Mission, Vision, Values/Nursing Aspiration

Inova nurses are the most trusted nurses in the nation.

Sara Mulhern, RN, IMVH, Co-Chair
System Nursing Congress

Debbie Fulbrook, CNO, IFOH

J. Renee Harris, RN, IFMC

Donna Thomas, RN, Nurse Educator,
IMVH

Fadia Feghali, VP, Neuro and Shared
Governance leadership

Joy Riley, RN, IFMC

Gretchen Lacy, RN, Staffing Solutions

Katie Weber, RN, ILH

Diane Bond, RN, Clinical Director
As we entered the second year of the pandemic, it is no surprise that the American Nurses Association extended the Year of the Nurse and Midwife into 2021. The Inova nurses certainly rose to that challenge. Inova nurses were integrally involved in the Inova Vaccination Center’s launch, offering more than 550,000 COVID-19 vaccinations to our team members, members of the medical community and members of the community at large.

Early in the year, the Inova Nursing Shared Governance Task Force finalized its recommendations for the creation of a system structure grounded in our service line model that would highlight nurses’ efforts from the unit or department level across sites of care to the system. Shared governance became the vehicle by which our nurses continued to evolve their practice through collaboration and innovation. They established system subcouncils focused on Caring Science, interprofessional quality improvement, ambulatory care, service lines, implementation science, leadership through the clinical directors, professional development, and informatics and technology. They selected their leadership, as all the subcouncils are led by clinical nurses and the Inova Health System Nursing Congress is co-chaired by a clinical nurse, Sara Mulhern, BSN, RN, CMSRN. Innovations and improvements in care were recognized throughout the year, and some are highlighted in the annual report.

Inova nurses continue to pursue excellence as validated by the American Nurses Credentialing Center (ANCC) through the Magnet® Recognition Program, with Inova Mount Vernon Hospital submitting its documentation for designation in the fall of 2021 (approved by the Commission on Magnet in early 2022) and Inova Loudoun receiving its fourth designation in 2021. Inova nurses’ contributions to patient safety and quality continue to be recognized, as all Inova hospitals achieved Leapfrog Hospital Safety Grade “A” during the year.

As the pandemic evolved, Inova nurses’ recommendations did not stop with improvements to care. They also focused on workplace safety and were integrally involved in recommendations to highlight their contributions to wellbeing.

We would like to thank each of our 6,500+ nurses who come to our practice settings every day to make a difference. We are so grateful for your leadership and the impact you are making in the lives of our patients, their families, our community and each other.
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Inova Nursing at a Glance 2021

- **5** Hospitals
- **136** Primary and Specialty Care Practices
- **27** Community Clinics
- **14** Rehab Centers

- **19,928** Employees
- **1,952** beds

- **6,701** Registered Nurses
- **87.49%** BSN+ in 2021

- **$1,345,586** Raised for scholarships and continuing education programs hosted at Inova in 2021 through generous philanthropic support

- **$28,447** Raised by Inova nurses for community outreach and organizations like March of Dimes, American Heart Association and American Cancer Society

- **61** new RN3s
- **170** new RN4s

- **231** New ADVANCE promotions

- **919** Nurses participating in ADVANCE

- **52** Daisy Award Winners
- **42** Nursing Excellence Award Winners

- **201** New Nursing Degrees:
  - **147** New BSNs
  - **46** New MSNs
  - **10** New DNPs
  - **1** New PhD
  - **1** MSN-NE

- **145** Trained in Healing Touch
- **408** New Certifications
- **37.82%** with Specialty Certification
Inova Health System
Nursing Professional Practice Model

Human Caring Philosophy...

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

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

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

Optimal Outcomes

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

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

...Healthy Work Environment
Inova Nursing Strategic Plan 2021 – 2024

The nursing strategic plan was formally accepted at the first Inova Health System Nursing Congress meeting in March 2021. It contains six major arms of work:

1. **Enhanced caring environment (our people and culture, clinical enterprise)**
   - Applies to both team members and patients
   - Holistic care (integration of care imperatives)
     - Human connection
   - Workplace safety

2. **Professional development (our people and culture, clinical enterprise)**
   - Inclusive of leadership development
   - New RN roles and responsibilities
   - Career ladders
   - Professional practice model

3. **Continued evolution of our culture (our people and culture, clinical enterprise, our patients, clinical transformation)**
   - Magnet excellence
   - Shared governance
   - Service line integration

4. **Clinical nurse engagement and leadership (our people and culture, clinical enterprise, our patients, financial sustainability, Inova transformation)**
   - Top-of-license practice
   - Evidence-based practice implementation
   - Coordination of care across the continuum
     - Models of care
   - Clinical practice environment
     - Retention

5. **Efficiency (infrastructure – capabilities and tools)**
   - Technology enhancements
   - Reduction in documentation burden
   - Evidence-based practice implementation

6. **Community engagement (growth and network development)**
   - Volunteerism
   - Integration of partnerships in care models
   - Academic partnerships

As the system shared governance infrastructure evolved, nurses in shared governance developed charters to build out specific objectives for these six strategic directions.
2021 Inova Chief Nursing Officers and Service Line Nurse Leaders

Back row from left to right:
Patricia Lane, MBA, SCRN, FAAN
Vice President and Administrator
Neuroscience Service Line
Inova Fairfax Medical Campus

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

Paula R. Graling DNP, RN, CNOR, NEA-BC, FAAN
Vice President, Nursing, Inova
Surgery Service Line
Perioperative Services, Inova Fairfax Medical Campus

Fadia Feghali, RN, MS, NE-BC
Vice President, Nursing, Neuroscience Service Line
Inova Health System

Marla Booker, MSHCA, BSN, RN, NEA-BC
Vice President, Nursing, Women’s and Children’s Services
Inova Fair Oaks Hospital

Marissa Little, RNC, MSN, NE-BC
Vice President and Administrator
Women’s Service Line

Michelle Vassallo, MHA, RN, NE-BC, CNE
Vice President, Nursing Clinical Platforms
Inova Health System

Patricia Byrnes-Schmehl, MSN, RN
Chief Operating Officer, Inova Fairfax Medical Campus
SVP, Inova Health System

Francine Barr, DNP, RN
Chief Nursing Officer/ Vice President,
Nursing, Inova Heart and Vascular Institute
Inova Alexandria Hospital

Dina Dent, DNP, RN, NEA-BC
VP, Chief Nursing Officer
Inova Fairfax Medical Center

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

Not pictured:
Ashley Virts, MSN, RN, FNP
Vice President, Nursing for Children’s Service Line and Chief Nursing Officer, Inova Loudoun Hospital

Suzan Shibla, DNP, RN, FNP-BC
VP, Nursing, Primary Care Service Line
Chief Nursing Officer, Inova Physician Services

Marguerite Cunningham-Swietlik, DNP, NEA-BC, RN-BC, CPHIMS
VP, Chief Nursing Informatics Officer
Inova Health System
The Inova Health System Nursing Congress meeting is the forum within which recommendations from the care site councils are deliberated upon. Clinical policies and documents are presented and approved or deferred, and the system subcouncil findings are presented, discussed and finalized.

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

All the structures and processes of Inova’s shared governance model are informed by Inova Health System’s values: Patient Always, Our People, One Team, Integrity and Excellence.
Overview of “Opening Day” of Nursing Congress March 2021

Maureen Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC, Chair, welcomed all participants to this historic event. She shared thoughts and guiding principles to inform the conversations of the day. She also shared a TED Talk entitled How to Start a Movement by Derek Sivers.

Co-Chair Sara Mulhern, BSN, RN, CMSRN, shared her reasons for volunteering to be the co-chair. She noted the “infectious enthusiasm” associated with this work and the opportunity as a clinical nurse to “make things better.”

The participants enjoyed an educational overview of the new shared governance model and associated structures and processes as outlined in the draft bylaws.

Sara Mulhern, BSN, RN, CMSRN, led a discussion of the draft bylaws. She emphasized the importance of standardization across all sites of care in order to amplify the voice of the nurse in decision making at all levels. The bylaws were finalized.

Subcouncils met in breakout sessions. The groups’ work included participation in a “getting to know you” exercise; the identification and election of a chair, co-chair and recorder; and the beginning of discussion regarding the areas of focus as outlined in each council’s bylaws.
2021 Preparation, Education and Communication Summary

Education on the new model of shared governance proceeded in multiple sessions with a varied audience throughout spring 2021. Sessions advanced for all nurses, with special sessions held for nurse leaders, council facilitators and council leaders. As all sessions and meetings throughout the pandemic were on the communication platform Zoom, it was possible to record them all and place them on the intranet for all to review at any time.

The updated shared governance structure evolved rapidly. Each subcouncil and care site developed charters based on the nursing strategic plan. Members received education and initial use on the strategic management portal to track our charter work. Nursing Congress affirmed a policy approval process, and 43 policies were approved. Congress voted to use Microsoft Teams as our communication platform. The ADVANCE clinical ladder was incorporated into the professional development subcouncil. Nearly 20 requests for Epic system change were addressed. Congress supported development of an action request form (ARF) mechanism. The ARF quickly became a favored mechanism to get issues of concern voiced by any nurse to move forward. Various subcouncils reviewed more than 20 ARFs in 2021. Some examples of issues resolved include:

- Sending COVID-19 swabs through the pneumatic tube system
- Enabling clinical technicians to perform COVID-19 swabs
- Supporting the visibility of ADVANCE documents from home
- Including compassionate communication as part of our system’s care delivery system model

In addition, many improvements contributed to a healthy and thriving infrastructure as we learned and grew our new structure including:

- Standardized templates for all shared governance meeting needs (roster, agenda, minutes, charters)
- Held monthly meetings 10 times a year at minimum
- Combined unit-based councils with staff meetings
- Accepted professional practice leaders who are not Nursing Congress members as nonvoting attendees

Education – February to April 2021

**Shared Governance Educators**

Maureen Sintich
Martha Schneider

Kathy Russell-Babin
Fadia Feghali
Ambulatory Subcouncil
The work of the ambulatory subcouncil in its first year included education and conversation as member colleagues first got acquainted with nursing’s role in each of the practice areas of ambulatory clinics, emergency departments and care management. The group soon identified streamlining access to care for patients transitioning from hospital-based care to ambulatory sites as an issue that all members had in common. Learning about the system initiative to address this issue and determining ways members could provide input into that process as the initiative moves forward will continue into the coming year. The group also worked to socialize certification opportunities for ambulatory nurses and is collaborating with the professional development subcouncil in further outreach to the nurses. Opportunities for ambulatory nurses to be involved in volunteer opportunities throughout Inova’s service area and community was another priority area identified for the council. The group is now in the process of determining the best ways to communicate those opportunities for volunteering to our clinical team members.

Caring Design and Implementation Subcouncil
The caring design and implementation subcouncil has a synergistic relationship with the Inova Holistic Care Council. The subcouncil’s quest is to operationalize improvements in our commitment to Caring Science and promote compassionate care for both patients and team members. Among its accomplishments in 2021 were:

- Peer-to-peer support training for all council members
- An integrative care literature review
- Family visitation literature review and SBAR
- Addition of “compassionate connections” to Inova’s nursing care model
- Discussion group for Marymount interior design students regarding healthcare serenity rooms.
- IMVH shared governance presentation regarding “coffee shifts.”
- Preliminary plans for Caritas nurse program

The subcouncil adopted the guideline that all subcouncil members become CARE peer-to-peer support members. The group also oversaw the implementation of a Caritas research study completed at all Inova care sites.

Clinical Director Subcouncil
The clinical director subcouncil identified fundamental work to advance its agenda in 2021. This resulted in:

- Development of subcouncil charter, updated as necessary to reflect changes
- Development, distribution and review of a survey to system-wide clinical directors asking for feedback on needs to improve the clinical director work environment
- Engagement of clinical directors across the system

EBP Implementation Subcouncil
The EBP implementation subcouncil began in March 2021 with Donna Thomas, MSN, RN, Nurse Educator, Inova Mount Vernon Hospital as the Chair and Cameron Lew, MBA, RN, RN, Unit Supervisor, Inova Alexandria Hospital as the Co-Chair. Jon Messing, MSN, ACNP-BC, CCRN, TCRN, served as recorder.

The EBP implementation subcouncil is functions as a steering committee of Inova’s implementation science specialist program. In 2021, the subcouncil:

- Selected all implementation science specialist members from a comprehensive application process
- Received education on all components of training offered the ISS in 2021 by Dr. Amanda Bettencourt, national expert on implementation science at the University of Pennsylvania
- Used a priority grid evaluation process to select the topics for attention by the ISS after training
- Identified and approved overarching evaluation measures for the ISS program
- Began discussions with a system communications and marketing expert on how best to share the updates of this important work, emphasizing its connection to shared governance
The resulting teams and members of ISS for work in 2022 are:

<table>
<thead>
<tr>
<th>Neonatal Abstinence</th>
<th>ICU HAPI Prevention</th>
<th>Broset Scale</th>
<th>Discharge Teaching</th>
<th>Molar the Merrier</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jennifer McCaughey, PP, IFOH</td>
<td>Jennifer Fox, RRT, IFMC</td>
<td>John Lawrence, Coordinator, IMVH</td>
<td>Carol Swamidoss, PP, IFMC</td>
<td>Tatiana Semeniuk, Unit 28, IAH</td>
</tr>
<tr>
<td>Jaime Robinson, PP, ILH</td>
<td>Sarah Lemaster, MICU, IFMC</td>
<td>Leslie Hicks, BH, ILH</td>
<td>Tigist Mannaye, 5B, IMVH</td>
<td>Shova Mahat, Surg Tele, IFMC</td>
</tr>
<tr>
<td>Jessica Hampf, NICU, IFMC</td>
<td>Julie Gordon, ICU, IFOH</td>
<td>Christine Schaub, ER, IFOH</td>
<td>Masuda Nawabe, Peds Hem-Onc, IFMC</td>
<td>Shanta Subedi, Surg Tower South, IFMC</td>
</tr>
<tr>
<td>Margaret O’Toole, NICU, IFOH</td>
<td>Dejon Wright, MICU, ILH</td>
<td>Danielle Thompson, ED HealthPlex, IAH</td>
<td>Demeke Gisila, Unit 23, IAH</td>
<td>Katie Dugan, 26 Main, ILH</td>
</tr>
<tr>
<td>Jackie Wallis, NICU, IFMC</td>
<td>Katie Hurley, OR, IFMC</td>
<td>Sara Sousa, ER, IFMC</td>
<td>Michael Gorman, Navigator, IAH</td>
<td>Jennifer Drake, PP, IAH</td>
</tr>
<tr>
<td>Emily Rettig, FCC, IFMC</td>
<td>Robin Jackson, PP, IAH</td>
<td>Johanna Emory, ED HealthPlex, ILH</td>
<td>Christine Kenne, OP Infusion, ILH</td>
<td>Sarah Naputi, PP, IMVH</td>
</tr>
<tr>
<td>Rebecca Buffone, NICU, IFOH</td>
<td>Kim Winter, WOCN, IFOH</td>
<td>Kathy Russell-Babin, PP, ISO</td>
<td>Anne Marie O’Brien, NREBP, ISO</td>
<td>Mary Ann Friesen, NREBP, ISO</td>
</tr>
<tr>
<td>Historians</td>
<td>Patty Green, MSICU, IFMC</td>
<td>Historians</td>
<td>Erin Brand, PCU, ILH</td>
<td>Michelle Viars, 4C, IMVH</td>
</tr>
<tr>
<td>Jennifer McCaughey, PP, IFOH</td>
<td>Donna Thomas, PP, IMVH</td>
<td>Khushbu Patel, PACU, IFOH</td>
<td>Katie Healy, Peds Hem-Onc, IFMC</td>
<td>Historians</td>
</tr>
<tr>
<td>Renee Bloom, ICU-NN, IFOH</td>
<td>Historians</td>
<td>Hagar Osei, Psych, IMVH</td>
<td>Sharri Robinson, SD, IFMC</td>
<td>Daniel Mehan, CMC, IFMC</td>
</tr>
</tbody>
</table>

### Interdisciplinary Quality Improvement Subcouncil

The interdisciplinary quality improvement subcouncil strives to ensure effective nursing workflow development to produce quality outcomes. The subcouncil recruited a robust team of interdisciplinary team members including representatives from patient experience, library, quality, physician, APP and diverse nursing specialties.

Areas of work accomplished in 2021 included:

- Finalization and approval of the electrolyte replacement protocol in Epic and related nursing education plans
- Continuation of high risk medications and dual verification process assessment by multidisciplinary group
- Insight into the care of the dying patient
- Development of a QR code in collaboration with patient experience for patient education access

The interdisciplinary quality improvement subcouncil is now invited to participate in system-wide initiatives, for example, the creation of a new safety event tracing tool.

### Nursing Informatics and Technology Subcouncil

The nursing informatics and technology subcouncil evolved out of the group that completed requests for changes to the Epic clinical information system. Its scope is much broader than this, although that work continues. In 2021, the subcouncil:

- Reviewed 22 Epic-related requests, 18 of which were approved by the subcouncil
- Hosted featured presentations to the nursing informatics and technology subcouncil:
  - Baxter pumps
  - Omnicell upgrade
  - Versity/Rover
  - Microsoft Teams
  - Krames on FHIR® education platform

The subcouncil was instrumental in the testing and implementation of Microsoft Teams as a communication platform enterprise-wide.
Nursing Professional Development Subcouncil

Among the many targets of activity the nursing professional development subcouncil addresses are recognition events. The Certified Nurses Day event in March 2021 was a virtual celebration hosted by nursing leadership from around the system. Certified nurses were honored with a gift of the Florence Nightingale book, Notes on Nursing. Our nurse executives shared the Nightingale pledge across Inova on Zoom.

