety
Summit. Richmond, VA, Jan. 30 –
31, 2019; Nursing Evidence-Based
Practice and Research Conference –
MedStar Washington Hospital Center.

Greet and Go [Poster]
Alma Khan, BSN, RN; Grecia Lima
Valdez, BSN, RN; Ann Maas, BSN,
RN; Laura McNicholl, MS, RN, RN-BC,
CCNS; Amanda Patterson, BSN, RN;
Inga Rollins, MPH, BSN, CPD-BC,
CPN; Allison Slocum, BSN, RN; Olga
Torralba, MSN, RN, CCRN. Inova
Nursing Research and Evidence-
Based Practice Symposium. Falls Church, VA, Dec. 6, 2019.

HEARTS [Poster]
Judy Irvine, BSN, RN, RN-BC; Chelsea Koser, BSN, RN, RN-BC; Jessica Harasek, MSN, RN, RN-BC, CHIMS; Laura McNicholl, MS, RN, CNS-BC, RN-BC. Nursing Evidence-Based Practice and Research Conference – MedStar Washington Hospital Center. Washington, DC, March 12, 2019.

Hit the Road, Jack (And Don’t You Come Back) [Poster]
Zaitun Begam, MSN, RN, ONC; Tina Poore, MSHA, ORT; Karen Duteil, MSN, RN, ONC. National Association of Orthopaedic Nurses Annual Congress. Atlanta, GA, May 17 – 21, 2019.

Nightmare: Complex Fistula Management [Podium]

Publications
Vicki Lindgren, MSN, RN, CCRN, CCNS; Laura McNicholl, MS, RN, CNS-BC, RN-BC; Mary Ann Friesen, PhD, RN, CHPQ; Scott Barnett, PhD; Frances Collins, MSN, RN, CCRN-K, NE-BC. Holistic Nursing Practice, Effects of Aromatherapy on Pain and Anxiety Scores in Adult Patients Admitted to a Community Hospital on the Medical Unit or Telemetry Unit: A Pilot Study, Volume 33, Issues 6, Pgs. 346-353, Wolters Kluwer, 2019.

Theresa Davis, PhD, RN, NE-BC, FAAN; Mary Ann Friesen, PhD, RN, CPHQ; Robin R. Jackson, MSN, RN-BC, CCRN, CCNS, CHTP; Liliana Suchicital, BSN, RN, CNB, CHTP, ONC; Diane Swengros, MSN, RN, NPD-BC, CHTP/I. (2019) Inova Nurses Miracles & Mysteries in J. Watson (Ed.), Miracles and Mysteries: Witnessed by Nurses, (pp.55-56, 54, 57-58, 56-57, pp.54-55); Great Britain: Lotus Library.

New Degrees

Bachelor of Science in Nursing
Eleftheria Brown, BSN, RN
Katrina Duy, BSN, RN
Jasmine Garcia, BSN, RN
Ksenia Harris, BSN, RN
Mursal Hossein, BSN, RN, CCRN
Janet Lopez, BSN, RN
Ann Maas, BSN, RN
Heather Madden, BSN, RN
Marie Monaghan, BSN, RN
Maria Parker, BSN, RN
Megan Plant, BSN, RN
Stephanie Sandbank, BSN, RN, CNOR
Wendy Sloss, BSN, RN
Emily Wenger, BSN, RN

Master of Science in Nursing
Sum Chan, MSN, RN
Bridge Dunn, MSN, RN
Suin Lee, MSN, RN
Sarah McDonald, MSN, RN
Julie Weinstein, MSN, RN, CEN, CFNP
All nurse-sensitive indicators consistently outperform benchmarks compared to other Magnet facilities.

Scholarships

**MSN Scholars**
Megan Foddrell, BSN, RN – Inova Fair Oaks Auxiliary Scholarship Program

**DNP Scholars**
Candice Davis, BSN, RN, CEB, CPEN, TCRN – Inova Nursing Excellence Scholarship
Priscilla Trewartha, BSN, RN – Inova Nursing Excellence Scholarship

Certifications

**Certified Bariatric Nurse**
Jana Harvich, MD, BSN, RN, CNOR, CBN

**Certified Nurse Operating Room**
Stacy Bennett, BSN, RN, CNOR
Aimee Boice, BSN, RN, CNOR
Vanessa Vargas, BSN, RN, CNOR
Mary Wang, BS, RN, CNOR

**Certified Pediatric Emergency Nurse**
Cristin Schaub, BSN, RN, CEN, CPEN

**Certified Pediatric Nurse**
Ruth Gonzales, AD, RN, CPN
Sana Rehman, BSN, RN, CPN

**Certified Professional in Patient Safety**
Heather Austin, MSN, BS, AD, RN, RN-BC, CPPS

**Certified Wound Ostomy Nurse**
Kimberly Winter, BSN, RN, CEN, CWON

Critical Care Registered Nurse
Mursal Hossein, BSN, RN, CCRN
Andrea Hsu, BSN, RN, CCRN
Shanaz Imani, AD, RN, CCRN

Electronic Fetal Monitoring
Kiran Ahmad, BSN, RN, C-EFM
Catherine Gacheru, BSN, RN, C-EFM
Molly Gauthier, BSN, RN, C-EFM
Therese Griffin, BSN, RN, C-EFM
Ashley Earley, BSN, RN, C-EFM
Kaitlin Kinkoph, BSN, RN, C-EFM
Dena McCoy, MSN, RNC-NIC, C-EFM
Amber Ortman, BSN, RN, C-EFM
Karen Peterson, BSN, RN, C-EFM
Carolyn Rostek, BSN, RN, C-EFM
Mirjana Zaka, BSN, RN, C-EFM

Gerontological Nursing
Heather Austin, MSN, BS, AD, RN, RN-BC
Maire Hernandez, BSN, RN, RN-BC

Inpatient Obstetric Nursing
Katherine Putnam, BSN, RN, RNC-OB

International Board-Certified Lactation Consultant
Sarah McDonald, MSN, RN, IBCLC

Medical-Surgical Registered Nurse
Therese Findjieu, BSN, RN, RN-BC
Karin Fecanin, BSN, RN, RN-BC

Maternal Newborn Nursing
Adwoa Boahemaa, BSN, RN, RNC-MNN
Lolita Decano, BSN, RN, RNC-MNN
Magdalene Elimimian, BSN, RN, RNC-MNN
Michelle Gilliland, BSN, RN, RNC-MNN
Lucinda Klingensmith, BSN, RN, RNC-MNN
Tiffany Laseter, BSN, RN, RNC-MNN
Adetutu Marioghae, BSN, RN, RNC-MNN

2019 Nurse Excellence Awards, From Left to Right: Debbie Fulbrook, Ed.M., MHS, BSN, RN, NEA-BC; Ksenia Harris, BSN, RN; Emily Wenger, BSN, RN; Mursal Hossein, BSN, RN, CCRN; Aundrea DeGregosis, BSN, RN; Ava Nazemian, BSN, RN; Vanessa Vargas, BSN, RN; Maureen Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC
Neonatal Intensive Care Nursing
Jennifer Allen, BSN, RN, RNC-NIC

Nurse Executive
Lani Brown, MSN, RN, RNC-OB, NE-BC
Frances Collins, MSN, RN, CCRN-K, NE-BC
Alishia Reese, MS, BSN, RN, NE-BC

Nurse Executive, Advanced
Marla Booker, MSHCA, BSN, RN, NEA-BC

Nursing Professional Development
Inga Rollins, MPH, BSN, RN, CPN, NPD-BC

Oncology Certified Nurse
Eileen Wilkinson, AD, RN, OCN

Progressive Care Nursing (Adult)
Kathryn Brewster, BSN, RN, PCCN
Walaa Fayek, AD, RN, PCCN
Pauline Huynh, BSN, RN, PCCN

Trauma Certified Registered Nurse
Candice Davis, BSN, RN, CEN, CPEN, TCRN

ADVANCE
Registered Nurse 3
Kiran Ahmad, BSN, RN, C-EFM
Rebecca Cebrian, BSN, RN, PCCN
Larissa Curto, BSN, RN, RNC-OB
Emily Daniecki, BSN, RN, CCRN
Laura Day, BSN, RN, CEN
Regina Decristofaro, BSN, RN, RNC-OB
Bridget Dunne, BSN, RN, RNC-OB
Patricia Fontanez Jones, BSN, RN, CCRN
Catherine Gacheru, BSN, RN, RNC-OB
Alyson Garris, BSN, RN, CEN
Therese Griffin, BSN, RN, C-EFM
Maritza Harris, BSN, RN, ONC, RN-BC
Kelsey Heller, BSN, RN, CNOR
Andrea Howlett, BSN, RN, RNC-NIC
Tiffany Laseter, BSN, RN
Melissa Mann, BSN, RN, CMSRN
Edna Mansaray, BSN, RN, RN-BC
Sally Miller, BSN, RN, RNC-NIC
Deborah Mitchell, AD, RN, CCRN
Thuy Nguyen, BSN, RN, CCRN
Anh Phuong Nguyen, BSN, RN, CCRN
Aly Sahadi, BSN, RN, CPN
Suvechhya Silwal, BSN, RN, CCRN
Christine Smith, BSN, RN
Aminata Steele, BSN, RN, RN-BC
Ana Thomas, BSN, RN, CNOR
Kevin Trent, BSN, RN, CEN
Monica Vidal, BSN, RN, RNC-NIC
Mary Wang, BSN, RN, CNOR
Lindsay Winks, BSN, RN
Sarah Wolf, BSN, RN, CMSRN
Amy Yildirim, BSN, RN, RNC-NIC
Mirjana Zaka, BSN, RN, C-EFM

Registered Nurse 4
Eleni Brucki, BSN, RN, CEN
Amy Buchanan, BSN, RN, RNC-OC
Lillian Cotter, BSN, RN, RNC-LRN
Lucy Cusack, BSN, RN, RNC-NIC
Laura Day, BSN, RN, CEN
Laura Cintorino, BSN, RN, ICLB
Erika Kong, BSN, RN, RN-BC
Chelsea Koser, BSN, RN, RN-BC
Brittany Manosalvas, BSN, RN, PCCN
Evangeline Niemala, BSN, RN, RNC-OB

Stephanie Sandbank, BSN, RN, CNOR
Jessica Stabile, BSN, RN, PCCN
Jennifer Stroud, BSN, RN, CEFM
Lara Vance, BSN, RN

Professional Organization Activities
Linda Arundel, MSN, RN, WCON.
Ostomy support Group in Northern Virginia LLC – Appointed to Medical Advisory Board; Mid-Atlantic Region Wound Ostomy and Continence Nursing Society – Continuing Education Committee Chair

Stephanie Fitch, BSN, RN, CEN, TCRN. Emergency Nurses Association – Advisory Board; Virginia Emergency Nurses – President of State Council

Vicki Lindgren, MSN, RN, CCRN, CCNS. American Association of Critical Care Nurse – Senior Beacon Analyst

Edna Mansaray, BSN, RN, RN-BC.
Inova Health System – Volunteer for GYN Cancer Screening

Jennifer McCaughey, MSN, BS, RN, RNC-MNN, CCE. National Certification Corporation – Content Team Member for Certification Examination

Additional
Christina Gioe, MSN, RN, CNL. Inova Health System – Completed the New Leader Transition into Practice Program

Ramanpreet Kaur, BSN, RN. Inova Health System – Volunteer for GYN Cancer Screening
Inova Loudoun Hospital

Magnet® Components

Transformational Leadership
Inova Loudoun Hospital’s Chief Nursing Officer (CNO), Marissa Jamarik, building on the work started in 2018, continued her monthly “Tea with the CNE” meeting. Clinical nurses were invited each month to serve as consultants to the CNO on a variety of issues, including the creation of a suggestion box for sharing ideas and concerns. 2019 was a big year for professional development opportunities. A Nurse Leader Transition into Practice (NLTIP) program was initiated in April 2019, supporting and developing our new leaders through a six-month training program. In May, a new succession planning program was started, providing a more formal way of identifying staff interested in advancement opportunities. A new “career coaching” program, available to all nursing staff, was launched in June 2019. Nurses can sign up for mentors to help guide them in their professional development. Our Ashburn Healthplex received the prestigious Lantern Award in July 2019. A new peer feedback process began in July 2019.

Structural Empowerment
New graduate nurses benefited from the implementation of the Vizient Nurse Residency Program in 2018 with the graduation of 39 nurse residents in 2019. Our first-year RN turnover has continued to decline with the addition of the clinical mentor role and the Vizient Nurse Residency program.

Nurses at all levels are included in Shared Governance and Unit Practice Councils. The councils are designed to improve nursing care and patient outcomes and foster the professional practice of nursing. In 2019, 14 nurses began their journey on the ADVANCE Clinical Ladder as RN 3’s, and 29 nurses climbed the ladder to become an RN 4. Inova Loudoun Hospital currently has 135 nurses participating in the ADVANCE program. Forty-two nurses became newly certified, with an additional 22 nurses, two DNPs, three MSNs and 17 BSNs receiving advanced degrees.

The Professional Practice Council hosted the third annual Innovation in Healthcare Conference on November 8, 2019.
The keynote speaker for this year’s event, Linda Allen-Benton, MS, discussed resilience in healthcare. Topics presented included workplace violence, sensory-friendly environments at Inova Loudoun Hospital, the ICU sleep project and many others. In addition to the informative presentations, attendees also took part in an escape room experience. In addition, the Professional Practice Council sponsors the quarterly “Did You Know?” nursing newsletter with topics important to nurses featured in each issue. Approximately 35 nurses were able to attend professional conferences in 2019, such as the National Teaching Institute, Emergency Nurses Association Conference, and ANCC National Magnet Conference; thanks to the generous philanthropic support of the Stavish family.

**Exemplary Professional Practice**

Inova Loudoun Hospital nursing has a distinction to be truly proud of: we went a full calendar year without a single catheter-associated urinary tract infection (CAUTI). The majority of our units exceeded the Magnet mean for falls with injury, hospital-acquired pressure injury, central line-associated bloodstream infections and CAUTI. In the 2018 NDNQI Nursing Satisfaction Survey, the majority of units exceeded the national Magnet© benchmarks in the nine major domains of adequate staffing, manager/leadership, foundations for quality of care, participation in hospital affairs, autonomy, RN-RN interaction, professional development opportunity/access and interprofessional relationships.

**New Knowledge and Innovation**

2019 was another banner year for Inova Loudoun Hospital regarding research, evidence-based practice and quality improvement projects. Our nursing staff had two articles published in 2019. “The Impact of an Active Music Therapy Intervention on Patients in the Intensive Care Unit” by Amanda Golino, MSN, RN, CCNS, CCRN, RN-BC; Ray Leone, MMT, MT-BC; Debbie Stanger, MSN, RN, NEA-BC; Cathy Christopher, Med, CCC-SLP, Theresa Davis, PhD, RN, NE-BC, FAAN; Mary Ann Friesen, PhD, RN, CPHQ; Anthony Meadows, PhD, MT-BC, LPC; Zhiwei Zhang, PhD; and Audra Gollenberg, PhD was published in the American Journal of Critical Care in January 2019. A second article, published in the Journal of Emergency Nursing, was entitled: “Creating a Sensory Friendly Pediatric Emergency Department,” authored by Elyssa Wood, PhD, RN, CPEN; Allyson Halverson, BS, CCLS, CTP, Gina Harrison, MSN, RN, NE-BC, CEN, CPEN; Amanda Rosenkranz, PhD, MSN, RN, CPEN.

We also had fourteen podium presentations at the local, regional, state, national and international levels. Ken Frese, MSN, RN, ACNS-BC and Megan Placido, BSN, RN4, PCCN presented their “Bundle Up for Falls” evidence-based practice project at the Sigma Theta Tau International Conference in Washington, DC in November 2019. Elyssa Wood, PhD, MPH, RN, CPEN; Gina Harrison, MSN, RN, NE-BC; Sarah Stinson, BSN, RN, CPEN; Kristina Presgrave, BSN, RN, CPEN; Erin Rovelli, BSN, RN; Mary Ann Friesen, PhD, RN, CPHQ had a podium presentation at the national Emergency Nurses Association conference in Austin, TX in September for their “Video Discharge Instructions in the Spanish-Speaking Population” research project. The poster also won a national award for Best Research ePoster from the Emergency Nurses Association.
In addition, eight posters were presented at the local, state, and national level, with three poster winners. At the local level, at the Inova Research and Evidence-Based Practice Conference in December 2019, the poster “Assessing the Survey Instrument: Perception of Opioid Use Survey (POUS)” authored by Alison Burton, BSN, RN; Lindsay Schoem, BSN, RN, CEN; Scott Mueller, BSN, RN; Alison Smolsky, DNP, RN, NE-BC; Stacey Metcalfe, BS; Debbie Stanger, MSN, RN, NEA-BC; Elyssa Wood, PhD, RN, CPHQ; Debra Stanger, MSN, RN, NEA-BC; Carol Swamidoss Douglas, PhD, RNC Inova Loudoun Hospital and Inova Fairfax Medical Campus; Johanna Horn, MT-BC; Anthony Meadows, PhD, MT-BC, FAMI, LPC, Shenandoah University, won the Voter’s Choice award.

“The Psychosocial Benefits of Music Therapy for Hospitalized Antepartum Patients” authored by Jaimee Robinson, MSN, RN, RNC-OB; Marie Tolliver, BSN, RN, RNC-OB; Ashley Crowther, BSN, RN; Jennifer Truax, MSN, FNP-BC, RNC-OB; Mary Ann Friesen, PhD, RN, CPHQ; Debra Stanger, MSN, RN, NEA-BC; Carol Swamidoss Douglas, PhD, RNC Inova Loudoun Hospital and Inova Fairfax Medical Campus; Johanna Horn, MT-BC; Anthony Meadows, PhD, MT-BC, FAMI, LPC, Shenandoah University, won first place for Best Overall Poster at the Fall 2019 Virginia Nurses Association Conference in Richmond, VA.