A subgroup planned a robust Nurses Week celebration in 2021. Professional practice leaders provided amazing support to an exciting week of celebration. The subcouncil distributed a follow-up survey after the event for feedback.

A contest to design an Inova Nurses Week t-shirt was the highlight for all. New graduate nurse Nhu “Mymy” Trinh, RNGF, Inova Fairfax Medical Campus, was the winner for designing this wonderful design.

This council is also responsible for reviewing efforts to continually improve our certification, BSN and ADVANCE achievements.

Certified Nursing Day Greetings

Celebrating Nurses Week 2021

To celebrate Nurses Week 2021, Inova’s System Nursing Shared Governance Congress created daily activities to bring our team members even closer together and have some fun. Each day has a special theme and planned activity. Please join us in recognizing your incredible contributions to Inova and our community.

Monday, May 10 | Stronger Together
Join fellow nurses to create a “Stronger Together” poster on your unit. Glue your traced handprint to a poster and write a quote next to it about what “stronger together” means to you.

Tuesday, May 11 | Inova Nurses Rock – Wear Your Nurses Week T-Shirt!
We know that Inova nurses rock! Today, wear your Nurses Week t-shirt while creating a uniquely painted rock in a common area. A contest will be held at the end of the day for the happiest, most innovative rock.

Wednesday, May 12 | Most Trusted
On this day, we focus on gratitude and reflect on the trust and respect we have for our team. There will be blessings of the hands by chaplains, either in person or via recording. Look for patient gratitude comments on care site video monitors and InovaNet.

Thursday, May 13 | We Are Not Heroes Alone
Caring for patients is a team effort. Join nursing colleagues in writing thank-you cards to team members in other disciplines, e.g., unit secretaries, EVS, registration, etc. Check out photos on our care site video monitors of the many teams at Inova that support us every day.

Friday, May 14 | Continued Growth
In order to care for patients, nurses are fully engaged in immediate needs of the moment. This means that looking to the future has never been more important, particularly during this past year. A Nurses Week 2021 token will be given to you as a reminder of the importance of continued growth in our lives.

There will also be an ANCC educational contact hour offered via Zoom 9:30 – 10:30 a.m. by Diane Swengros, MSN, RN. The course is titled Nursing Resilience and Self-Care. Participants must register for the course in HealthStream and complete a course evaluation in order to earn the contact hour. A recording will be available.

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Whether you can join your colleagues for one activity or several this week, we want to ensure you feel the gratitude that Inova has for our nurses.

Thank you for your incredible contributions to Inova’s mission in providing world-class healthcare – every time, every touch.
The subcouncil reviewed literature and created a roadmap with detailed strategies to reach Inova Health System’s and Care Sites’ BSN target (>80%) and certification target (1% increase over two years).

Additional targets of work include:

- **Career coach program**
  Enculturated career coaching program at each acute care site

- **ADVANCE**
  Welcomed ADVANCE care site chairs to the subcouncil; created workgroups for revision of the ADVANCE career ladder and plans for career progression pathway

- **Daisy/Peach Awards**
  Began work to standardize the process and make nominations more accessible

### System Service Line Subcouncil

The system service line subcouncil has a focus on creating psychologically safe spaces for sharing and growth.

It is partnering with the professional development subcouncil to:

- Create certification pathways
- Identify service-line-specific certifications

The specialty service line councils represented on the system service line subcouncil include:

- Behavioral health service line council
- Cancer service line council
- Clinical platforms service line council
- Heart and vascular service line council
- Medicine service line council
- Musculoskeletal service line council
- Neurosciences service line council
- Pediatrics service line council
- Primary care service line council
- Surgery service line council
- Women’s service line council
Inova Shared Governance Care Site and Care Site Subcouncils

The Inova care site councils now act with synchrony much more than in the past. Examples of approvals of action plans done by all care site councils in 2021 are:

- IV and oral electrolyte replacement protocol order set (first approval for new care site council)
- Reluctant turner/wound ostomy and continence nurse (WOCN)
- Hospital-acquired pressure injury reduction from respiratory devices
- Brid band retirement
- Reusable gowns
- Falls prevention toolkit, dangle stand walk
- Oxygen weaning protocol
- Central line dressing change algorithm
- Chaperoning patient exams

Ambulatory Care Site

2021 has been a challenging year, with staffing shortages and the continuation of the COVID-19 pandemic. Our nurses have continuously put our patients first, cared for our teams, and lived our mission, vision and values. We are the most trusted profession, and to say nurses are resilient is an understatement.

With more than 200 offices under the primary care service line, all our specialty offices and more than 500 ambulatory nurses, we continuously grow and care for our patients and communities. Ambulatory shared governance is celebrating its first year of work, and there are many team members serving on our committees.

There are hundreds of nurses and clinical staff who do amazing work every day, and we are only able to highlight a portion of these.

Suzan Shibla, DNP, RN, FNP-BC, VP and CNO of this division, noted, “I am humbled by the work our teams do every day, and I am honored to be the VP of nursing for the primary care service line and the CNO for physician services. To be able to work for and represent the hardest-working group of people I know is truly an honor. Thank you for the work that you have done all year, and I look forward to what our teams will accomplish in 2022!”

Members:

Renea Allen
Lauren Boyce
Leona Buah
Carla Chicas Marencos
Ashley Cottrell, MSN, BSN, RN-BC
Christi E. Davis, LPN
Ellen DiRico, RN
Christina Gottschalk, RN
Colleen Granter, RN
Melanie Hinkle, LPN
Yudith Kear
Lacretia Lalande
Kaye Leonard
Diane Martin
Phylis Miller, MS, RN, NPD-BC, FHCE
Cheryl Mountain
Debra Nelson
Anne-Marie O’Brien, PhD, RN, WHNP
Denise Odom, BSN, RN
Josely Parada
Carla Parker, MSN, RN
Melissa Parker-Combes
Carmelita Perez
Paru Piramanayagam
Martha Quetsch
Michelle Rogers, LPN
Ballah Salley
Becky Schrews, MSN, RN
Susan Segundo, LPN
Jenna Sheppard, LPN
Suzan Shibla, DNP, RN, FNP-BC
Hali Ware, LPN
Hazel Wilson
Ana Zelaya, LPN

Ambulatory Clinical Efficiency Improvement

The physician services clinical efficiency improvement committee is made up of providers and nursing team members from various service lines. In 2021, this committee diligently worked on several projects to improve clinical efficiencies, ensure clinical team members operated at the top of their certifications or licenses, support patient care, and enhance job satisfaction. Over the course of 2021, the committee initiated 7 protocols and updated or renewed 19 clinical protocols related to point-of-care testing, lab and imaging orders, vaccine administration, and prescription refills.

Ambulatory Care Site Council

In its inaugural year, the ambulatory care site council spent considerable time educating its members about the role of shared governance in nursing practice and how it can be used to facilitate the advancement of nursing in the ambulatory setting. The council has also started collaborating with the ambulatory nursing research and EBP council and helped to inform ambulatory nurses about the new ambulatory EBP fellows program. Opportunities for professional development within the ambulatory space have begun to be identified and have centered on developing clinical leadership within the ambulatory clinics, working to socialize the workplace violence system initiatives as resources for our ambulatory team members, and working toward the development of a first annual professional development day for ambulatory nursing in the future.

Members:

Renea Allen
Lauren Boyce
Leona Buah
Carla Chicas Marencos
Ashley Cottrell, MSN, BSN, RN-BC
Christi E. Davis, LPN
Ellen DiRico, RN
Christina Gottschalk, RN
Colleen Granter, RN
Melanie Hinkle, LPN
Yudith Kear
Lacretia Lalande
Kaye Leonard
Diane Martin
Phylis Miller, MS, RN, NPD-BC, FHCE
Cheryl Mountain
Debra Nelson
Anne-Marie O’Brien, PhD, RN, WHNP
Denise Odom, BSN, RN
Josely Parada
Carla Parker, MSN, RN
Melissa Parker-Combes
Carmelita Perez
Paru Piramanayagam
Martha Quetsch
Michelle Rogers, LPN
Ballah Salley
Becky Schrews, MSN, RN
Susan Segundo, LPN
Jenna Sheppard, LPN
Suzan Shibla, DNP, RN, FNP-BC
Hali Ware, LPN
Hazel Wilson
Ana Zelaya, LPN
Patient Experience
Our ambulatory services team members displayed great commitment and focus on improving our patients’ experience in 2021, and our patients recognized the effort. We measure a patient’s loyalty to their providers and care teams by assessing how they respond to the question: “How likely are you to recommend this practice to your friends and family?” Over the past 12 months, our patients’ response to this question improved by 27 percentile rank points (34th percentile to 61st percentile).

<table>
<thead>
<tr>
<th>Ambulatory Likelihood to Recommend</th>
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<tbody>
<tr>
<td>Percentile Rank</td>
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<tr>
<td>70%</td>
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<td>60%</td>
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<tr>
<td>Year</td>
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<tr>
<td>2020</td>
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<tr>
<td>2021</td>
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When studying why a patient would recommend us to a friend, we look at key drivers as important components of a patient’s overall care experience. In line with what we recognize as key drivers of ambulatory loyalty, we saw improvement in several areas as noted below:

- Most year-on-year improvement: “saw staff clean hands” increased by 32 (16th percentile to 48th percentile)
- Second highest improvement: “staff worked together” increased by 25 (36th percentile to 57th percentile)
- Third highest: “able to participate in care decisions” increased by 17 (79th percentile to 96th percentile)

Nursing Research and EBP
The first ever council on nursing research and EBP for ambulatory services was formed in 2021 under the guidance of Anne-Marie O’Brien, PhD, RN, WHNP; Carla Parker, MSN, RN; and Phyllis Miller, MS, RN, NPD-BC, FHCE. Securing and educating members was the council’s primary activity for 2021, along with setting the stage for the first ambulatory EBP fellow program in 2022.

Ambulatory Informatics
In 2021, Maggie Swietlik, DNP, NEA-BC, RN-BC, CPHIMS, Chief Nursing Informatics Officer, and Lauren Boyce, our Ambulatory Informatics Nurse Specialist, introduced an informatics nurse liaison program at Inova. The nurse liaison role enables bedside and clinic nurses to better understand the foundation of nursing informatics, an emerging specialty that integrates nursing science with multiple information and analytical sciences to identify, define, manage and communicate data, information, knowledge and wisdom in nursing practice.

Through this initiative, five ambulatory team members began to participate in this one-year commitment, which included monthly team meetings, continuing education hours, educational assignments and hands-on activities, all of which supported how the use of technology impacts clinical decision making, documentation efficiency, clinical quality and patient outcomes. Liaisons received knowledge and skills needed to support hospital and clinic-based peers as they navigate new technologies implemented across the system.

The RNs chosen to collaborate with and receive Inova’s informatics nurse liaison opportunity included Carmelita Perez, Kim Bowen, Rebekah Berkoff, BSN, RN, Ashley Cottrell, MSN, BSN, RN-BC, and Carla Parker, MSN, RN.

Team members supported several initiatives throughout the year. Some highlights included:

- Downtime audits
- MI/MU initiatives
- Smartphone and Epic Rover implementation
- Workflow application testing
- Rounding and technical support for patient photos in Epic
- Education of MyChart referral requisitions
Ambulatory Awards and Recognition

Professional Development

- Nursing Merits, Awards and Achievements
  - Meritorious Honor Award, US Embassy Amman – Rachel Ellis, BSN, RN
  - “Caught Ya Caring” Award – Jacqueline Hall, LPN
  - 2021 Nurses Week T-Shirt Design Winner – Mymy Trinh, BSN, RN
  - Community Health and Population-Focused Nursing Field Experience Excellence Award – Sonja Hall, BSN, RN
  - “Great Catch” Award – Jaqueline Lovo, BSN, RN
  - Nursing Excellence Award for Transformational Leadership – Marcela Torres Medina, RN

- Care Excellence Awards 2021
  Care Excellence Awards were an inaugural event in 2021. These awards were created to celebrate team members for what they do every day to demonstrate our values. The awards acknowledge the unique contributions to patient experience and outcomes made by our clinical technicians, emergency medical technicians and medical assistants. The awards recognized our values in action:

  Patient Always
  Our People
  Our Team
  Integrity
  Excellence

Some traits associated with these values are respect, compassion, diversity, commitment and courage. Each of the nominees exemplify these values and were selected by their peers because of the extraordinary care they provide their patients as well as their fellow team members. The welcome was given by Sam Jones, MD, Steven Jones, MD, was a guest speaker, Maureen Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC, Chief Nurse Executive, was the keynote speaker, and all Care Excellence Awards were presented by Suzan Shibla, DNP, RN, FNP-BC, CNO.

  - Natasha Nava
  - Jessica Dorsey, CMA
  - Melissa Jones
  - Sheryl Ramos
  - Adriana Peralta
  - Erica Manemann, BS

  [Photo of Suzie Shibla, DNP, RN, FNP-BC; Samuel Jones, MD; Maureen Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC]

Scholarships Awarded

- Jacqueline Woolridge, BSN, RN – Nursing Excellence Scholarship
- Annabelle Whitticar, BSN, RN, FNE – Lettie Pate Whitehead Foundation Scholarship

Certified Nurses

- Josely Parada, RN – certified medical interpreter
- Amy Brubaker, RNC – certified school nurse
- Roula Dandalides, DNP – FNP-C, CNL
- Zulma Weeks, BSN, RNC – inpatient OB-GYN certified
- Samantha Slydell, RN – CCRN, RN-BC, CCHP-RN
- Lindsey Stanton – RN, FNP-C
- Karin Bourdelais, BSN, RN – AMB-BC
- Sara Harsher, RN, BSN – CCM
- Andrea Cameron, RN, BSN – ACRN
- Ashleigh Daniel, FNP-C, MSN, RN – SANE-A, SANE-P
- Farideh Abbasi, RN, ANP – BC
- Caitlin Yerkes, MPH, RN, BSN – SANE-A, SANE-P
- Ariel Ward, BSN, RN – SANE-A, SANE-P
- Sabrina Neill, RN, MSN – FNP-BC
New Certifications

Certified Case Manager
Sara Harsher, BSN, RN, CCM

Certified Correctional Health Professional
Samantha Slydell, RN, CCRN, RN-BC, CCHP-RN

Crisis Prevention Intervention
Gloria Greenwalt, RN, CPI
Susan Segundo, RN, CPI

Family Nurse Practitioner
Ashleigh Daniel, FNP-C, MSN, RN, SANE-A, SANE-P

Sexual Assault Examiner – Adult
Annabelle Whitticar, BSN, RN, FNE, SANE-A, SANE-P

Sexual Assault Examiner – Pediatric
Annabelle Whitticar, BSN, RN, FNE, SANE-A, SANE-P

New Degrees

Bachelor of Science in Nursing
Sonja Hall, BSN, RN
Alexis Galluci, BSN, RN
Lisa Rice, BSN, RN

Doctorate of Nursing Practice
Roula Dandalides, DNP, FNP-C, CNL

Master of Science in Leadership and Management
Carla Parker, MSN, RN
Becky Schrews, MS, RN

New License

Nubia Medina – LPN
Shashikala Satyal – LPN

Abstracts Submitted

Lindsey Stanton, RN
Abstract submitted for mammogram quality improvement.

Presentations

Ariel Ward, BSN, RN, SANE-A, SANE-P; Caitlin Yerkes, MPH, BSN, RN, SANE-A, SANE-P
Marching into Madness...Are You Prepared to Deal with This? A Case Review of Complicated Forensic Cases [Podium]

Ariel Ward, BSN, RN, SANE-A, SANE-P; Caitlin Yerkes, MPH, BSN, RN, SANE-A, SANE-P
They Said What Now? Tips for Effective Triageing of the Sexual Assault Patient [Podium]

Caitlin Yerkes, MPH, BSN, RN, SANE-A, SANE-P
You Can’t Pour from an Empty Cup: Mitigating Burnout While Working in a Traumatic Environment [Podium]

Professional Organization Activities

Caitlin Yerkes, MPH, BSN, RN, SANE-A, SANE-P – International Association of Forensic Nurses – 2021 President
Ariel Ward, BSN, RN, SANE-A, SANE-P – International Association of Forensic Nurses, VA Chapter Board of Directors – member at-large

Nurses involved in their professional associations:
Farideh Abbasi, ANP, RN – Alliance of Nurses for Healthy Environments
Karín Bourdelais, BSN, RN, AMB-BC – American Nurses Organization, American Academy of Ambulatory Care Nursing
Ashleigh Daniel, FNP-C, MSN, RN, SANE-A, SANE-P – International Association of Forensic Nurses
Lisa Graber, BSN, RN – Virginia Nurses Association, American Nurses Organization
Monika Lemke, MSN, MPH, RN, CNL – International Association of Forensic Nurses

Katie Marcinek, BSN, RN, CPAN, FNE – International Association of Forensic Nurses
Dolorosa Sikipa, RN, ACRN – Association of Nurses in AIDS Care
Lindsey Stanton, RN – VA Council-Nurse Practitioners
Marcela Torres Medina, RN – American Academy of Ambulatory Care Nursing
Mar Tortajada BSN, RN, CDE – National Association of School Nurses, International Association of Forensic Nurses

Volunteer Activities

Farideh Abbasi, ANP, RN – Fairfax County Parks Recreation & Community Services – planting trees
Amy Brubaker, RNC – Virginia Department of Health – administering vaccines
Heidy Fisher, BSN, RN – Greater Prince William Medical Reserve Corps – administering COVID-19 vaccines
Sarah Freeman, RN – Virginia Medical Reserve Corps – administering vaccines
Juana Jofre, BSN, RN – Virginia Medical Reserve Corps – administering vaccines
Jaqueline Lovo, BSN, RN – George Mason University – administering COVID-19 vaccines
Katie Marcinek, BSN, RN, CPAN, FNE – Courage Closet – introductory speaker
Kellie McKinney BS, BSN, RN – Inova – vaccine administration for community members
Ayana Riccardo, BSN, RN – Partnership for Healthier Communities – kids food program prep
Lisa Rice, BSN, RN – Girl Scouts of America – first aid provider
Samantha Slydell, RN – Washington Regional Transplant Community – transplant ambassador
Mar Tortajada BSN, RN, CDE – Virginia Medical Reserve Corps – RN bilingual resource
Ariel Ward, BSN, RN, SANE-A, SANE-P – Inova – vaccination clinic for children
The updated Inova Alexandria Nursing Shared Governance Care Site Council first met on May 19, 2021. Once the subcouncils met and voted on their charters, the care site council created and approved its charter. One of the first decisions made by this council was the inclusion of a recruitment and retention subcouncil, which was unanimously approved.

The team began hearing reports and updates, but the council members quickly recognized that their time together needed to be a working meeting and not just a report-out meeting. The team worked on strategies to engage more teams in shared governance. A care site council volunteer role began, and stockings for Capital Caring Health hospice patients during the holidays was chosen a means for volunteering. Stockings were collected from all over IAH – 73 in total.

The team also coordinated voting for nursing excellence awards. They worked on recruitment and reviewed themes in nursing practice associated with issues of clinical determination. The year ended with plans for 2022 goals, a boot camp for new chairs and co-chairs, a kickoff party for shared governance, the National Database of Nursing Quality Indicators (NDNQI) RN satisfaction survey action planning based on results, and the subcouncil’s support for Magnet document preparation.

Nursing Research and EBP Subcouncil
IAH’s nursing research and EBP subcouncil participated in a quality improvement review with George Mason University evaluating and interviewing Black C-section patients. The active research study in 2021 was IRB Study U20-02-3915, Caritas: Nurses’ Perception of Caring in the Healthcare Environment. IAH completed its study: The impact of a leadership bundle on technology acceptance of remote visual monitoring for patient safety. IAH nurses also initiated studies on opioid use disorder perceptions, addressing social determinants of health and use of Healing Touch in post C-section patients.

Professional Development Subcouncil
IAH’s professional development subcouncil reorganized in June 2021. One of the subcouncil’s initial goals, after creating and voting on a charter, was to set hospital-wide RN certification and BSN goals for 2021. Since the subcouncil was still in its infancy, a concerted effort to engage members from unit-based councils was made, and attendance started to increase as the year went on.

Perhaps the biggest accomplishment of the professional development subcouncil was the first-ever IAH Professional Development Fair. Previously, IAH’s clinical ladder group, the
The team worked on strategies to engage more teams in shared governance.

ADVANCE committee, held two open houses per year. This was transformed into the IAH Professional Development Fair, where team members could attend and find out more information about a variety of professional development topics. Stations covered topics such as certification, education reimbursement and scholarships and ADVANCE. Laptops were available for team members to find other resources on HealthStream, InovaNet and Oracle. The subcouncil finished the year in November with voting on Daisy nominations for quarterly recognition.

Night Shift Subcouncil
The night shift subcouncil worked on several areas this past year including:

- Improving engagement by the night shift team and formalizing commitment by leaders to be present on night shift
- Examining a standard format for reporting out on quality and patient experience
- Advancing care imperatives and impact on nursing practice and patient outcomes on nightshift
- Reviewing NDNQI results and understanding in a shared governance forum specifically for night shift

IAH Awards and Recognition

Daisy Awards
Rhiannon Armstrong, BSN, RN
Tinesrit Ahmed, RN
Mary Jane Basillo, BSN, RN
Michael Davis, BSN, RN
Henry Gapas, BSN, RN
Gabriel Jooris, BSN, RN
Roberta Meenderink, BSN, RN
Jee Min Yoo, BSN, RN
McKenzie Murray, BSN, RN
Thao Nguyen, BSN, RN, CRRN
Kadijatu Sessay, BSN, RN
Naomi Smith, BSN, RN

Nursing Excellence Awards
Demek Gisila, BSN, RN, CMSRN – Preceptor Award
Nataliya Desmond, BSN, BM, RN – Transformational Leadership
Maddie Haight, BSN, RNC-EFM – New Knowledge, Innovations and Improvements
Brittany Swearingen, BSN, RN, CMSRN – Exemplary Professional Practice
Jennifer Drake, DNP, RN, NP-BC, ONC, Caritas Coach – Structural Empowerment
Alison Pinch Eastridge, BSN, RN-BC, SCRN – Structural Empowerment
Cameron Lew, BSN, CEN, RN – Rising Star

Proactive Rounding Team – Team Collaboration
Jeremy Graf, MD, FACEP; Zachary Wotherspoon, DNP, APRN, FNP-BC, RN, CPEN; Robin Jackson, MSN, RN, CCNS, NP-BC, CCRN, BC, CHTP; Gretchen Teel, MA, BSN, RN, PCCN, NP-BC; Ahmad Clemmons, BSN, RN; and Haley Sapko, BSN, RN

Daisy Awards: Francine Barr, DNP, RN; Sylvie Kakam, BSN, RN; Maddie Haight BSN, RNC

Daisy Awards: Francine Barr, DNP, RN; Merebeth Richins, BSN, RN; Maddie Haight, BSN, RNC

Nursing Excellence Awards: Francine Barr, DNP, RN; Sylvie Kakam, BSN, RN; Maureen Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC, Chief Nursing Executive; Maddie Haight, BSN, RNC
Nursing Excellence Awards: Francine Barr, DNP, RN; Maddie Haight BSN, RNC; Maureen Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC; Rina Bansal, MD, MBA

Nursing Excellence Awards: Francine Barr, DNP, RN; Jennifer Drake, DNP, RN, NPD-BC, ONC, Caritas Coach; Meaza Senbebe, BSN RN, CMSRN; Maureen Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC; Rina Bansal, MD, MBA

Nursing Excellence Awards: Francine Barr, DNP, RN; Demeke Gisila, BSN, RN, CMSRN, RN3; Sunita Kumari, BSN, RN; Maureen Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC; Rina Bansal, MD, MBA

Nursing Excellence Awards Team Award Winners: Ahmad Clemmons, BSN, RN; Zachary Wotherspoon, DNP, APRN, FNP-BC, RN, CPEN; Robin Jackson, MSN, RN, CCNS, NPD-BC, CCRN, RN-BC, CHTP; Francine Barr, DNP, RN; Haley Sapko, BSN, RN; Gretchen Teel, MA, BSN, RN, PCCN, NPD-BC; Maureen Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC; Rina Bansal, MD, MBA; Jeremy Graf, MD, FACEP (not pictured)

Nursing Excellence Awards: Ray Suglo; Alicia Brantley, BSN, RN; Demeke Gisila, BSN, RN, CMSRN
IAH welcomed three cohorts of new graduate nurses into our nurse residency program. Cohorts that began in 2020 graduated in 2021. IAH had a total of 58 residents graduate from the nurse residency program in 2021. IAH and IMVH share a curriculum map of seminars as well as learning outcomes for each nurse residency seminar.

The clinical mentor teams from both care sites held a planning retreat in June of 2021 to evaluate the purpose, develop learning outcomes and map each seminar to an organizational goal. The two teams made significant changes to the curriculum map as well as the seminars’ purpose and learning outcomes. The teams were so pleased with the outcomes of the day that they decided to make this an annual event.

**Awards Received**

**Inova Advanced Practice Provider of the Year**
Didem Turkser, MSN, FNP-BC

**Inova Alexandria Nurse of the Year 2021, ANA Nurse Planner**
Jennifer Byerly, MSN, RN, CEN, CPI Certified Instructor

**The Speck Award for Excellence in Women’s and Children’s Nursing**
Sacha Han, BSN, RN, RNC-OB, C-EFM

**New Degrees**

**Bachelor of Science in Nursing**
Clement Adusei, BSN, RN
Joshua Haas, BSN, RN
Isatu Kolta, BSN, RN
Henrietta Lampkey, RN, BSN, CFPN
Leah Ramirez, BSN, RN

**Master of Science in Nursing**
Robin Jones, MSN, RN, ACM
Dinesh Lama, MSN, RN
Aisha Sesay, MSN, RN
Heidi Wu, MSN, RN

**New Certifications**

**Care of the Extremely Low Birth Weight Neonate Subspecialty Certification**
Jenna Dukes, BSN, RN, ELBW
Katie Merendino, BSN, RN, ELBW

**Certified Ambulatory Perianesthesia Nurse**
Chichi Chittasingh, BSN, RN, CAPA
Certified Foundational Perioperative Nurse
Christopher Chira, BS, ADN, RN, CFPN
Henrietta Lampkey, BSN, RN, CFPN

**Certified Medical-Surgical Registered Nurse**
Haja Kamara, BSN, RN, CMSRN
Afeeza Santamaria, BSN, RN, CMSRN
Meaza Senbet, BSN, RN, CMSRN

**Certified Post Anesthesia Nurse**
Tigist Birke, RN, CPAN

**Certified Nurse Operating Room**
Anteneh Birhanu, RN, CNOR
Jason Solomon, BSN, RN, CNOR

**Crisis Prevention Institute Certified Instructor**
Jennifer Byerly, MSN, RN, CEN, CPI Certified Instructor

**Critical Care Registered Nurse**
Ndidi Ihezue, BSN, RN, CCRN
Hiwot Zegene, BSN, RN, CCRN

**Electronic Fetal Monitoring**
Monica Cabrerra, MSN, RN, RNC-LNN, C-EFM
Marietta Cacace, BSN, RN, RNC-OB, C-EFM
Sacha Han, BSN, RN, RNC-OB, C-EFM
Michelle Shaffer, BSN, RN, C-EFM

**Family Nurse Practitioner**
Aaiza Abbas, MSN, RN, RNC
Dinesh Lama, MSN, FNP

**Medical-Surgical Nursing – Board Certified**
Keylin Mejia-Arevalo, BSN, RN, MEDSURG-BC

**Progressive Care Nursing (Adult)**
Gretchen Teel, MA, BSN, RN, PCCN, NPD-BC

**Scholarship Awards**
Haymanot Amogne, BSN, RN – Twig Nursing Scholarship
Kenneth Daniel, MSN, BS, RN – Inova Nursing Excellence Scholarship
New ADVANCE

Registered Nurse 3
Ama Acheampong, BSN, RN, CMSRN
Paula Jabbour, BSN, RN, EFM
Jasmine James, BSN, RN, CMSRN
Jennifer Peternelj, BSN, RN, EFM

Registered Nurse 4
Regan Cavaliere, BSN, RN, CEN, CPEN
Ndidi Ihezue, BSN, RN, CCRN
Kathryn O’Leary, BSN, RN, CEN
Veronica Saucedo-Biaga, BSN, RN-C-NIC
Tatiana Semeniuk, BSN, RN
Morgan Tress, BSN, RN, CNOR
Neramla Vasu Diven, BSN, RN, CMSRN

Jennifer Drake, DNP, RN, NPD-BC, ONC, Caritas Coach – Watson Caring Science Institute: Caring Science, Mindful Practice (massive open online course) – faculty
Lisa Hawksworth, MSN, RN, NEA-BC – Sigma Theta Tau – President-Elect, Epsilon Zeta Chapter, George Mason University
Leah Ramirez, BSN, RN – Association of periOperative Registered Nurses: Taught Training for Graduated Peri-OP 101
Karen Sachse, MSN, RN – Oncology Nursing Society – member of academy of oncology nurse and patient navigators
Jane M Uperti, BSN, RN, CNOR – Association of Perioperative Registered Nurses, AORN Congress Member

Volunteer Activities

Belinda Butler, MSN, RN, CNOR – New Hope Church – monthly medical lead for services and special events
Danilo Flores, RN, BSN – Virginia Hospital Medical Brigades – OR circulate and scrub
Felicia Pollard, AAS, MSN, RN, CNOR – Military – administering free vaccines
Karen Sachse, RN, MSN – Bladder Cancer Advocacy Network – protocol reviewer, patient advocate for bladder cancer clinical trial
Rachel Simons, BSN, RN – St. Andrew Catholic Church – educator
Gretchen Teel, MA, BSN, RN, PCCN, NPD-BC – Capital Caring Health – organizing stocking donation for hospice patients

Professional Organization Activities

Belinda Butler, MSN, RN, CNOR – Association of periOperative Registered Nurses – AORN NOVA Chapter, Recording Secretary
Christopher Chira, BS, ADN, RN, CFPN – Competency & Credentialing Institute Emerging Professionals Advisory Committee member, Certified Foundational Perioperative Nurse (CFPN) certification exam question reviewer, developer of marketing strategies for new CFPN certification
Jennifer Drake, DNP, RN, NPD-BC, ONC, Caritas Coach – International Association of Human Caring Education Committee – conference abstract reviewer
Jennifer Drake, DNP, RN, NPD-BC, ONC, Caritas Coach – National Association of Orthopaedic Nurses – review course author, review course educator
Jennifer Drake, DNP, RN, NPD-BC, ONC, Caritas Coach – Watson Caring Science Institute: Caritas Healing Connections (monthly free virtual program; online professional development resource for nurses and caregivers) – convener and co-facilitator

Celebrating Nurses Week 2021: Kate Theissen, BSN, RN, CEN, NE-BC, CPHQ; Justina Barclay, BSN, RN, ONC; Patricia DeStefano, BSN, RN, Jennifer Drake DNP, RN, NPD-BC, ONC, Caritas Coach
IFMC’s care site council welcomed 177 team members representing 63 departments in 2021. Acting as conduit between unit-based councils and system councils, IFMC’s care site council supports many programs and initiatives including compassion carts, wellbeing rounding, resilience training, Nurses Week, Nursing Excellence Award selections and Magnet champions. Chaired by Theresa Magnotti, BSN, RN, PCCN, and co-chaired by Katie Healy BSN, RN, the council supported the restructuring of shared governance at the care site and unit levels in 2021.

IFMC’s care site council’s 2021 accomplishments included:
- Compassion carts, resilience training, wellbeing rounding
- Nurses Week support
- Nursing Excellence Awards selections
- Monthly Daisy Award selections
- Magnet champions
- Night shift council launch
- Quarterly Epic updates to units
- Invitation of clinical directors care site council to facilitate collaboration
- Implementation of new structures and processes for shared governance
- Invitation to all care site nurse leaders to review the care site council’s charter template
- Implementation of unit-based council/staff meeting combination with standardization of subcouncils: clinical excellence and patient experience, professional development, scheduling, and recruitment and retention
- Open forum/Q&A session with senior leadership
- Post-traumatic growth exercise with Kathy Helak, MSN, BSN, RN, FACHE, CPPS

IFMC’s care site council welcomed 177 team members representing 63 departments in 2021.
Clinical Excellence and Patient Experience Subcouncil

IFMC’s clinical excellence and patient experience subcouncil collaborates interprofessionally to evaluate patient safety and experience and improve practice. The subcouncil is a repository for sharing among nursing, infection prevention, informatics, patient experience, falls committee and workplace violence. The subcouncil also reviewed system-level policies, provided input and continued the NDNQI Superstar Performance Award for the second year.

Key activities were:
- Collaboration with infection prevention and informatics
- Patient experience improvement
- Falls committee collaboration
- New member education about NDNQI
- Focus on workplace violence
- Review of system policies
- NDNQI Superstar Performance Award continuation, increasing awareness of NDNQI data and celebrating our nursing clinical excellence

Nursing Research and EBP Subcouncil

The nursing research and EBP subcouncil serves as the body to assist and oversee nursing research studies and EBP projects at IFMC. The subcouncil is integrated with system efforts to collaborate on system-wide research studies and EBP projects. The subcouncil is chaired by Sara Sousa MSN, RN, CEN, and co-chaired by Maria Rafalco, BNS, RN, BA.

- The advisor of the IFMC nursing research and EBP subcouncil attends the Inova Health System Nursing Research and EBP Council. The Chair of the nursing research and EBP subcouncil attends the system-wide nursing research and EBP council.
- The nursing research and EBP subcouncil set a goal that 80% of nursing research and EBP council members of the subcouncil would complete human subjects research protection training by April 2021. They successfully met this goal.
- The subcouncil guided and oversaw the research and EBP projects located at IFMC for the system.
Research Studies

1. IRB Study: U20-02-3915: Caritas: Nurses’ Perception of Caring in the Healthcare Environment. Rationale: This study seeks to explore nurses’ perception of caring within their work environment to better inform the activities of the Inova Holistic Care Council. Objectives: To assess nurses’ perception of self-care and feeling cared for by coworkers and leaders as measured by: (1) Watson Caritas Self-Rating Score; (2) Watson Caritas Coworkers Score; (3) Watson Caritas Leader Score. Principal Investigator (system): Terry Davis, PhD, RN, FAAN. IFMC Principal Investigator: Carol Swamidoss Douglas, PhD, MPH, RNC-MNN. May 2021 – 1,300 registered nurses participated in the Caritas survey across the system.

2. 16-2374: Infant-Driven Feeding: Success in the NICU and Beyond. Renee Bloom, BSN, RNC-LRN, RNC-NIC; Jennifer McCaughey, MSN, BS, RNC-MNN, CCE; Alan Silk, MD; Stephen Spurr, MD; Jennifer Callahan, BSN, MA, RNC-LRN; Jeanne Hargrave, MSN, RNC-NIC; Remy Ann Jornales, BSN, BA; Jeanne Hargrave, MSN, RNC-NIC; DeAnna Woodyard, MSOT; Tara Jones, BSN, RN; Mary Ann Friesen, PhD, RN, CPHQ.