Awards and Recognition

Nursing Excellence Awards
Johanna Emory, BSN, RN, CEN, TCRN – Exemplary Professional Practice
Kimberlee Klein, BSN, RN, CEN – Transformational Leadership
Shawn Lewis, BSN, RN, CAPA – New Knowledge, Innovations and Improvements
Grace Muskett, BSN, RN – Rising Star
Megan Placido, BSN, RN, PCCN – Transformational Leadership
Jennifer Sedlmeyer, MSN, RN, RNC-MNN – Structural Empowerment

Daisy Awards
Kristin Bass, BSN, RN
Rheya Brown, RN
Michael Gammill, BSN, RN
Ashley Jackson, BSN, RN
Elaine Lasky, BSN, RN
Rebecca McCullock, BSN, RN
Grace Muskett, BSN, RN
Natalie Ropp, BSN, RN
Lindsay Schoem, BSN, RN, TCRN
Farhan Shaukat, BSN, RN
Al Villaflor, BSN, RN, CEN
Ester Yang, BSN, RN

American Heart Association Get with the Guidelines
Inova Loudoun Hospital

2019 Platinum Performance Achievement Award Chest Pain-MI Registry NCDR
Inova Heart & Vascular Institute - Schaufeld Family Heart Center

2019 Synergy Conference: Leslie Ebert Award
Inova Loudoun Hospital

American Nursing Foundation – Honored for Work Training and Teaching Student Nurses
Progressive Care Unit

Inova Loudoun Nursing and Rehabilitation Center
Best Overall Poster 2019 VNA Conference

Emergency Nurse Association National Conference – Best Research Practice ePoster Award
Elyssa Wood, PhD, RN, CEN, TCRN

Emergency Nurses Associations Lantern Award
Inova Loudoun Hospital Ashburn HealthPlex

Unit Nurse of the Year Recipients
Rhonda Betties, RN – LNRC
Erin Brand, BSN, RN, PCCN – PCU
Cheryl Brigola, BSN, RN – Float Pool
Annie Eshun, BSN, RN, CPN – Observation
Natalie Griffin, BSN, RN, RNC-OB – Labor and Delivery
Justin Hawkins, BSN, RN – ERL
Karen Hughes, BSN, RN, CCRN – IMC
Jessica Kelly, BSN, RN4, CMSRN – MSU
Samantha Kelly, BSN, RN, CAPA – Surgical Services
Katherine Killian-Tucker, BSN, RN, RNC-BC – Outpatient Services
Robin Morassutti, BSN, RN – PEDS
Satkeirn Perez, BSN, RN, RNC-MNN – Family-Centered Care
Lacey Peter, BSN, RN – ER Peds
Cynthia Price, BSN, RN – LAMPS

Brenda Sheive, BSN, RN, CRN – IHVI/Radiology
Adriene Simms, BSN, RN, CCRN – ICU
Katie Staub, BSN, RN, OCN – Oncology
Christina Sternberg, BSN, RN – NICU
Karen Vanderlinde, RN - Operating Room/ENDO
Brian Wilkinson, RN – ERA
Inga Woods, BSN, RN, CCRN – ERC
Myriam Zinn, BSN, RN – Nursing Support Unit

NAPBC Accreditation Award
Inova Loudoun Hospital Breast Program

Nominee: Virginia Nurses Foundation / Virginia Magnet Consortium Awards Nursing Educator
Jordan Tyczka, MSN, RN, CEN

Nominee: Virginia Nurses Foundation / Virginia Magnet Consortium Awards Nursing Leadership
Alison Smolsky, DNP, RN, NE-BC

Nursing Stars Unit Recognition
ICU
NICU
Pediatric ED

Virginia Emergency Nurse Association Nurse Advocate Award
Justin Hawkins, BSN, RN

Team Collaboration – Decreased Use of Antibiotics
FCC
NICU

The Joint Commission Gold Seal of Approval® for Perinatal Care Certification The Birthing Inn

Nominee: Virginia Nurses Foundation / Leadership Excellence Awards Nurse Educator
Jordan Tyczka, MSN, RN, CEN

Nominee: Virginia Nurses Foundation / Leadership Excellence Awards Nurse Manager/Director
Stephanie Boese, MSN, RN, CCRN, TCRN
Alison Smolsky, DNP, RN, NE-BC

Nominee: Virginia Nurses Foundation / Virginia Magnet Consortium Awards Nursing Educator
Jordan Tyczka, MSN, RN, CEN

Nominee: Virginia Nurses Foundation / Virginia Magnet Consortium Awards Nursing Leadership
Alison Smolsky, DNP, RN, NE-BC

Virginia Emergency Nurse Association Clinical Expertise Award
Rebecca McCoy, BSN, RN, CPEN
Presentations

Assessing the Instrument: Perception of Opioid Use Survey (POUS) [Poster] Podium
Elyssa Wood, PhD, RN, TCRN; Mary Ann Friesen, PhD, RN, CPHQ; Debra Stanger, MSN, RN, NEA-BC; Stacey Metcalf; Alison Burton, BSN, RN; Scott Mueller, BSN, RN; Lindsay Schoem, BSN, RN, TCRN; Allison Smolsky, DNP, RN, NE-BC. Inova Nursing Research and Evidence-Based Practice Symposium. Falls Church, VA, Dec. 6, 2019.

Being AUDIT We Can Be: Achieving Excellence in Joint Commission Stroke Core Measure Compliance [Podium]
Amy Baker, MSN, RN, CEN; Nancy Devlin, BSN, RN4, PCCN; Claire Nguyen, BSN, RN; Sara Johnson, BSN, RN. 2019 Mid-Atlantic Heart and Stroke Quality Summit – Stroke Conference. Raleigh, NC, April, 2019.

Bundle Up for Falls [Podium]
Ken Frese, MSN, RN, ACNS-BC; Megan Placido, BSN, RN, PCCN. Sigma Theta Tau International Conference. Washington, DC, Nov. 16, 2019.

Critically Ill Patients Need Their Beauty Sleep [Podium]
Michelle Waterman, BSN, RN; Windy Kana, BSN, RN, CCRN; Sara Vandestinste, MSN, RN, CCRN; Tabitha Madill, BSN, RN, CCRN. Inova Loudoun Hospital Innovation Conference. Sterling, VA, Nov. 8, 2019.

Implementing a Sensory-Friendly Program [Podium]
Shawn Lewis, MSN, RN, CAPA; Samantha Kelly, BSN, RN, CAPA. Inova Loudoun Hospital Innovation Conference. Sterling, VA, Nov. 8, 2019.

Encouraging Appropriate Testing and Antibiotic Stewardship to Reduce Healthcare-Acquired Clostridium Difficile Infections [Poster]

Everything OB [Poster] [Podium]

Gimme 5: Helping Babies Thrive [Podium] [Poster]

Hit the Road, Jack (And Don’t You Come Back) [Poster]
Zaitun Begam, MSN, RN, ONC; Tina Poore, MSHA, ORT; Karen Duteil, MSN, RN, ONC. National Association of Orthopaedic Nurses Annual Congress. Atlanta, GA, May 17 – 21, 2019.

OR to ICU Handoff [Poster]

OB EMS Simulation Training [Podium]

Pediatric Simulation Readiness [Podium]
Elyssa Wood, PhD, RN, TCRN; Johanna Emory, BSN, RN, CEN, TCRN; Amber Wilson, MSN, RN, CEN. Inova Loudoun Hospital Innovation Conference. Sterling, VA, Nov. 8, 2019; Inova Nursing Research and Evidence-Based Practice Symposium. Falls Church, VA, Dec. 6, 2019.
Psychosocial Benefits of Music Therapy for Hospitalized Antepartum Patients [Poster]
Jaimee Robinson, MSN, RN, RNC-OB; Marie Toliver, BSN, RN, RNC-OB; Ashley Crowther, BSN, RN; Jennifer Truax, MSN, FNP-BC, RNC-OB; Mary Ann Friesen, PhD, RN, CPHQ; Debra Stanger, MSN, RN, NEA-BC; Carol Swamidoss Douglas, PhD, RNC; Johanna Horn, MT-BC; Anthony Meadows, PhD, MT-BC, FAMI, LPC, Shenandoah University. Virginia Nurses Association Mind Matters Conference. Richmond, VA, Sept. 20, 2019.

Rapid-Fire Presentation of Psychosocial Benefits of MT for Antepartum Hospitalization [Podium]

Simulation Station: Pediatric Trauma [Podium]

Video Discharge Instructions in the Spanish-Speaking Population [Poster] [Podium]
Gina Harrison, MSN, RN, NE-BC, CPEN, CEN; Elyssa Wood, PhD, RN, TCRN; Sarah Stinson, BSN, RN, CPEN; Kristina Presgrave, BSN, RN, CPEN; Erin Rovelli, BSN, RN; Mary Ann Friesen, PhD, RN, CPHQ. Emergency Nurses Association Conference. Austin, TX, Sept. 29, 2019; ENA Conference. Austin, TX, Sept. 30, 2019.

Publications
Elyssa Wood, PhD, RN, TCRN; Gina Harrison, MSN, NE-BC, CPEN, CEN; Allyson Halverson, BS, CCLS, CTP; Amanda Rosenkranz, PhD, CPEN, CPN. Journal of Pediatric Nursing, Creating a Sensory Friendly Pediatric Emergency Department.

Amanda Golino, MSN, RN, CCNS, CCRN, RN-BC; Debra Stanger, MSN, RN, NEA-BC, NE-BC; Mary Ann Friesen, PhD, RN, CPHQ; Catherine Christopher, M.ED., CCC-SLP; Audra Gollenberg, PhD; Ray Leone, ML-BC; Theresa Davis, PhD, RN, NE-BC, FAAN; Anthony Meadows, PhD, MT-BC, LPC; Zhiwei Zhang, PhD. American Journal of Critical Care, The Impact of an Active Music Therapy Intervention on Patients in the Intensive Care Unit, January 2019, Volume 28, No. 1.
New Degrees

Bachelors of Science in Nursing
Krissey Bass, BSN, RN
Shannon Cox, BSN, RN
Tatiana Cruz, BSN, RN
Jessica Darne, BSN, RN
Doris Dixon, BSN, RN, PCCN
Mary Jo Dunn, BSN, RN, CMSRN
Lisa Eichelberger, BSN, RN
Sabrina Evangelisti, BSN, RN
Michael Gammill, BSN, RN
Holly Harrigan, BSN, RN, RN-BC
Cynthia Jean, BSN, RN
Scott Mueller, BSN, RN
Natalie Ropp, BSN, RN
Shelly Schiappa, BSN, RN, RNC-MNN
Heather Shell, BSN, RN
Erin Sweet, BSN, RN, CEN
Devon Toms-McCarey, BSN, RN

Master of Science in Nursing
Amy Baker, MSN, RN, CEN
Amber Wilson, MSN, RN, CEN

Master of Science in Nursing – Family Nurse Practitioner
Bahareh Nazemi, MSN, FNP, RN

Doctorate of Nursing Practice
Ann Chopivsky, DNP, RN, CEN
Alison Smolsky, DNP, RN