3. U21-02-4378: Engaging Emergency Department Nurses in Strategies to Address Social Determinants of Health. Elyssa Wood, PhD, MPH, RN, FAEN; John Lawrence, BSN, RN, TCRN; Carol Swamidoss Douglas, PhD, MPH, RNC-MNN; Zach Wotherspoon, DNP, APRN, FNP-BC, RN, CEN, CPEN.

4. U20-11-4312: Effects of Healing Touch on Pain and Anxiety in Women after Cesarean Delivery. Jaimie Robinson, MSN, RNC-OB, C-EMF; Theresa M. Davis, PhD, RN, NE-BC, FAAN; Maribeth Crooks, BSN, RN, RNC; Linda Dwyer, BSN, RN, IBCLC; Debra Stanger, MSN, RN, NEA-BC; Amanda Golino, MSN, RN-BC, CCRCN, CCNS; Mary Ann Friesen, PhD, RN, CPHQ; Susan B. Smith, PhD, RN; Cindy Andrefiasich, MSN, RNC, NE-BC; Tracy Cross, BSN, RN, IBCLC, RLC; Rene Camp, MSN, RNC-OB; Marie Tolleiver, BSN, RNC-OB; IFMC Principal Investigator: Collen Radich, BSN, RN; IFMC Co-Principal Investigator: Carol Swamidoss Douglas, PhD, MPH, RNC-MNN.
Professional Development Subcouncil

The professional development subcouncil supports programs that focus on education, development and celebration of nursing. The subcouncil was instrumental in increasing access to and providing input to professional development and recognition events hosted by the system and community. The subcouncil is instrumental in promoting information flow by communicating bidirectionally to team members and to the system. In 2021, the subcouncil created multiple tip sheets and job aides to assist staff in utilizing resources for growth and development. The subcouncil also selects Daisy and Peach winners from blinded nominations each month.

IFMC’s professional development subcouncil tracks ADVANCE participation and addressed the following in 2021:

- Charter review and completion
- BSN and certification plan review and completion
- Continuing education assessment review
- Communication and collaboration on the following:
  - Career coach updates and flyer creation
  - Achievers – High Fives flyer creation
  - Daisy and Peach nomination form refill process and how to access
  - New Daisy Awards selection
  - Nurses Week celebration feedback
  - Peer feedback podcast
  - Virginia Nurses Association conference
  - Library services presentation on Canvas
  - Burnout TED Talk
  - Asian and Pacific Islander Heritage Month virtual panel discussion
  - ADVANCE information PowerPoint
  - Circulation of tools and forms: Peach, Daisy, certification, toolkits
- Escalation
  - Peer feedback – escalation
  - Multilanguage Daisy forms
- System
  - Certification pamphlet
  - Escalation of tip sheets and tools: ARF tip sheet, achievers – High Fives, career coach, certification flyer, education and certification reimbursement guide and tip sheet
- ARFs
  - Parking
  - ADVANCE Inova webpage update
  - ADVANCE RN4
- Changes
  - Integration of new members from communication and informatics subcommittee
  - System-level shared governance representation
  - ADVANCE leadership change
  - Daisy and Peach selection
  - Collateral creation and edits
    - Certification pamphlet edit
    - Preceptor/charge my time tip sheet creation
    - ADVANCE tip sheet update
    - Certification and education reimbursement tip sheet and guide update
    - ARF tip sheet
    - Tip sheet on copying content in Canvas
  - Peer interview process
Night Shift Council

IFMC’s night shift council is focused on supporting nurses providing patient care on the night shift and improving the practice environment for night shifters. In 2021, the night shift council elected dedicated leadership, increased membership and developed governing documents to unify purpose. The night shift council provides a forum for team members to address and escalate concerns unique to the night shift.

The night shift council established its charter and identified its primary purpose: to support the provision of patient care on the night shift and to improve the practice environment for nurses.

They defined their objectives as:

- Identify and collaboratively address patient care issues
- Assure practices are evidence based
- Assume responsibility for reviewing all ARFs pertaining to the night shift

The night shift council elected Chair Ryan O’Hara, BSN, RN, CCRN.

IFMC Awards and Recognition

Daisy Awards
Meghan Avila, BSN, RN
Sarah Bergeron, BSN, RN, RNC-OB
Annie Bowman, BSN, RN
Christina Bualski, BSN, RN
Ellie Davis, BSN, RN, PCCN
Laurie Douthwaite, BSN, RN, CPON, PED-BC
Carlos Estrella, BSN, RN
Stacie Koehle, MSN, RN
Reema Sarsour, BSN, RN
An Tussing, BSN, RN
Julia Valentin, BSN, RN, OCN
Rebecca Waddell, RN, OCN
Daisy Award: Sharri Robinson, MSN RN RN-BC; Elle Davis, BSN, RN, PCCN; Stephanie Hancock, BSN, RN, PCCN

**Daisy Award: Carlos Estrella RN, BSN, SCRN**

**Nursing Excellence Awards**
- **Rebecca Adye**, BSN, RN, CPEN – Structural Empowerment
- **Rashmi Balkaran**, BSN, RN – Structural Empowerment
- **Jackie DiSalvo**, BSN, RN, CEN, TCRN – New Knowledge, Innovations and Improvements
- **Lisa Hughes**, BSN, RN, CCRN – Transformational Leadership
- **Megan Iaconelli**, BSN, RN, CPN – Preceptor Award
- **Arielle Lewis**, BSN, RN – Rising Star
- **Elizabeth Montgomery**, BSN, RN, CCRN – Exemplary Professional Practice
- **Nora Raher**, BSN, RN, CCRN – New Knowledge and Innovation
- Pediatric Medical-Surgical Unit – Team Collaboration

**Inova EBP Nurse Fellows Program 2021**

This endeavor incorporates a system focus and promotes IFMC’s nurses to be fully engaged with other Inova institutions.

**Team 1:** Inpatient Stroke Alert Quality Improvement: “What to tell?” and “What to do?” – Keiko Kuykendall, DNP, AGPCNP-BC, GS-C, SCRN

**Team 2:** Impact of STS (Skin to Skin) on Newborn Hypoglycemia Rates – Brittany Motter, BSN, RN

**Team 3:** Small Education, Big Picture – Donna Thomas, MSN, RN, CCRN and John Lawrence, BSN, RN

**Team 4:** Strategies to Address Perceptions of Opioid Use Disorder among Staff – Lindsey Schoem, MSN, RN and Kylie Yearwood, PhD, RN

**Vizient Nurse Residency Numbers**

![Bar chart showing Vizient Nurse Residency Numbers for Cohorts 10, 11, and 12]
Awards Received

Ribbon in Clinical Improvement/Innovation category (top 10% of posters in this category) at Association of periOperative Registered Nurses Global Surgical Conference and Expo for Poster “The Bloody Good Show: Improving Obstetrical Hemorrhage Outcomes”
Colleen Radich, MSN, RN, CNOR, RNC-OB

2021 Neuroscience Nurse of the Quarter
Jackie Wavelet, MSN, RN, CNE

OR Manager 2021 Emerging Leader of the Year
Patrel Nobles, MSN, RN, NE-BC, CNOR

Honorable Mention for Excellence in Patient Experience by an Association of periOperative Registered Nurses-Affiliated Outpatient Surgery Magazine PSB, PreOP, OR, PACU

Association of periOperative Registered Nurses Go Clear Gold Award for Surgical Smoke Evacuation
Tower OR

Employee of the Month, Woodburn Surgery Center
Molly Coppinger, MSN, BSN, RN

Inova Zelda Nursing Legend Award
Brandy Celnicker, RN

Inova is a national leader in surgical excellence, patient experience, quality and safety. We are thrilled to share that all Inova hospitals received the Association of Perioperative Registered Nurses Go Clear Award™. This recognition is given to hospitals that go above and beyond – implementing comprehensive education, testing and technology – to ensure the best air quality and environment for surgical patients and team members. It is a testament to our team’s allegiance to deliver world-class healthcare. Congratulations to all!
“CCI [Competency & Credentialing Institute] developed the TrueNorth Award in 2013 to recognize facilities that use certification as a ‘true north’ to guide their perioperative nurses to be models of competent practice, advocates for patient safety excellence, and lifelong learners. Specialty nursing certification validates a nurse’s knowledge, skills, and abilities in a defined role and clinical area of practice. Nurses who pursue certification, and the organizations that support and encourage them, demonstrate a commitment to exceptional patient safety and a mastery of current standards in their field of practice. To be considered for this high award of merit, facilities must submit an application detailing how their organization recognizes and rewards nurses who earn their certification, and the impact certification has on patients and staff. Applicants must also include letters of endorsement to support the efforts of their facility.”1

Presentations

Colleen Radich, MSN, RN, CNOR, RNC-OB
The Bloody Good Show: Improving Obstetrical Hemorrhage Outcomes [Poster]  
AORN Global Surgical Conference and Expo. Virtual, Aug. 7 – 10, 2021

Anna Herbst, MSN, RN, NEA-BC, NPD, GERO-BC; acknowledgements: Rebecca Petros, BSN, RN; Ciara Cluck, BSN RN
Building an Evidence-Based Preceptor Support Program for Newer Nurse Preceptors. [Poster]
Association of Nursing Professional Development Annual Convention: Aspire to Inclusivity Convention. Virtual, Aug. 3 – 6, 2021

Patricia Achama, BSN, RN; Leslie Hicks, BSN, RN; Hagar Osei, BSN, RN; Diane Swengros, MSN, RN, BC-NPD, CHTP/I
Bundling Up for Safety: Implementing a Workplace Violence Prevention Bundle on Inpatient Psychiatric Units. [Poster]
Sigma Theta Tau 46th Biennial Convention. Virtual, Nov. 6 – 10, 2021

Carrie Friedman, BSN, RN, OCN; Rebecca DiPatri, BSN, RN, OCN; Christine Stone, MSN, RN, OCN
Cancer Does Not Stop for COVID-19 and Neither Do We: The Rapid Transition to Our “New Normal” [Podium]
46th Annual Oncology Nursing Society Congress. Pittsburgh, PA, April 20, 2021

Anna Herbst, MSN, RN, NEA-BC, NPD, GERO-BC
Developing Preceptors to Support One Year RN Graduate Retention [Poster]
Association for Nurses in Professional Development Annual Conference: Aspire to Inclusivity. Virtual, Aug. 3 – 6, 2021

Abigail Ballard, BSN, RN, CCRN; Nora Raher, BSN, RN, CCRN; Christine Banfield, BSN, RN, SANE-A, SANE-P; Mary Clouse, BSN, RN; Sarah Nahire, BSN, RN; Sanel van Wyk-Pierre, BSN, RN; Jessica Wepee, RN; Emily Snoad, BSN, RN, CCRN; Patrick Bradley, MSN, RN, CCRN
From Screening to Weaning: Implementing Evidence-Based Protocols for Pain and Sedation Management in the ICU [Podium] [Poster]
Inova Nursing Research and EBP Symposium. Virtual, Oct. 28, 2021

1 CCI https://blog.cc-institute.org/blog/topic/truenorth#:~:text=CCI%20developed%20the%20TrueNorth%20Award,safety%20excellence%20and%20lifelong%20learners.
Allison Walters, BSN, RN, CDCES; Jennifer Drake, DNP, RN, NPD-BC, ONC, Caritas Coach; Joanna Ahn, BSN, RN; Marc Bailey, BSN, MSHA; Michael Blewett, Alicia Brantley, BSN, RN; Melinda Byrns, MS, MLS; Katie Dugan, BSN, RN, PMGT-BC; Enkjhargal Gendenjamsri, BSN, MHA, RN, CMSRN; Ramanpreet Kaur, BSc, RN, RN-BC; Ndeye Keita, BSN, RN; Edgardo Macabulos, Jr., BSN, RN; Bernice D. Mowery, PhD, RN; Jaqueline Perez, MPH; Sarah Naputi, MSN-N, RN, CRNP, MEDSURG-SC; Grace Sesay, BSN, RN, MEDSURG-SC; Lalni Sharma, BSN, RN, CMSRN

Home Sweet Home: Improving Diabetes Discharge Education [Podium]
Association of Diabetes Care and Education Specialists. Virtual, Aug. 12 – 15, 2021

Patricia Achama, BSN, RN; Leslie Hicks, BSN, RN; Hagar Osei, BSN, RN
Implementing a Workplace Violence Prevention Bundle on Inpatient Psychiatric Units. [Podium]

Rebecca DiPatri, BSN, RN, OCN; Carrie Friedman, BSN, RN, OCN; Christine Stone, MSN, RN, OCN
Not Your Average Data Collection: Measuring Metrics and Enhancing the Role of the Oncology Nurse Navigator [Podium]
46th Annual Oncology Nursing Society Congress. Pittsburgh, PA, April 20, 2021

Anna Herbst, MSN, RN, NEA-BC, NPD, GERI-BC; Carol Swamidoss Douglas, PhD, MPH, RNC-MNN
NRP Breakout Power Session: Raising a New Generation of Evidence-Based Practice Nurses [Podium]
Vizient Clinical Workforce and Nurse Residency Program. Virtual, Sept. 8 – 10, 2021

Anna Newcomb, PhD, MSW, LCSW; Emily Jones, MSN, RN-BC, CNOR; Chang Liu, PhD; Elena Lita; Chris McCormick, BSN, RN; Charles Grove, MSN, CCRN; Darcy Allen, BSN, RN, BSN
Patient-centered communication for trauma nurses and clinical technicians: Testing a simulation-based curriculum. [Poster]
Accepted for TraumaCon 2021. Virtual, March 26 – 27, 2021; Society of Trauma Nurses. Virtual, April 2021

Emily A. DeMarco, MSN, RN, NPD-BC, CCRN; Gina Tocio, MSN, RN, CPEN
Perceptions of Caring for the Dying Child [Podium]

Association of Nursing Professional Development Annual Convention: Aspire to Inclusivity Convention. Virtual, Aug. 3 – 6, 2021

Carol Swamidoss Douglas, PhD, MPH, RNC-MNN: acknowledgements: Rosa Rousseau MSN Ed, RNC-NIC, NPT; Ronald Gillis, BS, RW; Rosemary Lopez Yanes, BA; Lolita Ramsey, PhD, RN, CCRCR; Jennifer Truax, MSN, FNP-BC; Marjorie L. McLaughlin, BSN, RN, RNC-LRN; Bridget M. Dunn, MSN, RN, RNC-OB, C-EMF; Erin Reynolds, BSN, RN, CCRN; Elisabeth “Liz” Price, BSN, RN, CCRN; Jennifer Aguilar, RN; Aya Sarsour, BSN, RN, CCRN; Matthew Pavlecka, BSN, RN; G. Larry Maxwell, MD, FACOG, COL (ret) U.S. Army; Alfred Khoury, MD; Kasarabada, A, MD
Prone Positioning of Hypoxemic Pregnant Patients: A Collaborative EBP Screen-Based Simulation Education Course. [Podium]
Association of Nursing Professional Development Annual Convention: Aspire to Inclusivity Convention. Virtual, Aug. 3 – 6, 2021

Rebecca DiPatri, BSN, RN, OCN; Lauren Broschak, MSW, LCSW, OSW-C; Jennifer Bires, MSW, LCSW, OSW-C
Sexual Health and Intimacy in the Context of Cancer and COVID-19 [Poster]
46th Annual Oncology Nursing Society Congress. Pittsburgh, PA, April 20, 2021

Patrel Nobles, MSN, RN, NE-BC, CNOR
Successful Leadership in the Operating Room During a Global Pandemic [Podium]
OR Manager. Chicago, IL, Oct. 21, 2021

Holly Wirth, MSN, RN, SCRN, NE-BC
Unmasking the Advancement of Neuroscience Nursing During a Pandemic [Podium]
AANN Annual Stroke Conference. Virtual, Aug. 6, 2021

Rebecca DiPatri, BSN, RN, OCN
What You Need to Know: Cancer, Sexual Health and Fertility [Podium]
Texas A&M Human Diseases. College Station, TX, Nov. 3, 2021

Rebecca DiPatri, BSN, RN, OCN
What You Need to Know about Gynecological Cancers and Your Sexual Health [Podium]
Inova Gynecological Cancer Symposium. Fairfax, VA, Sept. 8, 2021

Kathryn Scully, MSN, RN, CCRN, CAPA, CPAN
Your Tackle Box to Tackle Blocks: Peripheral Nerve Blocks Made Easy [Podium]
2021 ASPAN National Conference. Virtual, April 25 – 29, 2021

Other Publications

2021 Peer-Reviewed Publications
Leilani Jankus, MSN, RN, CCRN, CPAN; Mary Ann Friesen, PhD, RN, CPHQ; Scott D. Barnett, PhD, MSPH; Jacqueline Tibbetts, MSN, RN, CPAN; Miriam Faunda, MSN, RN, CAPA; Carol Swamidoss Douglas, PhD, MPH, RNC-MNN. (2021). Selection of Screening Tool for Sleep-Disordered Breathing or Obstructive Sleep Apnea in Pediatric Patients in the Perianesthesia Setting. Journal of PeriAnesthesia Nursing: Official Journal of the American Society of PeriAnesthesia Nurses, 36(4), 413–419. https://doi.org/10.1016/j.jopan.2020.09.006

Ramy Sampath, MSN, RN; Ruma Nayak M.Sc. (N); Shanthi Gladston M.Sc. (N); Kala Ebenezer MD, DCH; Shawna S. Mudd DNP, CPNP-AC, PCNP-BC, CNE; Jessica Peck DNP, APRN, CPNP-BC, CNE, CNL, FAANP, FAAN; Michael J. Brenner MD, FACS; Vinciya Pandian PhD, MBA, MSN, RN, ACNP-BC, FAANP, FAAN, FRCSI. (2022). Sleep disturbance and psychological distress among hospitalized children in India: Parental perceptions on pediatric inpatient experiences. Journal for Specialists in Pediatric Nursing: JSPN, 27(1), e12361. https://doi.org/10.1111/jspn.12361


New Degrees

Bachelor of Science in Nursing
Dilys Anzikengnzem, BSN, RN
Tracy Apitz, BSN, RN
Azeb Argaw, BSN, RN
Caroline Asuah, BSN, RN
Haley Bachinsky, BSN, RN
Makenzie Bailey, BSN, RN
Abigail Ballard, BSN, RN
Ellen Bandy, BSN, RN
Lisa Bigus, BSN, RN
Hope Boyd, BSN, RN
Teressa Brown, BSN, RN
Lindsey Burbridge, BSN, RN
Brandi Canady, BSN, RN
Alexa Chavera, BSN, RN
Shana Clarke-Jones, BSN, RN
Sarah Corcoran, BSN, RN
Caryn Cozzolino, BSN, RN
Hannah Cruz, BSN, RN
Cierra Custer, BSN, RN
Eleanor Defrank, BSN, RN
Alexa Dietz, BSN, RN
Emily Ditoto, BSN, RN
Natalie Dost, BSN, RN
Megan Dubuque, BSN, RN
Ashley Ellington, BSN, RN
Ma Veronica Elman, BSN, RN
Zineb Farhat, BSN, RN
Virginia Femia, BSN, RN
Caitlyn Finn, BSN, RN
James Fortney III, BSN, RN
Louissica Francois, BSN, RN
Michelle Frank, BSN, RN
Margaret French, BSN, RN
Courtney Fritz, BSN, RN
Sophia Fugate, BSN, RN
Sophia Garcia-Zafis, BSN, RN
Adam Gold, BSN, RN
Calyn Gonzalez, BSN, RN
Mihaela Gonzalez, BSN, RN
Edgar Gutierrez, BSN, RN
Annalee Halbert, BSN, RN
Eunice Han, BSN, RN
Erika Hill, BSN, RN
Kimberly Hill, BSN, RN
Elizabeth Hoang, BSN, RN
Jessica Huber, BSN, RN
Teresa Jeang, BSN, RN
Alena Jones, BSN, RN
Caroline Kalkus, BSN, RN
Sarah Kelley, BSN, RN
Sunita Kharei, BSN, RN
Irene Kim, BSN, RN
Blanca Lagunas, BSN, RN
Jeanette Lapid, BSN, RN
Antonio Lavarello, BSN, RN
Claire Lee, BSN, RN
Anna Lei, BSN, RN
Kimberly Leiva, BSN, RN
Katherine Lwanag, BSN, RN
Lainey Losacco, BSN, RN
Cathleen Lunammachak, BSN, RN
Katherine Mastrota, BSN, RN
Jayme Mathews, BSN, RN
Justin Mccoin, BSN, RN
Lauren Mckinney, BSN, RN
Ellyse Mckiver, BSN, RN
Janine Militano, BSN, RN
Laura Mooney, BSN, RN
Andrea Moore, BSN, RN
Rachel Nevala, BSN, RN
Diana Ngo, BSN, RN
Jessica Nguyen, BSN, RN
Michelle Nguyen, BSN, RN
Phi-Khanh Nguyen, BSN, RN
Breanna Nugent, BSN, RN
Rnel Issa Ocampo, BSN, RN
Christine Odean, BSN, RN
Nkeiruka Ooninw-Jones, BSN, RN
Katie Orellana, BSN, RN
Alicia Parnell, BSN, RN
Rubli Pasachhe, BSN, RN
Haley Pergiac, BSN, RN
Cristina Perez-Rubio, BSN, RN
Megan Perry-Shifflett, BSN, RN
Gina Pi, BSN, RN
Kemberly Pineda, BSN, RN
Milagros Quintero Barajas, BSN, RN
Jennifer Rae, BSN, RN
Keri Rager, BSN, RN
Ali Rambo, BSN, RN
Graham Reid, BSN, RN
Sandra Rodrigues Sousa, BSN, RN
Merylyn Salas, BSN, RN
Evelyn Sanchez, BSN, RN
Lydia Sares, BSN, RN
Lily-Jean Schlosser, BSN, RN
Katrina Schmude, BSN, RN
Hazel Scotland, BSN, RN
Mary Seats, BSN, RN
Jennifer Shaffer, BSN, RN
Andre Smith, BSN, RN
Emma Spencer, BSN, RN
Jadyn Stumpf, BSN, RN
Taylor Swann, BSN, RN
Samantha Talamante, BSN, RN
Jayla Tibbs, BSN, RN
Alexandra Valenti, BSN, RN
Camila Lopez Valenzuela, BSN, RN
Ada Valle, BSN, RN
Sanel Van Wyk-Pierre, BSN, RN
Angelika Vargas, BSN, RN
Allison Vermillion, BSN, RN
Sacharoraine Volcy, BSN, RN
Katherine Vorder Bruegge, BSN, RN
Samantha Waldman, BSN, RN
Jianbo Wang, BSN, RN
Emma Weary, BSN, RN
Kelsey Weathers, BSN, RN
Michael Williams, BSN, RN
Kayla Winder, BSN, RN
Kylie Wingate, BSN, RN
Sarah Wright, BSN, RN
Daniel Yang, BSN, RN
Dami Yim, BSN, RN
Heekyung Yoon, BSN, RN
Master of Science in Nursing
Jennifer Alvis, MSN, RN, CCRN
Nicholina Anakwa, MSN, RN
Dagmawit Behailu, MSN, RN
Rocio Belli-Yaringano, MSN, RN
Aliza Brahim, MSN, RN
Kelly Dobies, MSN, RN, CCRN
Elizabeth Douglass, MSN, RN
Lauren Fick, MSN, RN, CCRN
Molly Fianigan, MSN, RN, AGACNP-BC, CCRN
Lucy Gao, MSN, RN
Chelsea Gray, MSN, RN, CCRN
Ramatu Jalloh, MSN, RN, PMH-BC, PMHNP-BC
Sunita Kharel, MSN, RN, CNRN
Veronique Kom, MSN, RN, PMHNP-BC
Katherine Lara, MSN, RN
Krista Mann, MSN, RN
Shelby Mills, MSN, RN
Kyi N Nguyen, MSN, RN
Olanrewaju Onifade, MSN, RN, AGACNP-BC, CCRN
Claudine Poblete, MSN, RN
Colleen Radich, MSN, RN, RNC-OB, CNOR
Anna Rodis, MSN, RN, CCRN
Cardiac Medicine Certification
Hannah Adams, BSN, RN, CCRN, CMC
Catherine Han, BSN, RN, CCRN, CMSRN, CMC
Sabrina Lang, BSN, RN, CCRN, CMC
Abigail Purnhagen, BSN, RN, CCRN, CMC
Grace Catherine Sideco, BSN, RN, CCRN, CSC, CMC
Ya Jie Zhou, BSN, RN, CCRN, CMC
Cardiac Surgery Certification
Terri Pal, MSN, RN, CCRN, CV-BC, CSC
Grace Catherine Sideco, BSN, RN, CCRN, CSC, CMC
Cardiac Vascular Nursing
Arlene Cyree, BSN, RN, CV-BC
Karley Del Rosario, BSN, RN, CV-BC
Patricia Green, BSN, RN, GERo-BC, MEdSurg-BC, PMGT-BC, CMSRN, CV-BC
Kyle Manfredi, BSN, RN, CV-BC
Certified Ambulatory PeriAnesthesia Nurse
Jeanette Beloy, BSN, RN, CAPA
Certified Emergency Nurse
Maria Castano, BSN, RN, CEN
Michelle Depasquale, BSN, RN, CEN
Kyla Milos, BSN RN CEN
Patricia Ridge, BSN, RN, CEN
Bethany Seiler, BSN, RN, CEN
Jill Tunstall-Murphy, BSN, RN, NE-BC, CEN
Heather Young, BSN, RN, CEN
Certified Foundational PeriOperative Nurse
Molly Coppinger, MSN, RN, CFPN
Certified Gastroenterology Registered Nurse
Lourdes Cabasal, BSN, RN, CCRN
Certified Medical-Surgical Registered Nurse
Rachelle Bullard, BSN, RN, CMSRN
Nutpawara Harper, BSN, RN, MEdSurg-BC, CMSRN
Jasvir Kaur, BSN, RN, MEdSurg-BC, CMSRN
Maria Crisetti Quimson, BSN, RN, CMSRN
June Souaya, BSN, RN, CMSRN
Tynedal Taylor, BSN, RN, CMSRN
Diana Valle, BSN, RN, CMSRN
Maggie Williams, BSN, RN, CMSRN
Maite Zurita, BSN, RN, CMSRN
Certified Nurse Manager and Leader
Julianne George, MSN, RN, NE-BC, PCCN, CCRN-K, CNML
Certified Pediatric Emergency Nurse
Juliana Faul, BSN, RN, CEN, CPEN
Andrea Haick, BSN, RN, CPEN
Certified Pediatric Hematology Oncology Nurse
Samantha Kravet, BSN, RN, CPN, CPHON
Masuda Nawabe, BSN, RN, CPN, CPHON
Certified Pediatric Nurse
Erin Demeeris, BSN, RN, CPN
Reika Kagami, BSN, RN, CPN
Vaiatiare Tirado De La Rivera, BSN, RN, CPN
Sarah Wilber, BSN, RN, CPN
Certified Perioperative Nurse
Amanda Sherwood, BSN, RN, CNOR
Echo Sneckenberg, BSN, RN, CNOR
Certified Post Anesthesia Nurse
Sarah Mauck, BSN, RN, CPAN
Certified Professional in Healthcare Information and Management Systems
Susanne Fehr, PhD, RN-BC, NE-BC, NPDB-BC, CENP, CPHQ, CPHIPS
Certified Rehabilitation Registered Nurse
Sapana Wagle, BSN, RN, CRNP
Certified Surgical Services Manager
Katelyn Ivancich, BSN, RN, CNOR, CSSM
Critical Care Registered Nurse
Isadora Acosta, BSN, RN, CRNP
Megan Alexander, BSN, RN, CRNP
Farah Ali, BSN, RN, CRNP
Nicholas Anderson, BSN, RN, CRNP
Katherine Asamoah, BSN, RN, CRNP
Abigail Ballard, BSN, RN, CRNP
Christine Banfield, BSN, RN, SANE-A, SANE-P, CRNP
Viera Benitez, BSN, RN, CRNP
Amy Brown, BSN, RN, GERo-BC, CRNP
Chandler Class, BSN, RN, PCCN, CRNP
Emily Corridon, BSN, RN, CRNP
Kayla Dundie, BSN, RN, CRNP
Daniela Haiduc, BSN, RN, SCRN, CRNP
Carey Jagels, BSN, RN, CRNP
Nilofer Jamialahmadi, BSN, RN, CRNP
Melissa Kapfer, BSN, RN, CRNP
Riley Loftus, BSN, RN, CRNP
Ryan O’Hara, BSN, RN, PCCN, CRNP
Margaret Ramos, BSN, RN, PCCN, CRNP
Katherine Rossbach, MSN, RN, CRNP
Sydney Salter, BSN, RN, CRNP
Ashley Wallace, BSN, RN, CRNP
New Certifications
Acute/Critical Care Knowledge Professional
Tracye Calicott, BSN, RN, CVRN, CCRN-K
Advanced Oncology Certified Nurse Practitioner
Guinevere Z. Lillie, MSN, RN, FNP-C, AOCNP
Tammy Smith, MSN, RN, FNP-C, CBCN, AOCNP
Certified Pediatric Emergency Nurse
Juliana Faul, BSN, RN, CEN, CPEN
Andrea Haick, BSN, RN, CPEN
Certified Pediatric Hematology Oncology Nurse
Samantha Kravet, BSN, RN, CPN, CPHON
Masuda Nawabe, BSN, RN, CPN, CPHON
Certified Pediatric Nurse
Erin Demeeris, BSN, RN, CPN
Reika Kagami, BSN, RN, CPN
Vaiatiare Tirado De La Rivera, BSN, RN, CPN
Sarah Wilber, BSN, RN, CPN
Certified Perioperative Nurse
Amanda Sherwood, BSN, RN, CNOR
Echo Sneckenberg, BSN, RN, CNOR
Certified Post Anesthesia Nurse
Sarah Mauck, BSN, RN, CPAN
Certified Professional in Healthcare Information and Management Systems
Susanne Fehr, PhD, RN-BC, NE-BC, NPDB-BC, CENP, CPHQ, CPHIPS
Certified Rehabilitation Registered Nurse
Sapana Wagle, BSN, RN, CRNP
Certified Surgical Services Manager
Katelyn Ivancich, BSN, RN, CNOR, CSSM
Critical Care Registered Nurse
Isadora Acosta, BSN, RN, CRNP
Megan Alexander, BSN, RN, CRNP
Farah Ali, BSN, RN, CRNP
Nicholas Anderson, BSN, RN, CRNP
Katherine Asamoah, BSN, RN, CRNP
Abigail Ballard, BSN, RN, CRNP
Christine Banfield, BSN, RN, SANE-A, SANE-P, CRNP
Viera Benitez, BSN, RN, CRNP
Amy Brown, BSN, RN, GERo-BC, CRNP
Chandler Class, BSN, RN, PCCN, CRNP
Emily Corridon, BSN, RN, CRNP
Kayla Dundie, BSN, RN, CRNP
Daniela Haiduc, BSN, RN, SCRN, CRNP
Carey Jagels, BSN, RN, CRNP
Nilofer Jamialahmadi, BSN, RN, CRNP
Melissa Kapfer, BSN, RN, CRNP
Riley Loftus, BSN, RN, CRNP
Ryan O’Hara, BSN, RN, PCCN, CRNP
Margaret Ramos, BSN, RN, PCCN, CRNP
Katherine Rossbach, MSN, RN, CRNP
Sydney Salter, BSN, RN, CRNP
Ashley Wallace, BSN, RN, CRNP
Electronic Fetal Monitoring
Stephanie Canales, BSN, RN, RNC-MNN, C-efm
Abigail Esplana, BSN, RN C-efm
Zineb Farhat, BSN, RN, C-efm
Michelle Hewlett, BSN, RN, C-efm
Emily Knox, BSN, RN, RNC-MNN, C-efm
Claudia Morales, BSN, RN, C-efm
Naya Patel, BSN, RN, C-efm
Meagan Robichaud, BSN, RN, C-efm
Shelby Simmers, BSN, RN, C-efm
Shannon Sullivan, BSN, RN, C-efm
María Beatriz Zanotti, BSN, RN, C-efm

Care of the Extremely Low Birth Weight Neonate Subspecialty Certification
Meghan Clarke, BSN, RN, C-efm, C-ELBW
Theresa DeCelle, BSN, RN, C-ELBW
Margaret French, BSN, RN, C-ELBW
Danielle Guirgis, BSN, RN, C-ELBW
Micheline Guirguis, BSN, RN, C-ELBW
Caitlin Kenney, BSN, RN, C-ELBW
Anne Obrien, BSN, RN, RNC-NIC, C-ELBW
Jacqueline Rommell, RNC-NIC, C-ELBW
Katrina Schmude, BSN, RN, C-ELBW
Devi Shome, BSN, RN, RNC-NIC, C-ELBW
Catherine-Mary Steenstra, BSN, RN, RNC-NIC, RNC-LRN, C-ELBW
Jacquelyn Wallis, BSN, RN, RNC-NIC, C-ELBW
Kaitlin Waskie, BSN, RN, RNC-NIC, C-ELBW

Family Nurse Practitioner – Board Certified
Ashley Nguyen, DNP, C-efm, FNP-BC
Hong An Nguyen, DNP, RN, C-efm, FNP-BC
Nicole Wells, MSN, RN, MEDSURG-BC, FNP-BC

Fellow of the American College of Healthcare Executives
Barry A McElway, MSN, RN, CNOR, NE-BE, FACHE

Gerontological Nurse – Board Certified
Walter Carpio, BSN, RN, CMSRN, GERO-BC, MEDSURG-BC
Zahra Nouri, BSN, RN, GERO-BC
Margaret Treadwell, BSN, RN, MEDSURG-BC, GERO-BC
Katherine Wouters, BSN, RN, GERO-BC

Informatics Nurse
Antoinette Trang, BSN, RN, SCRN, RN-BC

Inpatient Obstetric Nursing
Jennifer Morgans, BSN, RN, C-efm, RNC-OB
Gwendolyn Oliphant, BSN, RN, C-efm, RNC-OB
Gladys Rodriguez-Ayala, BSN, RN, RNC-OB
Ning Zhang, BSN, RN, C-efm, RNC-OB

International Board Certified Lactation Consultant
Carina Araujo, BSN, RN, IBCLC
Shannon Hawn, BSN, RN, IBCLC
Arielle Johnson, BSN, RN, IBCLC
Elissa Kim, BSN, RN, IBCLC
Maria Molina, BSN, RN, RNC-NIC, IBCLC
Bethany Pepper, BSN, RN, CBC, IBCLC

Maternal Newborn Nursing
Luwam Amare, BA, BSN, RNC-MNN
Kelly Dougherty, BSN, RN, RNC-MNN
Sofia Khan, BSN, RN, RNC-MNN
Mary Murphy, BSN, RN, RNC-MNN
Tippi Parson, BSN, RN, RNC-MNN
Victoria Schmidt, BSN, RN, RNC-MNN