Certifications

Critical Care Registered Nurse
Devin Jackson, BSN, RN, CCRN
Katherine Rodgers, BSN, RN, CCRN
Sara Vandeginste, MSN, RN, CCRN
Jessica Wepee, BSN, RN, CCRN

Certified Childbirth Educator
Hannah Ferguson, BSN, RN, C-EFM, RNC-CCE
Doan Shinham, BSN, RN, CCE

Certified Emergency Nurse
Katherine McCorry, BSN, RN, CEN
Kitty Sharp, BSN, RN, CEN
Alfredo Villafior, BSN, RN, CEN

Electronic Fetal Monitoring
Hannah Brooks, RN, RNC-EFM
Jaimee Robinson, MSN, RN, RNC-OB, C-EFM

Certified Medical-Surgical Registered Nurse
Danessa Quispe, BSN, RN, CMSRN

Certified Nurse Manager and Leader
Amy Gillam, MSN, RN, CCRN, CNML
Kristelle Toone, MSN, RN, CCRN, CNML

Certified Nurse Operating Room
Natalie Lee, BSN, RN, CNOR

Certified Pediatric Emergency Nurse
Andrea Brown, BSN, RN, CPEN
Jamie Fife, BSN, RN, CPEN
Elizabeth (Amy) Peters, BSN, RN, CPEN

Certified Registered Nurse Infusion
Sara Towne, BSN, RN, CRNI

Certified Wound Ostomy Nurse
Joanne Peters, BSN, RN, CWS, CWON

Inpatient Obstetric Nursing
Maribeth Crooks, BSN, RN, RNC-OB
Azam Dabirzadeh, BSN, RN, RNC-OB
Anne Hooks, BSN, RN, RNC-OB
Kelly White, BSN, RN, RNC-OB

Low Risk Neonatal Nursing
Brittany Motter, BSN, RN, RNC-MNN, IBCLC, RNC-LRN

Maternal Newborn Nursing
Jennifer Cifuentes, BSN, RN, RNC-MNN
Kim Ferrari, BSN, RN, RNC-MNN
Katyna Kitto, BSN, RN, RNC-MNN
Susan Leonard, BSN, RN, RNC-MNN
Katherine Miller, BSN, RN, RNC-MNN
Megan Neighly, BSN, RN, RNC-MNN
Satkeirn Perez, BSN, RN, RNC-MNN
Shelly Schiappa, BSN, RN, RNC-MNN
Rebecca Smith, BSN, RN, RNC-MNN
Evie Umberger, BSN, RN, RNC-MNN

Medical-Surgical Registered Nurse
Susaan Liang, BSN, RN, RN-BC
Mita Patel, BSN, RN, CMSRN, RN-BC.
Neonatal Intensive Care Nursing
Trish DeNardis, BSN, RN, RNC-NIC
Alexandria Gallo Baranowski, BSN, RN, RNC-NIC
Anna Haynes, BSN, RN, IBCLC, RNC-NIC
Casey Hughes, BSN, RNC-NIC
Sarah Jones, BSN, RN, RNC-NIC
Jennifer Sedlmeier, MSN, RN, RNC-MNN, RNC-NIC

Oncology Certified Nurse
Katie Staub, BSN, RN, OCN

Pain Management Nurse
Sarah Brown Palos, BSN, RN, RN-BC
Danielle Schultz, BSN, RN, RNBC

Progressive Care Nursing (Adult)
Allison Barton, BSN, RN, PCCN
Erin Brand, BSN, PCCN
Kelsey Malpartida, BSN, RN, PCCN
Natalie Mateo, BSN, RN, PCCN

Trauma Certified Registered Nurse
Stephanie Boese, MSN, RN, CCRN, TCRN
Amanda Kroner, BSN, RN, TCRN
Johanna Kushan, BSN, RN, CEN, TCRN
Lindsay Schoem, BSN, RN, TCRN
Rosalyn Sneed, MSN, CEN, FNP-C, TCRN
Jordan Tyczka, MSN, RN, CEN, TCRN
Elyssa Wood, PhD, RN, CPEN, TCRN

Registered Nurse 3
Alexandria Baranowski, BSN, RN, RNC-NIC
Marissa Caulker, BSN, RN, CMSRN
Doris Dixon, BSN, RN, PCCN
Dianna Fanning, RN, RNC-NIC
Michelle Fields, BSN, RN, CCRN
Noelle Franzen, BSN, RN, CPEN
Hayley Godwin, BSN, RN, RNC-NIC
Vanessa Hiller, BSN, RN, CMSRN
Casey Hughes, BSN, RN, RNC-NIC
Kaitlyn Lloyd, BSN, RN, RNC-NIC
Tabitha Madill, BSN, RN, CCRN
Marianito Pasaylo, BSN, RN, CCRN, PCCN
Rebecca Smith, BSN, RN, RNC-MNN
Jane Trachsel, BSN, RN, PCCN

Registered Nurse 4
Debbie Barber, MSN, RN, CCE
Rebecca Berry, BSN, RN, CEN
Erin Brand, BSN, RN, PCCN
Ann Chopivsky, DNP, RN, CEN
Ashley Elmore, BSN, RN, CCRN
Johanna Emory, BSN, RN, CEN, TCRN
Michelle Fields, BSN, RN, CCRN
Shaundreka Fox, BSN, RN, CNL, RNC-OB
Magdalene Greaney, BSN, RN, CPN
Elizabeth Hacker, BSN, RN, RNC-OB
Jennifer Hartless, BSN, RN, CEN
Leslie Hicks, BSN, RN, RN-BC
Anne Hooks, BSN, RN, RNC-OB
Katherine Killian-Tucker, BSN, RN, RN-BC
Karen Kinkaid, BSN, RN, RNC-NIC
Karen Kurre, BSN, RN, CCRN
Katherine McCorry, BSN, RN, CEN
Latrice Moore, BSN, RN, CCRN
Brittany Motter, BSN, RN, RNC-MNN, RNC-LRN, IBCLC
Mita Patel, BSN, RN, CMSRN, RN-BC
Peace Peters, BSN, RN, RN-BC
Shelly Schiappa, BSN, RN, CCE
Danielle Schultz, BSN, RN, RN-BC
Doan Shinham, BSN, RN, CCE
Rebecca Smith, BSN, RN, RNC-MNN
Rosalyn Sneed, MSN, RN, CEN, FNP-C, TCRN
Mildred Tayong, BSN, RN, RN-BC
Jane Trachsel, BSN, RN, PCCN
Laura Tricarico, BSN, RN, RNC-OB
Magnet® Components

Transformational Leadership

At Inova Mount Vernon Hospital, we are well entrenched in our Magnet journey. Transformational leadership at all levels is an essential part of influencing change throughout the organization. Chief Nursing Officer Alquietta Brown, PhD, RN, NEA-BC, is a visionary leader who drives our culture of transformation by providing a strong foundation of collaboration. She invites nurses throughout Inova Mount Vernon Hospital to come to town halls so she can hear and address their concerns first hand. She advocated for resources that would enhance the practice of the direct care nurse, resulting in an additional clinical educator and night-shift RN unit supervisor positions. She also led an organization-wide, multifaceted program that looked at key initiatives to improve patient and team member outcomes. It began as an offsite workshop comprised of nurses and now has evolved into an interprofessional model with colleagues from all disciplines and levels of staff. This has morphed into teams with specific goals around patient experience, quality, team member satisfaction and resource utilization.

Structural Empowerment

Inova Mount Vernon Hospital embraces a culture of shared governance and hearing the voice of the direct care team member to improve outcomes through elevating practice. Each unit has a developed working unit-based practice council, and the council chairs attend the monthly Clinical Excellence and Quality Council (CEQC). The CEQC members meet monthly and focus on quality, safety, recognition, outcomes and nursing professional development. The council works collaboratively with interprofessional team members to achieve identified goals, improve the work environment and boost patient outcomes.

There are structures and processes in place to support the professional development of the nursing staff. In 2019, Inova Mount Vernon Hospital sent more than 100 nurses to external conferences related to their specialties. Time is provided for team members to attend local educational programs. In 2019, 20 nurses advanced on the clinical ladder. Another 21 nurses became newly certified in their clinical specialties.

The Nurse Residency Program supports the transition of
new graduate nurses into practice, and the new leader Transition into Practice program supports our new clinical directors. In 2019 27 new nurses completed the residency program. We have nurses at all levels of the organization participate in a formal coaching and mentoring program. We continue to provide a quarterly professional development program for the RN unit supervisors to support their growth.

**Exemplary Professional Practice**

The Inova Mount Vernon Hospital nursing team works in partnership with all interprofessional team members to advocate for high-quality patient outcomes through collaboration and bidirectional communication. Nurses at all levels participate in and lead interprofessional teams focused on improving patient care and safety. Nurses are acutely aware of their unit-based quality data and review strategies geared toward improvement at their council meetings. We consistently outperform benchmarks on the nurse-sensitive indicators and have active plans in place to sustain our excellent outcomes. The reduction or elimination of falls with injury, catheter-associated urinary tract infections and central line-associated bloodstream infections are true examples of nursing’s commitment to ensure that patient care is comprehensive, coordinated and monitored for effectiveness.

Several of our units (Medical Oncology, Acute Rehabilitation and IMCU) have not had a central line-associated bloodstream infection in more than two years. Other units (Medical-Surgical and IMCU) have not had a catheter-associated urinary tract infection in three years. Our falls rate dropped nearly 35 percent, from 2.52 in 2018 to 1.64 in 2019. This was a result of the concerted efforts from clinical teams across the organization to develop and implement best-practice strategies around fall prevention.