Medical-Surgical Nurse – Board Certified
Wendy Bonilla, BSN, RN, MEDSURG-BC
Walter Carpio, BSN, RN, CMSRN, MEDSURG-BC, GERO-BC
Hirut Daniel, BSN, RN, MEDSURG-BC
Alexa Dietz, BSN, RN, CMSRN, MEDSURG-BC
Neetaka Johnson, BSN, RN, MEDSURG-BC
Jasvir Kaur, BSN, RN, CMSRN, MEDSURG-BC
Sidney Kilbride, BSN, RN, MEDSURG-BC
Sarah Knapp, MHA, BSN, ACHE, MEDSURG-BC
Karen Lim-Carpizo, BSN, RN, MEDSURG-BC
Venice Casey Rigor, BSN, RN, CMSRN, MEDSURG-BC, TCRN
Manmeet Sahi, RN, MEDSURG-BC
Katrina Seaver, BSN, RN, MEDSURG-BC
Young Suh, BSN, RN, MEDSURG-BC
Nicole Wells, BSN, RN, MEDSURG-BC

Neonatal Intensive Care Nursing
Yasaman Ansari, BSN, RN, RNC-NIC
Jocelyn Binns, BSN, RN, RNC-NIC
Kimberly Buckles, BSN, RNC-NIC, C-ELBW, CNIC
Colleen Campbell, BSN, RN, RNC-NIC
Theresa Decelle, BSN, RN, C-ELBW, RNC-NIC
Paige Gray, BSN, RN, RNC-NIC
Kathleen Hall, BSN, RN, RNC-NIC
Nicole Harrison, BSN, RN, RNC-NIC
Keara Hoonan, BSN, RN, RNC-NIC
Julie Kamp, BSN, RN, RNC-NIC
Margo McLean, BSN, RN, RNC-NIC
Jennifer Laychak, BSN, RN, RNC-NIC
Heather Leigh, BSN, RN, RNC-NIC
Caroline Levy, BSN, RN, RNC-NIC
Annie Nissen, BSN, RN, RNC-NIC
Samantha Pecarro, BSN, RN, RNC-NIC
Katelyn Porter, BSN, RN, RNC-NIC
Silvia Sierra-Gramajo, BSN, RN, RNC-NIC
Hollice Smyle, BSN, RN, RNC-NIC
Sydney Stryker, BSN, RN, RNC-NIC

Neonatal Neuro-Intensive Care
Phakkajira Hickey, BSN, RN, RNC-NICU, C-NNIC
Francesca Parada, BSN, RN, RNC-NIC, C-ELBW, C-NNIC

Neonatal Pediatric Transport
Lisa Whitcomb, BSN, RN, RNC-NIC, C-NPT

Nurse Executive Advanced – Board Certified
Anna Herbst, MSN, RN, NPD, GERO-BC, NEA-BC
Patrel Nobles, MSN, RN, CNOR, NEA-BC

Nurse Executive – Board Certified
Alice Ritter, BSN, RN, NE-BC
Paula Thompson, MSN, RN, NE-BC
Holly Wirth, MSN, RN, SCRN, NE-BC

Nursing Professional Development – Board Certified
Virginia Beatty, MSN, RN, CNOR, RN-BC, NPD-BC
Francine (Cindy) de Haan, MSN, RN, CCRN-K, NPD-BC
Beth Poppas, MSN, RN, CCRN, CNE, NPD-BC
Ashley Smith, MSN, RN, CNOR, CCRN, NPD-BC

Oncology Certified Nurse
Grace Broderick, BSN, RN, OCN
Sabrina Magnotti, MSN, RN, OCN
Ashley Seol, BSN, RN, OCN
Daniel Suh, BSN, RN, CMSRN, OCN
Quynh Tran-Crockett, BSN, RN, OCN
Catherine Vicente, BSN, RN, OCN

Orthopaedic Nurse Certified
Alexis Volpone, BSN, RN, OCN

Pediatric Nurse – Board Certified
Laurie Douthwaite, BSN, RN, CPON, PED-BC
**Progressive Care Certified Nurse**
Annamarie Carmolingo, BSN, RN, PCCN
Stephanie Case, BSN, RN, PCCN
Hannah Cowett, BSN, RN, PCCN
Shannon Duffy, BSN, RN, PCCN
Zipporah Fedelicio, BSN, RN, PCCN
Claire Ganoe, BSN, RN, PCCN
Swetlana Graf, BSN, RN, PCCN
Kendra Graham, BSN, RN, PCCN
Claudia Hayes, BSN, RN, PCCN
Suzanne Laws, BSN, RN, PCCN
Jessica Nguyen, MSN, RN, CNL, PCCN
Kathrina Policarpio, BSN, RN, PCCN
Amanda Powers, BSN, RN, PCCN
Catharine Raby, BSN, RN, PCCN
Ivy Reformina, BSN, RN, PCCN
Lindsay Smith, BSN, RN, PCCN
Frank Somoano MSN, RN, PCCN
Brittany Thomas, BSN, RN, PCCN
Maria White, BSN, RN, PCCN
Brian Whitworth, BSN, RN, PCCN
Leslie Yousefi, BSN, RN, PCCN
Cuiyun Yu, MSN, RN, PCCN
Leslie Yousefi, BSN, RN, PCCN

**Psychiatric-Mental Health Nurse Practitioner – Board Certified**
Ramatu Jalloh, MSN, RN, PMH-BC, PMHNP-BC

**Psychiatric-Mental Health Nursing – Board Certified**
Richard Asante, BSN, RN, PMH-BC
Jeanne Chutuape, BSN, RN, PMH-BC
Ianne Merh Custan, BSN, RN, CV-BC, PMH-BC
Ramatu Jalloh, MSN, RN, PMH-BC, PMHNP-BC
Kimberly Kane, BSN, RN, PMH-BC
Abraham Mensah, BSN, RN, PMH-BC
Laura Mooney, BSN, RN, PMH-BC
Kristina Roxas, BSN, RN, PMH-BC

**Stroke Certified Registered Nurse**
Cassandra Abell, BSN, RN, SCRN
Anusuya Adhikari, BSN, RN, SCRN
Bridge Bair, BSN, RN, SCRN
Jerrilyn Balmes, BSN, RN, SCRN
Jocelynn Cabling, BSN, RN, SCRN
David Crain, BSN, RN, SCRN
Caroline Danquah, BSN, RN, GERO-BC, SCRN
Anna Deshong, BSN, RN, SCRN
Elizabeth Hardy, BSN, RN, SCRN
Fatma Hussein, BSN, RN, CCRN, SCRN
Marlette Jones, BSN, RN, SCRN
Keiko Kuykendall, DNP, RN, AGPCNP-BC, GS-C, SCRN
Lauren Curaca Malito, BSN, RN, SCRN
Stacy Osterhoudt, BSN, RN, CCRN, SCRN
Rina Patel, BSN, RN, SCRN
Teena Pokhrel, RN, SCRN

**Trauma Certified Registered Nurse**
Hannah Amoako, BSN, RN, PCCN, TCRN
Rebecca Baumgart, BSN, RN, CEN, TCRN
Mallory Donnelly, BSN, RN, RNC-NIC, TCRN
Seung Su Harris, BSN, RN, CPEN, TCRN
Heather Kenney, BSN, RN, TCRN
Patrick Marshall, RN, CCRN, NREMT, RNC-MNN, TCRN
Venice Casey Rigor, BSN, RN, CMSRN, MEDSURG-BC, TCRN
Jennina Ting, BSN, RN, CCRN, TCRN

**Vascular Access – Board Certified**
Yoonjong Kim, BSN, RN, VA-BC
In Park, BSN, RN, VA-BC

**Women’s Health Care Nurse Practitioner – Board Certified**
Aiza Brahim, MSN, WHNP-BC

**Scholarship Awards**
Andrea Janay Adams, BSN, RNC-NIC – Inova Nursing Excellence Scholarship
Caitlin Barefoot, BSN, RN, CEN – Inova Nursing Excellence Scholarship
George Barumah – Inova Nursing Excellence Scholarship
Jessica Blakely, BSN, RN, CCRN, PCCN – Inova Nursing Excellence Scholarship
Teressa Brown, BSN, RN – Inova Nursing Excellence Scholarship
Caitlin Butler, MSN, RN, CNOR – Inova Nursing Excellence Scholarship
Elizabeth Capeless, BSN, RN – Inova Nursing Excellence Scholarship
Emily Corridon, BSN, RN, CCRN – Inova Nursing Excellence Scholarship
Lauren Dotterer, RN – Inova Nursing Excellence Scholarship
Grace Gillette, BSN, RN, CCRN, CMSRN – Inova Nursing Excellence Scholarship
Hannah Gorka, RN – Inova Nursing Excellence Scholarship
Corin Hohman, MSN, RN, C-EMF – Inova Nursing Excellence Scholarship
Erica Hinds, BSN, RN, CCRN – Inova Nursing Excellence Scholarship
Jenna Mckeown, BSN, RN – George Mason University

Ana Medina, RN – 2021 Gail L. Ahrendts, RN, Excellence in Nursing Scholarship
Qeyto Munye, RN – Inova Nursing Excellence Scholarship
Francesca Parada, BSN, RN, RNC-NIC, C-ELBW, C-NNIC – Inova Nursing Excellence Scholarship
Allison Phibbs, BSN, RN – Inova Nursing Excellence Scholarship
Hope Poulakos, BSN, RN, CPEN – Inova Nursing Excellence Scholarship
Lindsay Resnik, BSN, RN, CCRN, CCRN – Inova Nursing Excellence Scholarship
Brenda Sanya, MSN, RN, CPAN – Inova Nursing Excellence Scholarship
Aya Sarsour, BSN, RN, CCRN – Inova Nursing Excellence Scholarship
Lauren Schumpert, BSN, RN, CAPA – Inova Nursing Excellence Scholarship
Quynh Tran-Crockett, BSN, RN, OCN – Pajot Inova Schar Cancer Institute Scholarship
Lucie White, BSN, RN, CCRN – Inova Nursing Excellence Scholarship
Alyssa Williams, BSN, RN – Inova Nursing Excellence Scholarship
Jacqueline Wooldridge, BSN, RN – Inova Nursing Excellence Scholarship

**New ADVANCE**

**Registered Nurse 3**
Antsokiya Asfaw, BSN, RN, CRRN
Brianna Biada, BSN, RN, CPAN
Kayla Boone, BSN, RN, CWON
Heather Bowman, BSN, RN, TCRN
Anastasia Brown, BSN, RN, RNC-NIC
Colleen Campbell, BSN, RN, RNC-NIC
Tiffany Chang, BSN, RN, ONC
Allison Clarin, BSN, RN, RNC-MNN
Emily Corridon, BSN, RN, CCRN
Arlene Cyree, BSN, RN
Erica D’Elia, BSN, RN, C-EMF
T. Decelle, BSN, RN, RNC-NIC
Lacey Eubank, BSN, RN, RNC-NIC
Lisa Freeman, BSN, RN, CPAN
Kessie Herring, BSN, RN, CEFM
Keara Hoonan, BSN, RN, RNC-NIC
Brooke Hopke, BSN, RN, RNC-NIC
Krista Introcaso, BSN, RN, CPN
Jasvir Kaur, BSN, RN, MEDSURG-BC
Crystal Kerby, BSN, RN, PCCN
Jessica Kuminski, BSN, RN, RNC-NIC
Jennifer Kwapisdek, BSN, RN, C-EM
Luciana Lawrence, BSN, RN, PCCN
Carlye Marchesani, BSN, RN, RNC-NIC
Jennifer Morgans, BSN, RN, C-EM
Bethany Pepper, BSN, RN, CBC
Janica Pendleton, BSN, RN, CEN, CAPA
Katelyn Porter, BSN, RN, RNC-NIC
Kaitlyn Prisciandaro, BSN, RN, CCRN
Hope Schmid, BSN, RN, MNN
Erin Simmerer, BSN, RN, RNC-NIC
Kaitlin Waskie, BSN, RNC-NIC
Rebecca Waters, BSN, RN, RNC-NIC
Heather Watt, BSN, RN, CPN
Lucie White, BSN, RN, CCRN
Margaret Wilson, BSN, RN, PCCN

Registered Nurse 4
Carina Abinguna, BSN, RNC-BC, RN
Hannah Adams, BSN, RN, CCRN-CMC
Abigail Ballard, BSN, RN, CCRN
Teresa Banecker, BSN, RN, CMSRN
Claire Barron, BSN, CRN
Katelyn Bishop, BSN, RN, CNOR
Jessica Blakely, BSN, RN, CCRN, PCCN
Kayla Boone, BSN, RN, CWON
Amy Brown, BSN, RN, CCRN
Anastasia Brown, BSN, RN, NICU-RNC
Kelly Bucky, BSN, RN, CNOR
Rachelle Bullard, BSN, RN
Jennifer Calvo, BSN, RN, CCRN
Kimberly Centre, BSN, RN, CNOR
Jeremy Cosp, BSN, RN, ONC
Lisa Collier, BSN, RN, CCRN
Rocio Constanza, BSN, RN, RNC-MNN
Monique Cross, MSN, APRN, FNP-BC
Bernadette Crotty, MSN, RN, RNC-OB
Hirut Daniel, BSN, RN, MDSURG-BC
Michelle Depasquale, BSN, RN, CEN
Kelly Doughtery, BSN, RN, MNN
Lauren Douglas, BSN, RN, CCRN, TCPR
Seema Fewell, BSN, RN, RNC-EM
Enkhjargal Gendenjamts, BSN, RN, MSNBC
Woineshet Getaneh, BSN, RN
Grace Gillette, BSN, RN, SMSRN, CCRN
Bruktowit Gizow, BSN, RN, PCCN
Heather Hanes, BSN, RN, OCN
Nutpraewa Harper, BSN, RN, MDSURG-BC
Vanessa Haynes, BSN, RN, CPN, CPEN
Hae In Jun, BSN, RN, MNN
Carey Jagnels, BSN, RN, CCRN
Adrian Jones, BSN, RN, CPAN
Ebonee Jones, BSN, RN, CAPA

Jasvir Kaur, RN, MDSURG-BC
Danielle Kemp, BSN, RN, CCRN
Katherine Kreer, BSN, RN, SCRN
Amy Krevit, BSN, RN OCN
Karen J. Lim-Carpizo, BSN, RN, MSRN
Wilda Lynn, BSN, CMSRN
Sean Madden, BSN, RN, SCRN
Rakshya Malla, BSN, RN, CMSRN
Kyle Manfredi, BSN, RN-BC
Sydney Marks, BSN, RN, CEFM
Nawabe Masuda, BSN, RN, CPN
Meghan McCann, BSN, RN, MDSURG-BC
Stephanie Mckeever, BSN RN, CEN, ATCN
Katherine McKenna, BSN, RN, SCRN
Helemelme Mendoza, BSN, RN, CNOR
Marissa Moncayo, BSN, RN, CCRN
Mayna Olivos, RN, TCRN
Stacy Osterhoudt, BSN, RN, CCRN, SCRN
Melody Pham, BSN, RN, CCRN
Marissa Raja, BSN, RN, CPEN CPN
Kerri Rassa, BSN, RN, RNC, C-ELBN
Dara Rendon, BSN, RN, CEN
Karley Del Rodario, BSN, RN, CV-BC
Lauren Rodriguez, BSN, RN, CPEN
Deborah Sackey, BSN, RN, MSN
Summer Salem, BSN, RN SCRN
Sydney Salter, BSN, RN, CCRN
Catharyn Santana, BSN, RN, CEN
Hasna Sarwary, BSN, RN, CMSRN
Victoria Schmidt, BSN, RN, RNC-MNN
Jayanthi Selvathambi, BSN, RN, OCN
Alyssa Shiley, BSN, RN, RNC-MNN
Wanwipa Singngam, BSN, RN, MDSURG-BC
Echo Sneckenberg, BSN, RN, CNOR
Samantha Sprankle, RN, RNC-MNN
Tynedal Taylor, BSN, RN, RN-BC
Jemina Ting, BSN, RN, CCRN, TCPR
Patricia Tran, BSN, RN, PCRN
Quyhan Tran-Crockett, BSN, RN, OCN
Margaret Treadwell, BSN, RN MDSURG-BC
Kaitlin Waskie, BSN, RNC-NIC
Nicole Wells, BSN, RN, MDSURG-BC
Morgan Wheatley, BSN, RN, SCRN
Brian Whitworth, BSN, RN, PCCN
Jennifer Williams, BSN, RN, RNC-EFM
Maggie Williams, BSN, RN, CMSRN
Leslie Yousefi, BSN, RN, PCCN
Katherine Zimmerman, BSN, RN, PCCN

Professional Organization Activities
Anna Herbst MSN, RN, NEA-BC, NPD, GERD-BC – Association for Nursing Professional Development – ANPD EBP Academy 2021 participant
Melissa Mcelfish, MA, BSN, RN, CCRN, SCRN – Neurocritical Care Society – nursing section leadership committee member
Kathryn Scully, MSN, RN, CCRN, CAPA, CPAN – American Society of Perianesthesia Nurses – member, contributor to annual conference, journal reviewer for five Journal of Perianesthesia Nursing articles
Molly Stauffer, BSN, RN, CMSRN – American Nurses Association – RNAction active participant, organized the food drive
Holly Wirth, MSN, RN, SCRN, NE-BC – American Association of Neuroscience Nurses – conference application reviewer