In 2019, Inova Mount Vernon Hospital continued to lead the way with high-quality sepsis care. For the third year in a row, our hospital had the highest compliance among Inova hospitals with the sepsis core measure. In September, Inova Mount Vernon Hospital had the opportunity to present its work with sepsis on a statewide webinar series hosted by the Virginia Hospital and Healthcare Association. In November, our hospital received the runner-up award for “Data-Driven Care” at the Health Quality Innovators of the Year Luncheon for reducing sepsis mortality by 146 percent during the two-year Stopping Sepsis in Virginia initiative.

Inova Mount Vernon Hospital received the Gold Plus Target Stroke Honor Roll Elite Plus award for the third consecutive year. In 2019, Inova Mount Vernon Hospital received the Gold Plus Target Stroke Honor Roll Elite Plus award for the third consecutive year.
New Knowledge and Innovation

In 2019, Inova Mount Vernon Hospital saw an increase in clinical inquiry and use of evidence-based practice in nursing care and operational practices. The Nursing Research and Evidence-Based Practice Council had a steady increase in front-line clinician membership. With the support of Inova’s medical library, we implemented multiple evidence-based practice projects that improved clinical outcomes, patient experience and the nurses’ work environment. Inova Mount Vernon Hospital completed its first nurse-led research study. Information was disseminated internally and externally at a local conference. This research study was developed and led by a direct care nurse from one of the Acute Rehabilitation units. We had 11 posters presented at local and national conferences and two podium presentations at a local conference.

Awards and Recognition

Nursing Excellence Awards
Stacy Aventino, ADN, RN, OCN – IMVH Nurse of the Year
Leticia Ho, RN – Rising Star
Catherine Kilroy, BSN, CEN – Structural Empowerment
Tigist Mannaye, MPH, BSN, CRRN – New Knowledge, Innovations and Improvements
John Owusu, MBA-HM, BSN, RN-BC, CRRN, NE-BC – Transformational Leadership
Cassie Palas, BSN, CMSN – Exemplary Professional Practice
Daisy Awards
Lauren Schwindt BSN, RN, CEN
Margaret Pobee-Orleans, BSN, RN

Group Runner-Up Recipients of Innovators of the Year for Data-Driven Care. Awarded by the Health Quality Innovators, Richmond VA, November 2019
Kudirat Abdulsalam, BSN, RN, CCRN; Zewdensh Bryant, MSN, RN; Ashley Chevres, BSN, RN, CEN; Larisa Golding, MSN, RN-BC; John Lawrence, BSN, RN; Kathy McNamara, MSN, RN-BC, NE-BC; Soha Salihi, BSN, RN; Jenna Tomajko, BSN, RN-BC

Nursing Stars Unit Recognition
4C Joint Replacement
6A Critical Care
6B IMCU
Inova HealthPlex – Lorton Emergency Department
Inova Mount Vernon Perioperative Nurses
Sarah Ann Richey Wound Care Nursing Education Fund
Unit 3B Oncology and Infusion Center
Unit 5A Rehabilitation
Unit 5B Rehabilitation
Unit 5C Rehabilitation
Unit 6B
Veatch Family Emergency Department

Presentations
Creating a Positive Work Environment Through a Care Zone System [Poster] [Podium]
Christine Kumah, BSN, RN; Rebekah Miller, BSN, JD, RN; Maryn Mi-Reka, BSN, RN; Carine Wawa, MSN, RN, RN-BC. Academy of Medical Surgical Nurses Annual Conference. Chicago, IL, Sept. 26 – 29, 2019; Inova Nursing Research and Evidence-Based Practice Symposium. Falls Church, VA, Dec. 6, 2019.

Does the Implementation of a Pressure Injury Education Program Among Critical Care Nurses Lead to Increased Knowledge of Staff Members? [Poster]
Zewdensh Bryant, MSN, RN; Megan Daugherty, BSN, RN; Maxime Djabang, RN. Inova Nursing Research and Evidence-Based Practice Symposium. Falls Church, VA, Dec. 6, 2019.

Getting Wound Up Over a Wound: Essential Partnerships in Healthcare-Acquired Pressure Injury Prevention [Poster]
Kelly Gidwani, MSN, MPH, RN; Leslie Woodward, BSN, RN, CWON, WOCN; Sewite Esayas, RN, CMSN. Inova Nursing Research and Evidence-Based Practice Symposium. Falls Church, VA, Dec. 6, 2019.

Improving the Use of Virtual Reality for Acute Pain Management in the Emergency Department: An Evidence-Based Practice Approach [Poster]
Jennilyn Tannesen, DNP, FNP-BC, AGACNP-BC. Inova Nursing Research and Evidence-Based Practice Symposium. Falls Church, VA, Dec. 6, 2019.

In Heart Failure Patients, Does Consistent Education Using the “Living Well with Heart Failure” Booklet Lead to Reduced Readmissions? [Poster]
Alhaji Bangura, BSN, RN; Angel Frances Feria, BSN, RN; Janmed Sesay, BSN, RN. Inova Nursing Research and Evidence-Based Practice Symposium. Falls Church, VA, Dec. 6, 2019.
Mindful Moments: Incorporating Complementary and Alternative Medicine Therapies to Enhance the Patient Experience [Poster]
Kelly Gidwani, MSN, MPH, RN; Jessica Montoya-Quintata, BSN, RN; Chinaemerenwa Uzowike, BSN, RN; Amanda Whetzel, RN. Academy of Medical Surgical Nurses Annual Conference. Chicago, IL, Sept. 26 – 29, 2019; Planetree International Conference. Orlando, FL, Oct. 27 – 30, 2019.

Rehabilitation Nurses and Aromatherapy [Poster]
Daniel Ampomah, PhD, RN, NE-BC; Sarah Naputi, MNS-NI, RN, CRRN; Samuel Osae, BSN, RN, NPD-BC, CRRN. 2019 Association of Rehabilitation Nurses. Columbus, OH, Nov. 6 – 9, 2019.

Trio Rounding Nurse, Physician, Patient: Perceptions of Benefits and Challenges by Rehabilitation Nurses and Physicians [Podium] [Poster]
Tigist Mannaye, MPH, BSN, RN, CRRN; Bernice Mowery, PhD, RN; Samuel Osae, BSN, RN, CRRN; Emily Jones, MSN, RN, CNOR, NPDBC. Inova Nursing Research and Evidence-Based Practice Symposium. Falls Church, VA, Dec. 6, 2019.

Using an Individualized Educational Approach to Prevent C. difficile in Acute Rehabilitation. [Poster]
Daniel Ampomah, PhD, RN, NE-BC; Nasteho Abdulle, BSN, RN; Isra Ibrahim, BSN, RN; Samuel Osae, BSN, RN, NPD-BC, CRRN. 2019 Association of Rehabilitation Nurses. Columbus, OH, Nov. 6 – 9, 2019.

New Degrees

Bachelor of Science in Nursing
Ashley Bentil, BSN, RN
Shewa Birke, BSN, RN
Fitsum Desta, BSN, RN
Mercy Ereschima, BSN, RN
Sara Fernandez, BSN, RN
Barbara Lloyd, BSN, RN
Jalloh Mendegilla, BSN, RN
Elita Smith, BSN, RN
Melissa Tello, BSN, RN
Meskerem Tesfaye, BSN, RN
Tarik Workalemahu, BSN, RN

Master of Science in Nursing
Kofi Owusu-Sotia, MSN, RN

Doctorate of Nursing Practice
Margaret Arotimi, DNP, RN, NE-BC, RN-BC

Certifications

Certified Ambulatory Perianesthesia Nurse
Juliet Hall, BSN, RN, CAPA

Certified in Executive Nursing Practice
Jodi Hollis, MHA, BSN, RN, CCM, CENP

Certified in Medical-Surgical Nursing
Meiha Lei, BSN, RN, CMSN

Certified Pediatric Nurse
Marcus Cueno, BSN, RN, CAPA, CPN
Certified Rehabilitation Registered Nurse
Antsokiya Asfaw, BSN, RN, CCRN
D’Andrea Fortune, BSN, RN, CRRN
April Hensley, BSN, RN, CRRN
Kume Lemessa, BSN, RN, CRRN
Vadim Zhitnikov, BSN, RN, CRRN

Critical Care Registered Nurse
Kudirat Abdulsalam, BSN, RN, CCRN

Registered Nurse 3
Kudirat Abdulsalam, BSN, RN-BC
Stachy Aventino, BSN, RN, OCN
Janet Badu, BSN, RN, CRRN
Marcus Cueno, BSN, RN, CAPA
Catherine Kilroy, BSN, RN, CEN
Denise Lee, BSN, RN, CRRN
Rebecca Mbulu, BSN, RN, CRRN
Cardina Ross, BSN, RN-BC
Eefar Tan-Missana, BSN, RN, CGRN
Jenna Tomajko, BSN, RN-BC
Hoa Tran, BSN, RN, CCRN

Orthopedic Nurse Certified
Stachy Aventino, BSN, RN, ONC
Jane Candelaria, BSN, RN, ONC

Registered Nurse 4
Cariza Abinguna, BSN, RN, CCRN
Maria Cachafeiro-Cavadas, BSN, RN, CMSN
Jane Candelaria, BSN, RN, ONC
Megan Comunale, BSN, RN OCN
Michelle Cortez, BSN, RN, CMSN
Bernadeth Haile, BSN, RN, CRRN
Zaid Kelib-Kidane, BSN, RN, CRRN
Catherine Kilroy, BSN, RN, CEN
Dawn Mendoza, BSN, RN, ONC
Cassie Palas, BSN, RN, CMSN

Professional Organization Activities
Margaret Hiler, MSN, RN, CWOCN.
Wound Ostomy Continence Nurses Society – President, Local DC Affiliate

2019 Nursing Research and EBP Symposium, Left to Right: Sewite Esayas, BSN, RN, CMSN; Kelly Gidwani, MPH, MSN, RN; Cninaemerenwa, Uzowihe, BSN, RN
Patient Care Navigators Again Reach Their Goals

2019 was the year of the navigator. Navigators are nurses who guide and support patients, families and the healthcare team as they experience the continuum of healthcare services. Inova Medical Group (physician enterprise) once again met and exceeded expectations in patient navigation for patients experiencing chronic disease. The patient care navigators working with cardiology patients focused their efforts on reducing admissions and readmissions. Their success was seen in avoiding 257 admissions for congestive heart failure alone, saving $3.3 million in readmission costs. The navigators working with diabetes patients again succeeded in maintaining an average of 2.3 points dropped in A-1c levels. This equates to a 40-percent drop in negative outcomes such as kidney disease, amputations, retinopathy and neuropathy. Patient care navigators were placed in primary care practices, working with patients with chronic care needs as well as psychosocial needs. This program continues to strengthen the relationship between the patient and the primary care provider.

Nursing Practice Council

The Nursing Practice Council was active again in 2019, examining barriers to success and working on high reliability in the outpatient ambulatory setting. The council members worked on communication, examining their roles as RNs in the field and being role models to the medical assistants and LPNs in their clinics. Discussions were held on how to get to excellence in the outpatient setting and what excellence looks like in our world. As we move into 2020, more activity is planned to reach the goals of excellence, communication, educations, informal leadership and council development. All the RNs are new to the role of council members, and we spent time developing the council.

Safety Coaches Placed in the Clinics Identifying Safety Issues and Resolving them

The Patient Safety Committee, aligning with the patient safety coaches in each clinic, have been producing monthly reports on safety issues concerning environmental issues, team member safety events and security events, with the goal of making the clinics a safer and better place to work. This embodies our mission of Patient Always, Our Teams, Our People, Integrity and Excellence. The team is active in their daily work, yet keeping safety in the forefront of their activities.
Awards and Recognition

**Nursing Excellence Awards**
Carla Parker, BSN, RN – Transformational Leadership
Jacqueline Ross, BSN, RN – Transformational Leadership

**Nursing Stars Individual Recognition**
Anita Harmon, BSN, RN
Rachel McLeod, RN, ACM
Kelly M. Statz, BSN, RN-BC

**Induction into Sigma Theta Tau Honor Society of Nursing**
Laura Amador, BSN, RN

**New Degrees**

**Bachelor of Science in Nursing**
Laura Amador, BSN, RN

**Scholarships**

**BSN Scholars**
Jamie O’Connor, RN – Inova Nursing Excellence Scholarship

**Certifications**

**Cardiac/Vascular Nurse**
Kelly M. Statz, BSN, RN-BC

**Presentations**

*Behavior Improvements with Improved Seizure Control Utilizing the Neuropace RNS System [Poster]*

---

Becky Schrews, BSN, RN; Dr. Mohan Kurukumbi (Medical Director, Epilepsy) Laura Coonfield (INSI clinical research coordinator), Dr. James Leiphart (IMG Neurosurgery). American Epilepsy Society 2019 Annual Meeting. Baltimore, MD, Dec 6 – 10, 2019.
Inova Nursing Professional Development, formerly the Inova Learning Network, supports all nursing personnel in their initial orientation and onboarding. Specialty fellowship programming is provided to novice nurses or advanced beginners who are transitioning to a new specialty. Fellowship programming consists of blended learning to include classroom, simulation and online modules provided by specialty organizations. In addition, Inova Nursing Professional Development provides the systemwide Clinical Technician Academy to all eligible clinical technicians, EMTs, nurse externs and patient safety associates. The program was completely overhauled in 2019 in order to provide an enhanced learning experience and incorporate orientation time on the home unit to practice and reinforce skills taught in the academy. The chart on page 53 summarizes the participation counts for these programs in 2019.

**Valuing Our Nurses – Philanthropy Exceeds $1 Million in 2019**

Every day there are countless stories about our nurses and the deep gratitude patients and their families feel for their outstanding bedside care. These stories are filled with examples of nurses’ compassion, professionalism and dedication. It’s not surprising that our patients express their thanks by giving back to Inova, supporting the very nurses who supported them.

In 2019, more than $1 million was raised to underwrite nursing professional development and scholarship support. Also included in that record-breaking number is $100,000 to the annual Nursing Stars Recognition Program, a tangible way patients, families and physicians single out and honor exceptional nursing care.

Other major philanthropic investments in 2019 included the following highlights:

- Long-time, annual education supporters, Marilyn and David Karlgaard, established the Karlgaard Nursing Scholarship Endowed Fund to perpetuate their commitment to providing nursing scholarship assistance.

- A new generous gift from Natalie and Wes Bush will support Inova Nursing Research, specifically related to evidence-based practice and implementation sciences.
Inova partners with 10 local nursing schools that utilize Inova for clinical rotations. These rotations provide experience to nursing students in the Medical-Surgical, Women’s Health, Pediatric and Behavioral Health units and assist with satisfying the clinical rotation hours required by the Virginia Board of Nursing. The graph below represents how many hours each campus has provided to the nursing students. In 2019, Inova provided 314,579 clinical hours to undergraduate nursing students. This includes students enrolled in bachelor’s, associate and LPN programs.

Inova also provides clinical placements for senior capstone students. In 2019, Inova offered a total of 324 nursing students a clinical placement for their senior capstone, totaling 51,417 hours precepted by an Inova RN. We are able to offer capstone placements to local schools as well as schools outside of the Northern Virginia region.

### Orientation

<table>
<thead>
<tr>
<th>INPD Specialty Fellowship Programming</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Progressive Care Step Down</td>
<td>214</td>
<td>152</td>
</tr>
<tr>
<td>Critical Care</td>
<td>171</td>
<td>98</td>
</tr>
<tr>
<td>Emergency Nursing</td>
<td>162</td>
<td>143</td>
</tr>
<tr>
<td>Medical-Surgical</td>
<td>215</td>
<td>167</td>
</tr>
<tr>
<td>NICU</td>
<td>41</td>
<td>62</td>
</tr>
<tr>
<td>Oncology</td>
<td>13</td>
<td>No data</td>
</tr>
<tr>
<td>Peri-operative</td>
<td>30</td>
<td>37</td>
</tr>
<tr>
<td>Pediatric Nurse Course</td>
<td>37</td>
<td>54</td>
</tr>
<tr>
<td>Perinatal (L&amp;D-FCC)</td>
<td>68</td>
<td>125</td>
</tr>
<tr>
<td>Behavioral Health</td>
<td>28</td>
<td>46</td>
</tr>
<tr>
<td><strong>Totals:</strong></td>
<td><strong>979</strong></td>
<td><strong>884</strong></td>
</tr>
</tbody>
</table>

### Clin Tech Academy

<table>
<thead>
<tr>
<th>Clin Tech Academy</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>CT1/CT2</td>
<td>405</td>
<td>408</td>
</tr>
<tr>
<td>CT3</td>
<td>2</td>
<td>10</td>
</tr>
<tr>
<td>EMT</td>
<td>33</td>
<td>29</td>
</tr>
<tr>
<td>Nurse Externs</td>
<td>45</td>
<td>78</td>
</tr>
<tr>
<td>Patient Safety Associates</td>
<td>29</td>
<td>47</td>
</tr>
<tr>
<td><strong>Totals:</strong></td>
<td><strong>514</strong></td>
<td><strong>572</strong></td>
</tr>
</tbody>
</table>
### RN Student Clinical Groups

<table>
<thead>
<tr>
<th>Campus</th>
<th>Jan - May</th>
<th>Aug - Dec</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>IAH</td>
<td>24,416</td>
<td>18,369</td>
<td>42,785</td>
</tr>
<tr>
<td>ILH</td>
<td>26,656</td>
<td>23,003</td>
<td>49,659</td>
</tr>
<tr>
<td>IFMC</td>
<td>82,255</td>
<td>54,052</td>
<td>136,307</td>
</tr>
<tr>
<td>IFOH</td>
<td>21,004</td>
<td>10,304</td>
<td>31,308</td>
</tr>
<tr>
<td>IMVH</td>
<td>29,698</td>
<td>27,552</td>
<td>54,420</td>
</tr>
<tr>
<td><strong>Total hours for 2019</strong></td>
<td><strong>151</strong></td>
<td><strong>62</strong></td>
<td><strong>314,579</strong></td>
</tr>
</tbody>
</table>

### 2019 Senior Practicums

<table>
<thead>
<tr>
<th>School</th>
<th>Jan - May</th>
<th>Aug - Dec</th>
<th>Total</th>
<th>Hours required per rotation, (school determines hours)</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>George Mason University</td>
<td>30</td>
<td>37</td>
<td>34</td>
<td>210</td>
<td>21,210</td>
</tr>
<tr>
<td>George Washington University</td>
<td>22</td>
<td>16</td>
<td>20</td>
<td>200</td>
<td>11,600</td>
</tr>
<tr>
<td>Georgetown University</td>
<td>3</td>
<td>1</td>
<td>0</td>
<td>350</td>
<td>1,400</td>
</tr>
<tr>
<td>James Madison University</td>
<td>4</td>
<td>0</td>
<td>8</td>
<td>200</td>
<td>2,400</td>
</tr>
<tr>
<td>Longwood University</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>270</td>
<td>810</td>
</tr>
<tr>
<td>Lynchburg University</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>120</td>
<td>120</td>
</tr>
<tr>
<td>Marymount University</td>
<td>30</td>
<td>0</td>
<td>18</td>
<td>96</td>
<td>4,608</td>
</tr>
<tr>
<td>Northern Virginia Community College</td>
<td>11</td>
<td>0</td>
<td>0</td>
<td>112</td>
<td>1,232</td>
</tr>
<tr>
<td>Old Dominion University</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>200</td>
<td>600</td>
</tr>
<tr>
<td>Shenandoah Leesburg</td>
<td>21</td>
<td>0</td>
<td>16</td>
<td>120</td>
<td>1,941</td>
</tr>
<tr>
<td>Shenandoah Winchester</td>
<td>3</td>
<td>0</td>
<td>4</td>
<td>120</td>
<td>840</td>
</tr>
<tr>
<td>Stratford University</td>
<td>11</td>
<td>8</td>
<td>11</td>
<td>120</td>
<td>3,600</td>
</tr>
<tr>
<td>University of Virginia</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>160</td>
<td>480</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>151</strong></td>
<td><strong>62</strong></td>
<td><strong>111</strong></td>
<td></td>
<td><strong>51,417</strong></td>
</tr>
</tbody>
</table>
Nurse Leader Transition into Practice Program

In April 2019, the Nurse Leader Transition into Practice Program was launched. The program was a six-month collaboration between Inova Nursing Professional Practice and Human Resources’ Organizational Development Department. Content included crucial conversations, mentoring, healthy practice environment, evidence-based practice, change, diversity, coaching and more. The Transition into Practice Program is built on concepts of resilience promotion that in turn supports nurse manager (our nurse manager and clinical director levels) retention, resilience and organizational commitment.