Volunteer Activities
Jessica Albers, BSN, RN, CPN – North Springfield Swim Club – secretary on the board of directors, supporting opening the community organization safely and providing guidance during the pandemic
Luwam Amare, BA, BSN, RN, RNC-MNN – The Shelter House Inc., Fairfax County – lead organizer for the drive for hygiene products, food, blankets and other basic needs for families who are homeless due to life circumstances
Katherine Asamoah, BSN, RN, CCRN – Virginia Medical Reserve Corps, Prince William – COVID-19 vaccinator
Patricia Balebstrieroi, BSN, RN – Arlington Medical Reserve Corps – first aid station worker on the Mall, July 4
Terri Bazemore, BSN, RN, OCN – Greater Little Zion Baptist Church Food Distribution Committee – organizer, chaplain, and monthly food collection and distribution volunteer
Amy Braun, BSN, RN, CCRN – FACETS, ECHO – prepared food, coordinated food drive for Thanksgiving
Kimberly Czech, BSN, RN, CPN – Marine Corps Races – nurse at aid stations
Caroline Danquah, BSN, RN, SCRN, RN-BC – Unit Sunshine Funds – organized four baby showers for team members, secret Santa, organized gifts from team members for Clin Tech Week and Nurses Week. Collected donations for bereaved families, sick members and a surprise celebration for our unit secretary
Rebecca DiPatri, BSN, RN, OCN – So Others Might Eat – soup kitchen volunteer
Anja Frazier, BSN, RN, CPN – George Mason University – COVID-19 vaccinator
Jessica Gana, BSN, RN, CPHON – Nova Parks and Recreation – park clean up
Patricia Green, BSN, RN, GER-BC, MEDSURG-BC, PMGT-BC, CV-BC, CMSRN – Fairfax County Medical Reserve – vaccines/education, vision screening exams
Patricia Green, BSN, RN, GER-BC, PMGT-BC, MEDSURG-BC, CV-BC, CMSRN – Medical Reserve Corps – COVID-19 vaccinator, provider vision exams for middle school students, assist in line/registration for COVID-19 vaccine intake
Jonnie Harris, BSN, RN, OCN – Leukemia and Lymphoma Society – team (Chemo Warriors) leader (organized unit team and fundraiser for the annual Light the Night event, brought support and awareness of blood cancers)
Katie Healy, BSN, RN, CPN – Stillbrave (pediatric oncology charitable organization) – pacer for a 240-mile ultramarathon
Daniela Huaroto, RN – Maryland Medical Reserve Corps – administered COVID-19 vaccinations and COVID-19 testing for all ages, distributed N-95 masks and COVID-19 test kits
Keiko Kuykendall, DNP, RN, AGPCNP-BC, GS-C, SCRN – Mother of Mercy Free Medical Clinic – medical provider (primary care for underserved population)
Jenna McKeown, BSN, RN – COVID-19 vaccinator
Amanda Powers, BSN, RN, PCCN – Mobile Hope and Operation Christmas Child – packed bags for homeless, packed shoeboxes for children in need in other countries
Venice Casey Rigor, BSN, RN, MEDSURG-BC – Virginia Medical Reserve Corps – vaccinator
Fortune Sia, BSN, RN-BC – Virginia Volunteer Health System – COVID-19 vaccinator, registration, support staff
Molly Stauffer, BSN, RN, CMSRN – Inova – organized food drive for float pool
Shanta P. Subedi, MSN, RN, CMSRN – Nepali American Community Center and Society of American Nepalese Nurses – taught cardiopulmonary resuscitation and first aid to the community via Zoom and Facebook Live, included in both Nepali and English
Carol Swamidoss Douglas, PhD, MPH, RNC-MNN – Virginia Nurses Association – member, Commission on Nursing Practice research work group
Jacqueline Tibbetts, DNP, MSN, RN, CPAN – International Collaboration of PeriAnaesthesia Nurses and Virginia Medical Reserve Corps - treasurer, vaccinator
Jackie Wavelet, MSN, RN, CNE – Inova – went to community events to share information about stroke, stroke prevention and prompt family/community assessment with BEFAST
Nicole (Nikki) Webb, BSN, RN, CNOR – Girl Scouts and Boy Scouts of America – troop leader, troop co-leader, troop medical officer, troop money manager
Leslie Yousefi, BSN, RN, PCCN – Kidney Foundation and American Heart Association – fundraiser, Heart Walk team organizer
Katherine Zimmerman, BSN, RN, PCCN-BC – American Heart Association – Heart Walk team leader and coordinator
Clinical Excellence and Patient Experience Subcouncil

IFOH’s clinical excellence and patient experience council continued to focus on providing top quality care, every touch, every time, with every patient we are privileged to serve. IFOH remains consistent by outperforming the NDNQI benchmark related to nurse-sensitive indicators and hospital-acquired conditions. In addition, all goals established by the council in were achieved. The council implemented hospital-acquired infection champions to ensure bundle compliance, perform data collection and provide real time education to team members. The council resolved multiple ARFs to address team members’ concerns and needs to better serve our many patient populations. In addition, ARFs have been submitted that have been escalated and reviewed at the system level.

2021 goals: How did we do?

- Maintain < 7 falls every month: Even though IFOH did not meet our 2021 falls goal, there was a 5% reduction from 2020 levels. In addition, the number of assisted falls increased, resulting in fewer patient injuries.
- Outperform NDNQI benchmark for CAUTIs on a majority of units: IFOH met the goal (75% of units).
- Outperform NDNQI benchmark for HAPIs on a majority of units, every quarter: IFOH met this goal.
- Maintain performance on organization-level patient experience metrics for “likelihood to recommend” scores:
  - HCAHPS (inpatient adult) – 92nd percentile: IFOH met the goal.
  - Emergency department – 90th percentile: IFOH met the goal.
  - Radiation oncology – 96th percentile: IFOH met the goal.
  - OAS CAHPS (ambulatory surgery, GE, IR) – 69th percentile: IFOH did not meet this goal.
  - Outpatient services (hospital radiology, imaging center, pain clinic, ostomy, medical weight loss) – 52nd percentile: IFOH did not meet this goal.
Nursing Research and EBP Subcouncil

- The nursing research and EBP subcouncil continued work on several exciting research projects including:
  - An infant-driven feeding study in partnership with the NICU at IFMC: This is a longitudinal study with more than 200 participants, looking at the long-term impact of infant-driven feeding.
  - Caritas study: IFOH is part of Inova’s system-wide research study to assess caring practices. The study has been completed and disseminated to both internal and external audiences. In addition, the team is currently writing a manuscript for publication.
  - Research on Healing Touch during the post-op period on C-section patients: This is part of a system-wide study to look at the impact of Healing Touch on patients who have had C-sections.
  - A randomized, controlled study of aromatherapy on post-op bariatric surgical pain: This study looks at the effects of nausea in the bariatric surgical patient, with close partnership with the pharmacy, the nonsurgical weight loss program and APPs. The study enrolled more than 150 subjects, with a target of 180.
  - A study on defining characteristics of early-stage pressure injury using alternate light sources: Nurses are partnering with faculty from George Mason University to see if alternate light sources can be used to identify pressure injury earlier and implement interventions.
  - The ED conducted a study on and educational intervention to impact healthcare providers’ perceptions on opioid substance use disorders.

- The council implemented the DNP project on clinical technician handoffs on our medical floor.

- The EBP fellows program worked on:
  - Stroke alert care – PCU
  - Skin-to-skin contact and hypoglycemia – PP

Professional Development Subcouncil

- The professional development subcouncil worked on providing accessible ADVANCE tip sheets for staff RNs to utilize as they climb the clinical ladder. The team constructed an ARF on clearer instructions for seeking reimbursement for certification process and renewal.

- Daisy award nominations and award ceremonies continued, and the organization added the Peach award for non-RN team members.

Professional development binders kept on units to provide staff members with resources for ADVANCE and certification process

- A skin champion team was developed at IFOH with the help of our professional development subcouncil:
  - Linda Arundel, MSN, RN, WOCN
  - Kimberly Winter, MSN, RN, WOCN
  - Ann Maas, BSN, RN – ICU
  - Juliette Kangha, BSN, RN – PCU
  - Wendy Sloss, BSN, RN – Medical
  - Rachel Lambert, BSN, RN – CDU
  - Mark Deedman, MBA, CPFT, RRT – RCP
  - Mike Lavery, RRT – Materials Management
  - Edward Silverman, DPT, PT – PT/OT

- Professional development also hosted multiple educational inservices for staff including:
  - Management of Ethical Dilemmas in Current Medical Practice
  - Management of the Suicidal and Agitated Population
  - Documentation for Legal Purposes and Clinical Practice with Cultural Humility for LGBTQ+ Patients and Families

- As always, the subcouncil developed and provided the celebratory activities, food and gifts for multiple team member celebrations including Nurses Week, Certified Nurses Day, the Nursing Excellence Awards, the Daisy Awards and the Peach Awards. We are always working to recognize and celebrate our team members. See below for Peach Award signage and the first recipients.

Night Shift Council

- The vending machine in IFOH cafeteria is stocked with a comprehensive, diverse selection of healthy food for night shifters, since the hospital cafeteria closes prior to night shift as a result of the night shift council’s work.

- The council continuously examines and requests feedback from night shift staff to better serve their needs. They consistently work toward better access to education, inservices and system/care site updates to keep the night shift informed and aware of changes to policies, procedures, equipment, supplies, etc.
IFOH Awards and Recognition

Daisy Awards
Theresa Barksdale, BSN, RN
Alexander Gill, BSN, RN
Eileen Ludden, BSN, RN, OCN
Kelsey Luong, BSN, RN
Maggie O’Toole, MSN, RN, PNCB

See photos below of some Daisy winners from 2021, along with the signage photo of the coveted parking space they are awarded and a photo of the signage for the Peach awards.

Nursing Excellence Awards
Stephanie Jones, MSN, RN, NE-BC – Transformational Leadership
Ann Maas, BSN, RN – Structural Empowerment
Maura King, BSN, RN, CEN, CPEN – Exemplary Professional Practice
Ramanpreet Kaur, BSN, RN, RN-BC – Exemplary Professional Practice
Liliana Suchicital, BSN, RN, CBN, ONC, CHTP – New Knowledge, Innovations and Improvements
Christopher Hunsberger, BSN, RN, CEN, TCRN – Rising Star
Elizabeth Philips, BSN, RN – Rising Star

Vizient Nurse Residency Summary
IFOH is proud to be part of the Vizient Nurse Residency program. In 2021, 58 new graduate nurses completed the program. The new graduate nurses attended monthly seminars that provide skill and knowledge to successfully transition to the professional nursing role. We are proud of our nurse resident graduates and are excited to see the many contributions they have already made to the organization.

Residency Posters
Danni Hornbaker, BSN, RN; Zhanar Jumanova, BSN, RN; Isabel Longenecker, BSN, RN; Courtney Moray, BSN, RN; Joya Robb, BSN, RN; Yasmin Rodriguez Aparicio, BSN, RN; Shaelia Victor, BSN, RN; Inova Fair Oaks Hospital, Cohort 6.
ACT FASTER: Use of Pressure Prevention Bundle to Decrease Deep Tissue Injuries in the Acute Care Setting [Poster]
David Baughman, RN; Elana Carr, BSN, RN; Samuel Rivera, BSN, RN; Inova Fair Oaks Hospital, Cohort 6.

Don’t Fall, Please Call!
Melissa Kapfer, RN; Anna Pak, BSN, RN; Elizabeth Phillips, BSN, RN; Laura Johnson, BSN, RN; Sung Un Youn, RN; Inova Fair Oaks Hospital, Cohort 7.

Improving Nurse Resilience
Tabatha Milliam, RN; Brianna Rankin, BSN, RN; Michelle Rosenberger, BSN, RN; Sung Un Youn, RN; Inova Fair Oaks Hospital, Cohort 7.
Warm It Up: Utilizing an EBP Approach to Decrease Surgical Complications Related to Hypothermia [Poster]

Awards Received
Guardian of Excellence Award – Radiation Oncology Department

Presentations
Liliana G Suchicital, BSN, RN, CBN, CHTP, ONC
Caritas: Nurse Perception and Work Environment [Poster]
Inova Nursing Research and EBP Symposium. Virtual, Oct. 28, 2021

COVID-19 Proactive Rounding and Education [Poster]
Inova Nursing Research and EBP Symposium. Virtual, Oct. 28, 2021; Association for Nursing Professional Development. Virtual, Sept. 3 – 6, 2021
New Degrees
Bachelor of Science in Nursing
Marissa Brewer, BSN, RN

Master of Science in Nursing
Melissa Fincham, MSN, FNP-BC, PCCN
Pamela Hernandez, MSN, RN, NRC-NIC
Maile Kalinowski, MSN, RN

New Certifications
Certified Ambulatory Peri Anesthesia Nurse
Lora Shedd, BSN, RN, CAPA

Certified Breastfeeding Counselor
Brittany Johnson, MSN, RN, CBC

Certified Medical-Surgical Registered Nurse
Lani Joung, BSN, RN, CMSRN
Vivian Ruiz, BSN, RN, CMSRN

Certified Nurse Operating Room
Veronica Guadron, BSN, RN, CNOR
Elizabeth Hill, BSN, RN, CNOR

Certified Pediatric Emergency Nurse
Christopher Hunsberger, BSN, RN, CEN, CPEN, TCRN

Critical Care Registered Nurse
Ashlyn Knott, BSN, RN, CCRN

Electronic Fetal Monitoring
Nicole Detorie, BSN, RN, C-EFM
Grecia Lima Valdez, BSN, RN, C-EFM

Family Nurse Practitioner
Melissa Fincham, MSN, RN, FNP-BC, PCCN

Gerontological Nurse
Karen Gymah, BSN, RN, GERO-BC

Informatics Nursing Certification
Amy Trang, BSN, RN, INFO-BC

Nurse Executive
Christina Gioe, MSN, RN, CNL, NE-BC
Adam Litvin, BSN, RN, NE-BC

Nursing Professional Development Certification
Jennifer McCaughey, MSN, RN, BS, RNC-MNN, CCE, NDP-BC

Progressive Care Nursing (Adult)
Natay Avalos-Venura, BSN, RN, PCCN
Kelly Johnson, BSN, RN, PCCN
Lauren Katz, BSN, RN, PCCN
Deepika Shrestha Rajbhandary, BSN, RN, PCCN
Carley Smith, BSN, RN, PCCN
Catherine Yzquierodo, BSN, RN, PCCN

Scholarship Awards
Brenda Acham, MSN, RN, CNOR – Inova Nursing Excellence Scholarship
Jiyoung Han, AD, RN – Inova Nursing Excellence Scholarship
Kaitlyn Hegarty, BSN, RN, OCN, CBCN – Inova Nursing Excellence Scholarship
Amanda Patterson, BSN, RN, MEDSURG-BC – Lettie Pate Whitehead Scholarship, Virginia Commonwealth University
Angel Roberts, BSN, RN – Inova Nursing Excellence Scholarship
Alexander Tay, BSN, RN – Inova Nursing Excellence Scholarship
Manda Van der Renst, BSN, RN – Inova Nursing Excellence Scholarship

New ADVANCE
Registered Nurse 3
Kelly Banya, BSN, RN, CEB
Eun Jin Kim, BSN, RN, MEDSURG-BC
Chelsea Kosher, BSN, MEDSURG-BC
Lily Meehan, BSN, RN, CEN
Quesia Rivera, BSN, CCRN
San San Lui, BSN, RN, RNC-MNN
Natalia Shalim, BSN, RN, PCCN
Saghi Tehran, BSN, RN, CCRN

Registered Nurse 4
Kiran Ahmad, BSN, RN
Emelia Bautista Santiago, BSN, RN, CNOR
Nihila Dasari, BSN, RN, CEN
Danielle DeSilvius-Sapsford, BSN, RN, MED, CEN
Patrali Fonatanez Jones, BSN, RN, CCRN
Alyson Garris, BSN, CEN
Elizabeth Hill, BSN, RN, CNOR
Susan Hottle, BSN, RN, GERO-BC
Christina Hovan, BSN, RN, CNOR
Christopher Hunsberger, BSN, RN, CEN, CPEN, TCEN
Pauline Huynh, BSN, RN, PCCN
Kelly Johnson, BSN, RN
Ramanpreet Kaur, BSN, RN, GERO-BC
Esther Maura King, BSN, RN, CEN, CPEN
Aslykn Knott, BSN, CCRN
Christine Lee, BSN, RN, CEN
Veronica Leiva, BSN, RN, CNOR
Rachel Leopold, BSN, RN, CEN
Ashly McLean, BSN, RN, PCCN

Professional Organization Activities
Linda Arundel, MSN, RN, WCON – Mid-Atlantic Region Wound Ostomy and Continence Nursing Society – Chair, continuing education committee
Linda Arundel, MSN, RN, WCON – Ostomy Support Group in Northern Virginia LLC – medical advisory board member
Jennifer McCaughey, MSN, BS, RN, RNC-MNN, CCE – National Certification Corporation – content team member for certification examination
Vicki Lindgren, MSN, RN, CRN, CCNS – American Association of Critical-Care Nurses – senior Beacon analyst supporting review of Beacon application

Volunteer Activities
Kiran Ahmad, BSN, RN, C-EFM – Interfaith Community – COVID-19 vaccinations
Linda Arundel, MSN, RN, WOCN – Loudoun County Medical Reserve Corps – vaccination administration
Linda Arundel, MSN, RN, WOCN – Professional Advisory Board Ostomy Support Group to Northern Virginia – advisory board member
Ursula Dettmann, BSN, RN, GERO-BC – IFOH – organized donation and support program to feed homeless
Brittany Johnson, MSN, RN, CBC – Abba Pregnancy Center – taught prenatal childbirth classes and breastfeeding classes
Ann Maas, BSN, RN – The Church of Jesus Christ of Latter Day Saints – nurse at summer youth camp with 200+ participants
Nichole Nash, BSN, RN, A, BS – Dale City Volunteer Fire Department – volunteered to provide healthcare services
Clinical Excellence and Patient Experience Subcouncil

The clinical excellence and patient experience subcouncil set performance goals and measured progress.