In October 2019, the first cohort of the Inova Nurse Leader Transition into Practice program graduated. Qualitative data comments included, “I am a much more confident person, in general, now. I feel able to tackle issues at work and at home.” All 19 of the original participants graduated. Retention of these leaders remained at 100 percent three months after the program.
Magnet Journey

Inova Health System nurses were well represented at the 2019 ANCC Magnet conference held in Orlando in October. They gained enhanced knowledge on topics such as shared governance, mentorship, nursing-physician partnerships, nursing research, transition into practice programs, improving clinical outcomes and much more. All Inova hospitals are on the Magnet journey, some having achieved designation and others in process. The conference was a great stimulus for our continued growth in nursing excellence.
**Inova’s Coaching Mentor Program**

In the spring of 2019, Inova launched a career coaching, aka mentoring, program focused on nurses. The program centers on growth and development to support the achievement of individual professional goals. The program has been implemented at all Inova facilities and all nursing team members are encouraged to participate.

Multiple research studies show that a strong mentoring/coaching program results in improved job satisfaction, greater empowerment and reduced work stress. Participation in a mentoring/coaching program results in a higher level of nurse engagement and improved patient outcomes. Implementation of a mentor program is one of the recommendations from the Institute of Medicine Report (2010) The Future of Nursing: Leading Change, Advancing Health. Participation in a coaching/mentoring program allows nurses to gain the skills and knowledge necessary to take an active role in leading changes to advance health. Mentoring/coaching has multiple benefits for the mentor, mentee and Inova (see table). Benefits include new insights, growth, enhanced professional networking and team member retention.

From May to December 2019, 198 nurses across the system participated in training for the mentoring process. As of the end of 2019, 56 dyads either were in process of the mentoring relationship or completed it.

**Succession Planning**

In the spring and summer of 2019, a nursing succession planning program began at Inova. Successful succession planning helps us know how to best develop team members and enhance organizational success; to create a qualified and ready “bench” of team members for key roles; and to ensure we live our Inova Values. The reasons for succession planning include:

- Reduce high cost associated with external searches
- Address turnover from:
  - Pending retirements

<table>
<thead>
<tr>
<th>Benefits for Mentors</th>
<th>Benefits for Mentees</th>
<th>Benefits for Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Insights</td>
<td>Reframing career growth</td>
<td>Team Member Retention</td>
</tr>
<tr>
<td>Satisfaction of leaving a legacy, a contribution</td>
<td>New Professional Growth</td>
<td>More highly developed workforce</td>
</tr>
<tr>
<td>Job/career satisfaction</td>
<td>Job/career satisfaction and optimism</td>
<td>Team member engagement</td>
</tr>
<tr>
<td>Carrying a role in the growth of the profession</td>
<td>Greater network of support</td>
<td>May lead to recruitment from within (reduces costs)</td>
</tr>
<tr>
<td>Professional development</td>
<td>Increased sense of belonging</td>
<td></td>
</tr>
</tbody>
</table>
• Not developing high performers/high potentials enough
• Manage perceptions that promotion decisions are made unfairly
• Provide view of talent and ensure diversity in leadership
• Address common pattern of promoting technical expertise rather than leadership qualities

More than 180 administrative supervisors, nurse managers, clinical directors, senior directors and assistant vice presidents participated in this program. Talent reviews were completed, and calibration of results was added. Suggestions for development for all 180-plus leaders were summarized. All participants were guided to complete individual development plans to continue their growth.

**Advanced Practice Provider Transition into Practice Program**

In June 2019, an Advanced Practice Provider (APP) Transition into Practice (TIP) Program Manager was hired. Jon Messing, MSN, ACNP-BC, CCRN, TCRN, quickly initiated Inova’s inaugural APP TIP program, launched on November 8, 2019, with 10 participants. The program contains content from three domains (professional, organizational and clinical) and follows a rolling admission process. Currently, there are 20 active participants with an additional eight scheduled to join in February/March 2020. (Figure 1 demonstrates NP:PA distribution; Figure 2 demonstrates identified work sites.) Participants meet for six consecutive months to receive the core material listed in the above domains. In addition, participants receive training on mentorship and are encouraged to meet with a provided mentor. Six, or 30 percent, of the active new-to-practice APPs are paired with a mentor at this time. To assist in the development of identified service orientation needs, a partnership was formed with the Fairfax Hospitalist group to create a formal orientation to their service. A similar partnership is being formed with urgent care to strengthen their orientation process. Lastly, skills days are being launched and/or developed for critical care APPs and neuroscience APPs.
Inova Evidence-Based Practice

The 2019 symposium “Launching Evidence into Practice” was held on December 6, 2019 at the Inova Center for Personalized Health. With a record number of 319 registrations, 34 podium presenters and 35 poster presentations, this was the largest Nursing Research and Evidence-Based Practice Symposium held to date. The keynote speaker, Amanda Bettencourt PhD, APRN, CCRN-K, ACCNS-P, a Research Fellow, National Clinician Scholars Program and TACTICAL Scholar at the University of Michigan School of Nursing, gave a compelling presentation on Implementation Science in Acute Care: What is it Really and How it Improves Patient Care. Her presentation highlighted the critical role that nurses play in delivering evidence-based care and ensuring the successful sustainment of best practices to improve patient health outcomes. This year, the Nursing Research and Evidence-Based Practice Fellows presented on four evidence-based practice projects and three research studies conducted across all five Inova hospitals. The symposium also highlighted the work of 12 Vizient Nurse Residents groups through poster presentations. In addition, three posters that won national or state awards were spotlighted. The symposium was rated in superlative terms by attendees on the program evaluation, including both Inova nurses and nurses from hospitals across the Washington, DC region. The annual symposium continues to provide opportunities for nurses to network, collaborate, communicate and synergize in a unique venue.

Recipients of the 2019 Nursing Fellow Grants for Research and Evidence-Based Practice (EBP)

<table>
<thead>
<tr>
<th>Hospital</th>
<th>Type of Project</th>
<th>Team Contact</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inova Alexandria Hospital</td>
<td>EBP</td>
<td>Emily Hagedorn, BSN, BA, RN, CCRN, Y-nhi Nguyen, BSN, RN, CEN CCRN</td>
<td>Too Wet or Too Dry? Passive Leg Raise as a Noninvasive Assessment of Fluid Overload in Septic Shock Patients</td>
</tr>
<tr>
<td>Inova Fairfax Hospital</td>
<td>EBP</td>
<td>Kayla Dundee, BSN, RN</td>
<td>Assessing Post-Op Cardiac Surgery Pain for Clinical Gain</td>
</tr>
<tr>
<td>Inova Fairfax Hospital</td>
<td>EBP</td>
<td>Toylin Akinyemi, MSN, RN, CNOR</td>
<td>Maintaining Perioperative Normothermia in Ambulatory Surgical Patients</td>
</tr>
<tr>
<td>Inova Fair Oaks Hospital</td>
<td>Research Study</td>
<td>Laura McNicholl MS, RN, CNS-BC, RN-BC</td>
<td>The Use of Aromatherapy in Helping to Decrease Nausea Levels in the Postoperative Bariatric Patient Population on a Surgical Unit</td>
</tr>
<tr>
<td>Inova Loudoun Hospital</td>
<td>Research Study</td>
<td>Alison Burton, BSN</td>
<td>Nurse Perception of Opioid Use</td>
</tr>
<tr>
<td>Inova Loudoun Hospital</td>
<td>EBP</td>
<td>Elyssa Wood, PhD, MPH, RN</td>
<td>Improving Pediatric Readiness Among Nurses in the Freestanding Emergency Rooms Through Collaboration, Simulation and Readiness Training</td>
</tr>
<tr>
<td>Inova Mount Vernon Hospital</td>
<td>Research Study</td>
<td>Tigist Mannaye, MPH, BSN, RN, CCRN</td>
<td>Trio Rounding Nurse, Physicians, Patient: Perception of Benefits and Challenges by Rehabilitation Nurses and Physicians</td>
</tr>
</tbody>
</table>
2019 Nursing Simulation Accomplishments
The Inova Center for Advanced Medical Simulation (ICAMS) serves the entire Inova system, providing simulation to advance systemwide patient safety and quality improvement initiatives. Utilization continues to grow with an increase of 16.35 percent from the previous year.

ICAMS continues to expand the number of Inova clinicians who are engaged in simulation. The 2019 Simulation Faculty Development Course at ICAMS trained 35 new simulation instructors who will provide simulation to staff throughout the system. Nurses conduct 60 percent of all simulation encounters at ICAMS, providing over 3,000 hours of simulation-based learning.

ICAMS was instrumental in the successful rollout of new nursing simulation courses such as: End-of-Life Communication with Oncology Nurses, Oncology Nursing Fellowship, Trauma Crash Course for Nurses, Transition to High Acuteness Care, Small Baby Course, and Perinatal Nursing Fellowship. ICAMS is proud to have been awarded two auxiliary grants toward the purchase of manikins and task trainers to enhance nursing education and improve quality of care. In our continued search for improvement, ICAMS has implemented the DASH Tool for faculty debriefing validation, the ICAMS Staff Orientation Packet, and an In-Situ Simulation Checklist and Safety Tips. Our overall learner satisfaction for 2019 was 4.85 out of 5.

Our ongoing goal has been to utilize in-situ simulation and debriefing to enhance everyday unit processes and teamwork. In the fall of 2019, we partnered with Yale School of Medicine to bring simulation to our communities and improve pediatric emergency readiness.

Awards and Recognition

Nursing Excellence Awards
Mary Lou Bertola, MSN, RN CRRN – New Knowledge, Innovations and Improvements
Elizabeth Drew, MSN, RN, CPAN – Exemplary Professional Practice
Jori Monk, RN – Structural Empowerment
Aleta Rauch, MBA-HM, BSN, RN-BC, CRRN, NE-BC – New Knowledge, Innovations and Improvements

Daisy Award Nominations
Rachael Johnsen, RN, BSN, CCRN

Dean’s List
Jennifer Shin, BSN, RN

Exceptional Service Award
Nina Reyes, BSN, RN

Garcia Award
Becky Schrews, BSN, RN
Jennifer Shin, BSN, RN

Nominee: Virginia Nurses Association 2019 Leadership Excellence Award
Mary Ann Friesen, PhD, RN, CPHQ

Nursing Stars Individual Recognition
Rachael Johnsen, BSN, RN, CCRN

Nursing Stars Unit Recognition
VIP 360
Inova Urgent Care

Outstanding Clinical Leadership
Jennifer Shin, BSN, RN
Presentations
Assessing the Instrument: Perception of Opioid Use Survey (POUS) [Podium]
Elyssa Wood, PhD, RN, TCRN; Mary Ann Friesen, PhD, RN, CPHQ; Debra Stanger, MSN, RN, NEA-BC; Stacey Metcalf; Alison Burton, BSN, RN; Scott Mueller, BSN, RN; Lindsay Schoem, BSN, RN, TCRN; Allison Smolsky, DNP, RN, NE-BC. Inova Nursing Research and Evidence-Based Practice Symposium. Falls Church, VA, Dec. 6, 2019.

Decision Support to Reduce Nursing Documentation Burden. [Podium]

Early Warning Systems and the Management of Sepsis. [Podium] [Panel]

Effects of Aromatherapy on Pain and Anxiety Scores: A Pilot Study [Poster]
Vicki Lindgren, MSN, RN, CCRN, CCNS; Laura McNicholl, MS, RN, CNS-BC, RN-BC; Mary Ann Friesen, PhD, RN, CHPQ; Scott Barnett, PhD. Virginia Patient Safety Summit. Richmond, VA, Jan. 30 – 31, 2019; Nursing Evidence-Based Practice and Research Conference – MedStar Washington Hospital Center. Washington, DC, March 12, 2019.

Improving Sepsis Survival Using MEWS for Early Recognition and Immediate Response to Patient Decline [Podium]
Patrick Bradley, MSN, RN, CCRN; Marcia DePolo, MSN, RN, CCRN, Judith Tipton, MSN, RN, CCRN; Helen Stacks, DNP, RN-BC, NEA-BC, CHSE; Albert E. Holt, IV, MD, MBA. 48th Society of Critical Care Medicine Annual Congress. San Diego, CA, Feb. 17 – 20, 2019.

2019 Critical Care Symposium, Left to Right: Heather Hall, MSN, RN, CCRN-K; Erin Reynolds, BSN, RN, CCRN; Patrick Bradley, MSN, RN, CCRN; Judith Boyle, DNP, RN; Evelyn Irani, MSN, RN, CCRN; Rosa Rousseau, MSN, Ed, RNC-NIC; Lauren Campbell, BSN, RN, CCRN; Cindy DeHaan, MSN, RN, CCRN-K
Physician Engagement Strategies to Improve Outcomes [Podium]

Sepsis Vigilance: A Real-World Approach to Improve Patient Outcomes. [1/2 Day Course]

Trio Rounding Nurse, Physician, Patient: Perceptions of Benefits and Challenges by Rehabilitation Nurses and Physicians [Podium] [Poster]
Tigist Mannaye, MPH, BSN, RN, CRRN; Bernice Mowery, PhD, RN; Samuel Osae, BSN, RN, CRRN. Inova Nursing Research and Evidence-Based Practice Symposium. Falls Church, VA, Dec. 6, 2019.

Using a Trauma Screening Questionnaire to Assess for PTSD in Sexually Assaulted Patients. [Poster]

Video Discharge Instructions in the Spanish-Speaking Population [Podium]
Gina Harrison, MSN, RN, NE-BC, CPEN, CEN; Elyssa Wood, PhD, RN, TCRN; Sarah Stinson, BSN, RN CPEN; Kristina Presgrave, BSN, RN CPEN; Erin Rovelli, BSN, RN; Mary Ann Friesen, PhD, RN, CPHQ. Emergency Nurses Association Conference. Austin, TX, Sept. 30, 2019.

Publications
Theresa Davis, PhD, RN, NE-BC, FAAN; Mary Ann Friesen, PhD, RN, CPHQ; Robin R. Jackson, MSN, RN-BC, CCRN, CCNS, CHTP; Liliana Suchicital, BSN, RN, CNB, CHTP, ONC; Diane Swengros, MSN, RN, NPD-BC, CHTP/I. Inova Nurses Miracles & Mysteries in J. Watson (Ed.), Miracles and Mysteries: Witnessed by Nurses, (pp.55-56, 54, 57-58, 56-57, pp.54-55); Great Britain: Lotus Library.

Amanda Golino, MSN, RN, CCNS, CCRN, RN-BC; Debra Stanger, MSN, RN, NEA-BC, NE-BC; Mary Ann Friesen, PhD, RN, CPHQ; Catherine Christopher, M.ED., CCC-SLP; Audra Gollenberg, PhD; Ray Leone, ML-BC; Theresa Davis, PhD, RN, NE-BC, FAAN; Anthony Meadows, PhD, MT-BC, LPC; Zhiwei Zhang, PhD. American Journal of Critical Care, The Impact of an Active Music Therapy Intervention on Patients in the Intensive Care Unit, January 2019, Volume 28, No. 1.

Vicki Lindgren, MSN, RN, CCRN, CCNS; Laura McNicholl, MS, RN, CNS-BC, RN-BC, Mary Ann Friesen, PhD, RN, CHPQ; Scott Barnett, PhD; Frances Collins, MSN, RN, CCRN-K, NE-BC. Holistic Nursing Practice, Effects of Aromatherapy on Pain and Anxiety Scores in Adult Patients Admitted to a Community Hospital on the Medical Unit or Telemetry Unit: A Pilot Study, Volume 33, Issues 6, Pgs. 346-353, Wolters Kluwer, 2019.

New Degrees
Bachelor of Science in Nursing
Kristen Dipini, BSN, RN

Master of Science in Nursing
Samille Musambachime, MSN, RN

Master of Science in Management of Health Informatics and Analytics
Kristal Parker, BSN, RN, RNC-OB, MSHI

Master of Science in Nursing with Emphasis in Health Care Informatics
Ana Romero, MSN, RN, CEN
Certifications

**Accredited Case Manager**
Tonya Kirchmyer, BSN, RN, MBA, ACM, CCM

**Certified Case Manager**
Theresa Nguyen, BSN, RN, CCM
Lorraine Spittlehouse, MHA, BSN, ACM-RN

**Certified Healing Touch Instructor**
Diane Swengros, MSN, RN, NPD-BC, CHTP/I

**Certified Pediatric Emergency Nurse**
Genevieve Ilao, BSN, RN, CEN, TCRN, CPEN

**Certified Professional in Healthcare Quality**
Lynn Ribich, BSN, RN, MBA, CPHQ

**Critical Care Registered Nurse**
Corin Inderbitzin De Uviedo, BSN, RN, CEN, CCRN

**Informatics Nurse**
Susan Weatherbee, MSN, RN-BC, CAHIMS

**Inpatient Obstetric Nursing**
Amy Sullivan, BSN, RN, RNC-OB,
Agatha Williams, BSN, RN, RNC-OB

**Legal Nurse Consultant Certified**
Andrea Alness, MSN, LNCC

**Nursing Professional Development**
Maureen DeSena, MSN, RN, ACNS-BC, NPD-BC
Phyllis J. Miller, MS, RN-BC, FHCE, NPD-BC
Karole Nielsen, MSN, RN, ONC, CBCN, NPD-BC
Theresa Smith, MS, BSN, RN, NPD-BC

**Progressive Care Nursing (Adult)**
Katrina Johnson, BSN, RN, PCCN
Ivy Rycca R. Razaq, RN, MN, PCCN

**Sexual Assault Nurse Examiner – Pediatric**
Ashleigh Daniel, MSN, RN, SANE-A, SANE-P
Ariel Ward, BSN, RN, SANE-A, SANE-P

**Trauma Certified Registered Nurse**
Melanie Flaherty, BSN, RN, CEN, CPEN, TCRN

**Professional Organization Activities**
Lisa Robinson, MSN, RN, CPN, RNC-MNN - Society of Pediatric Nurses - Program Planning Committee