Our 2021 goals included:

- **Decrease falls with injury by 10%**: Our 2020 fall with injury rate was .45, and our 2021 fall rate was .36. This represents a 20% decrease in falls with injury, which means ILH met this goal.
- **One CAUTI**: We had six CAUTIs in 2021, resulting in the fact that we did not meet our goal.
- **Four CLABSIs**: We had five CLABSIs in 2021, resulting in not meeting our goal.
- **Decrease HAPIs by 10%**: We had 122 reported HAPIs in 2020 and 141 HAPIs in 2021. Our goal was not met.

Patient experience metric goals:

- Likelihood to recommend HCAHPS score: goal was 87% (rank) – performance was 91% (met goal)
- Likelihood to recommend ED score: goal was 91% (rank) – performance was 94% (met goal)
- Nurse communication: goal was 80% (rank) – performance was 86% (met goal)
- Care delivery model behaviors goal was 80% (always) – performance was 80% (met goal)

Nursing Research and EBP Subcouncil

ILH’s nursing research and EBP subcouncil met or exceeded all its goals for 2021.

Our 2021 goals included:

- Disseminate research and EBP findings: five posters and podium presentations
  - Exceeded goal: 10 posters and podium presentations
- Submit two nursing research studies or EBP projects to the Inova Health System Nursing Research Council for approval
  - Exceeded goal: Submitted four EBP projects and research studies to the Inova Health System Nursing Research Council for approval
- Publication goal: Two manuscripts submitted/published in 2021
  - Met goal: Two publications published in peer-reviewed journals, one published abstract and two abstracts submitted but declined for publication
- Collaborate with the professional practice council to host a conference in 2021 and use it to disseminate research and EBP
  - Met goal: Participated in the 2021 Loudoun Resilience Rising Conference
- Improve strategies to disseminate research and EBP to clinical nurses
  - Met Goal: Championed nursing research and EBP fellows project, created three videos to share nursing research projects with clinical bedside nurses
Professional Development Subcouncil
Set BSN, certification and ADVANCE Goals

The professional development subcouncil set BSN, certification and ADVANCE goals for 2021 with the following results:

- Our 2020 BSN rate was 87%. With the addition of new team members who are not eligible to be certified, the rate dropped to 80% at the end of 2021. We will continue to maintain at or over 80%.
- Our 2020 certification rate was 51%. We chose a maintenance goal, to maintain above 50%. Our 2021 certification rate was 54%.
- We added 51 ADVANCE nurses in 2021.

Plan yearly ILH conference – We hosted a very successful “Resilience Rising” conference in December 2021. The conference was a blend of in-person and virtual attendance.

Our keynote speakers were Sharon Virts and Scott Miller, philanthropists at Inova Loudoun who shared their story about their donation to start the trauma center at ILH. Chirag Sandesara, MD, a cardiologist with Virginia Heart, spoke about atrial fibrillation treatment. Kim Klein, Director of Trauma Services, Jordan Tyczka, Clinical Educator for Trauma Services, and Rahil Dharia, MD, trauma and surgical specialist, spoke about our trauma program.

We had an exciting escape room trauma activity, and in the afternoon, we had presentations about EBP projects and research discussing the ICU music therapy research study, the Brøset violence tool project, the “Home Sweet Home” diabetic teaching project, a report on the Caritas survey, an update on the opioid project, and an overview of current research and EBP at ILH.

We had community presentations from Sgt. Jamie Holben discussing the CARE program in Loudoun County, which offers mental health support to county residents, and Captain Mark Golino from Loudoun County Fire and Rescue, who discussed the LCFR factor blood program.

Night Shift Council

We had our inaugural meeting of the night shift council on June 1, 2021:

We are working closely with our leadership team to improve the support we are getting from ancillary services:

- We greatly improved our communication with transport in order to better serve the night shift.
- We reached out to dietary for their leadership to have individual discussions with the nursing units in order to ensure appropriate nutritional support for our patients on nights.
- We are currently reading and discussing articles geared toward the night shift and healthy activities/challenges.
- The team is exploring current and additional educational opportunities, both on Zoom and previously recorded.
- We developed binders for the individual nursing units that will contain meeting minutes, educational information and articles.
ILH Awards and Recognition

Congratulations to all ILH nurses on their ANCC Magnet Designation for 2021.

(L to R): Jacque Harmon, MSN, RN, GERO-BC; Christopher Chiantella, MD; Ken Frese, MSN, RN, NPD-BC; Alison Smolsky, DNP, RN, NEA-BC; Debbie Toland, MSN, RN, NE-BC; April Brown, DNP, RN, MEDSURG-BC, NE-BC; Ashley Virts, MSN, RN, FNP; Jennifer Schneider, MSN-NP, RN; Becky Sawruk, BSN, RN; Sonya Sterbutzel, MSN, RN; Abhinesh Bhuvanesh, PhD, MSc, CLSSBB, CPHQ

(Front to back): Marissa Jamarik, DNP, RN, NEA-BC; Debbie Stanger, MSN, RN, NEA-BC, NPD-BC; Cindy Andrejasich, MSN, RN, RNC-MNN, NEA-BC; Lindsay Schoem, BSN, RN4, TCRN; Samantha Kelly, BSN, RN4, CAPA; Shawn Lewis, BSN, RN4, CAPA; Amy Peters, BSN, RN4, CPEN

First row (L to R): Andrea Rose; Samantha Kelly, BSN, RN4; Amy Peters, BSN, RN, CPEN; Lindsay Schoem, BSN, RN4, TCRN; Sussan Liang, MSN, RN, MEDSURG-BC; Rubina Ali-Ahmed, BSN, RN; Debra Stanger, MSN, RN, NEA-BC

Second row (L to R): Kamaile Labor; Erin Gerrior; Shawn Lewis, BSN, RN, CAPA; Katie Weber, BSN, RN

Chris Chiantella, MS, MD, CMO; Bill Bane, BS, MBA, CFO; Sarah Pavlik, MA, AVP Human Resources; Deborah Addo, MPH, CEO; Marissa Jamarik, DNP, RN, NEA-BC, CNO; and Debbie Stanger, MSN, RN, NEA-BC, NPD-BC, Director, Nursing Outcomes/MPD and ILH Team

(Zero to R): Chris Chiantella, MS, MD, CMO; Bill Bane, BS, MBA, CFO; Sarah Pavlik, MA, AVP Human Resources; Deborah Addo, MPH, CEO; Marissa Jamarik, DNP, RN, NEA-BC, CNO; and Debbie Stanger, MSN, RN, NEA-BC, NPD-BC, Director, Nursing Outcomes/MPD and ILH Team
Daisy Awards
Dan Buffington, RN, TCRN
Mike Bowen, MSN, RN, GER-BC
Julie Costanzo, BSN, RN, RNC-OB
Leah Foster, RN
Lauren Havard, BSN, RN
Alissa Hedrick, BSN, RN, C-EFM
Karen Miller, BSN, RN
Rosemary Pascua, BSN, RN
Kainat Shah, RN
Theresa Shenk, BSN, RN, CWCN
Lisa Smith, BSN, RN
Marc-Andre Vendiola, BSN, RN

Nursing Excellence Awards
Kim Davis, BSN, RN, MEDSURG-BC – Transformational Leadership
Michelle Fields, BSN, RN, CCRN – Exemplary Professional Practice
Nicole Hope, BSN, RN – Rising Star
Rahina Kimba, BSN, RN, PCCN – Preceptor Award
Lindsay Schoem, BSN, RN, TCRN – Structural Empowerment
Jamie Ulrich, BSN, RN, CMSRN, PCCN, NC-BC – Mentor Coach Award
Jessica Wepee, BSN, RN, CCRN – New Knowledge, Innovations and Improvements

Nursing Excellence Team Award
COVID-19 Airway Response Team
Ayman Abdel, MD
Samantha Blakeslee, MSN, RN
Jeff Brown, RT
Dr. Chris Chiantella
Zina Drott, BSN, RN, CNOR
Lisa Dundas, BSN, RN, CNOR
Darian Gregory, BSN, RN, CNOR
Marisa Jamariak, DNP, RN, NEA-BC
Erin Judy, RT
Joy Lucas, MSN, RN, CCRN-K
Lorna Miller, MD
Edward Puccio, MD
Tamra Rose, BSN, RN, CNOR
Vicky Sapla, BSN, RN
Jordan Tyczka, MSN, RN, CEN, TCRN
Rebecca Valdesuso, MSN, RN
Karen Vanderlinde, BSN, RN
Chelsea Verdin, BSN, RN, CNOR

Vizient Nurse Residency Summary
54 nurse residents in three cohorts completed our nurse residency in 2021.
Care-Site-Specific EBP, Quality Improvement and Research Results

Research Studies Active

IRB Study: U20-02-3915: Caritas: Nurses’ Perception of Caring in the Healthcare Environment. Rationale: This study seeks to explore nurses’ perception of caring within their work environment to better inform the activities of the Inova Holistic Care Council. Objectives: To assess nurses’ perception of self-care and feeling cared for by coworkers and leaders as measured by: (1) Watson Caritas Self-Rating Score; (2) Watson Caritas Coworkers Score; (3) Watson Caritas Leader Score. Principal Investigator (system): Terry Davis, PhD, RN, FAAN. IFMC Principal Investigator: Carol Swamidoss Douglas, PhD, MPH, RNC-MNN. May 2021 – 1,300 registered nurses participated in the Caritas survey across the system.

Jaimee Robinson, MSN, RN, RNC-OB, C-EFM, NPD-BC; Elyssa Wood, PhD, CPEN, TCRN, CPN; Debra Stanger, MSN, RN, NEA-BC, NPD-BC; Cindy Andrejasich, MSN, RN, NE-BC, RNC-MNN; Linda Dwyer, BSN, RN, IBCLC

Effects of Healing Touch on Pain and Anxiety in Women After Cesarean Delivery
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, CHTP; Mary Ann Friesen, PhD, RN, CPHQ; Anthony Meadows, PhD, MT-BC, LPC; Zhiwei Zhang, PhD; Audra Gollenberg, PhD

Effects of Music Therapy on Mechanically Ventilated Patients
Lindsay Schoem, BSN, RN, TCRN; Elyssa Wood, PhD, RN, TCRN, CPN; Mary Ann Friesen, PhD, RN, CPHQ; Debra Stanger, MSN, RN, NEA-BC, NPD-BC; Alison Burton, BSN, RN; Scott Mueller, BSN, RN; Allison Smolsky, DNP, RN, NE-BC

Strategies to Address Perceptions of Opioid Use Disorder Among Staff
Katrina Wisecarver, BSN, RN; Julie Montasser, RN

Impact of STS (Skin to Skin) on Newborn Hypoglycemia Rates
Heidi Poole, BSN, RN

Small Education, Big Picture: Using Microlearning to Enhance Intermediate Care Unit Nurses’ Ability to Detect and Respond to Patient Deterioration
Amanda Rosenkranz, PhD, RN, CPEN, CPN
Sarah Stinson, BSN, RN, CPEN
Elyssa Wood, PhD, RN, CPEN, TCRN, CPN

ILH – Ready, Set, Go! Safe Patient Handoff
Venkata Allada, MD
Abhinesh Bhuvanesh, PhD, CLSSBB, CPHQ
Antoinette Bland, BSN, RN
April Brown, DNP, RN, NE-BC, RN-BC
Nicoile Dlesk, BSN, RN, PCNN
Robin Earp, BSN, RN, ACM
Ken Frese, MSN, RN, NPD-BC, ACNS-BC
Amy Gillam, MSN, RN, CNML, CCRN, TCRN
Jacquelyn Harmon, MSN, RN, BC
Marissa Jamariak, DNP, RN, NEA-BC
Kim Klein, BSN, RN, CEN, CPEN
Joy Lucas, MSN, RN, CCRN-K
Narcis Moshrefi, MSN, RN, PCNN
Meghan Kenison, RN
Maria Showman, BSN, RN, MEDSURG-BC, TCRN

ILAMS Awards

ILH ED – Try All Three ‘Till You Get Peel!
Meghan Kenison, RN
Jill McCabe, MD
Serena McReynolds, BSN, RN, CPEN, TCRN

Awards Received

4th Time Beacon Silver Award
ILH Intensive Care Unit

Magnet Redesignation April 15, 2021
10 Exemplars
Inova Loudoun Team
Magnet Ambassadors:
Rubina Ali-Ahmed, BSN, RN
Samantha Kelly, BSN, RN, CAPA
Shawn Lewis, BSN, RN, CAPA
Sussan Liang, MSN, RN, MEDSURG-BC
Elizabeth Peters, BSN, RN, CPEN
Lindsay Schoem, BSN, RN, TCRN
Katie Weber, BSN, RN

Nursing Research and EBP Fellows Program: Loudoun Participants
Katrina Wisecarver, BSN, RN; Julie Montasser, RN

Inpatient Stroke Alert Quality Improvement: “What to tell?” and “What to do?”
Brittany Motter, MSN, RN, RNC-MNN, RNC-LRN, IBCLC

Impact of STS (Skin to Skin) on Newborn Hypoglycemia Rates
Amanda Rosenkranz, PhD, RN, CPEN, CPN
Sarah Stinson, BSN, RN, CPEN
Elyssa Wood, PhD, RN, CPEN, TCRN, CPN

L (to R): Emergency Department – Lansdowne, Claudio Astudillo; Ryan Minnick, BSN, RN; Tiffany Fitzgerald, BSN, RN, TCRN; Katie Grey, RN; Virginia Walker, BSN, RN; Patrick Campbell, RN

ILH – Ready, Set, Go! Safe Patient Handoff
Venkata Allada, MD
Abhinesh Bhuvanesh, PhD, CLSSBB, CPHQ
Antoinette Bland, BSN, RN
April Brown, DNP, RN, NE-BC, RN-BC
Nicoile Dlesk, BSN, RN, PCNN
Robin Earp, BSN, RN, ACM
Ken Frese, MSN, RN, NPD-BC, ACNS-BC
Amy Gillam, MSN, RN, CNML, CCRN, TCRN
Jacquelyn Harmon, MSN, RN, BC
Marissa Jamariak, DNP, RN, NEA-BC
Kim Klein, BSN, RN, CEN, CPEN
Joy Lucas, MSN, RN, CCRN-K
Narcis Moshrefi, MSN, RN, PCNN
Meghan Kenison, RN
Maria Showman, BSN, RN, MEDSURG-BC, TCRN

Allison Smolsky, DNP, RN, NE-BC
Deborah Toland, MSN, RN, NE-BC
IAMS Merit Award
ILH – Getting Sweeter in Hypoglycemia Prevention
Venkata Allada, MD
Abhinesh Bhuvanesh, PhD, CLSSBB, CPHQ
May Chang, PharmD
Christopher Chiantella, MD
Catleen Cowden, PharmD
Pamela DuRousseau, MPH, RDN
Joy Lucas, MSN, RN, CCRN-K
Eva Moreira-Yang, PharmD

Star Nurse Program Finalist
Kim Klein, BSN, RN, CEN, CPEN
Rabelle Siddiki, BSN, RN

Abstracts Submitted
Elyssa Wood, PhD, CPEN, TCRN, CPN; Sarah Stinson, BSN, RN, CPEN
Improving Pediatric Readiness Through Simulation [Podium]

Presentations
Patricia Achama, BSN, BSHA, RN; Leslie Hicks, BSN, RN, MEDSURG-BC; Diane Swengros, MSN, RN, BC-NPD
Bundling Up for Safety: Implementing a Workplace Violence Prevention Bundle on Inpatient Psychiatric Units [Poster]
Sigma Theta Tau 46th Biennial Convention. Virtual, Nov. 6 – 10, 2021
Patricia Achama, BSN, BSHA, RN; Leslie Hicks, BSN, RN, MEDSURG-BC; Hagar Osei, BSN, RN
Bundling Up for Safety: Implementing a Workplace Violence Prevention Bundle on Inpatient Psychiatric Unit [Podium]
Kylie Yearwood, DNP, RN, CNE, CEN
Emotional Intelligence and Burnout Among Emergency Room Nurses [Podium]
Inova Health System Nursing Research Symposium. Virtual, Oct. 28, 2021
Jennifer Drake, DNP, RN, NPD-BC, ONC, CARitas Coach; Allison Walters, BSN, RN, CDCES; Joanna Ahn, BSN, RN; Marc Bailey, BSN, MSHA; Michael Biewett, BSN, RN; Alicia Brantley, BSN, RN; Melinda Byrns, MS, MLS; Joycelyn Cudjoe, PhD, RN; Katie Dugan, BSN, RN, PMGT-BC; Enkhjargal Gendenjamts, BSN, RN; Ramanpreet Kaur, BSc, RN, RN-BC; Ndeye Keita, BSN, RN; Edgardo Macabulos Jr., BSN, RN; Bernice D. Mowery, PhD, RN; Jaqueline Perez, MPH; Sarah Naputi, MSN-NI RN, CRRN, MEDSURG-BC; Grace Sesay, BSN, RN, MEDSURG-BC; Lalni Sharma, BSN, RN, CMSRN
Home Sweet Home: Improving Diabetes Discharge Education [Podium]
Association of Diabetes Care and Education Specialists. Virtual, Aug. 12 – 15, 2021

Nurses Week Celebration 2021
Steven DeCarlo, BSN, RN – WOCN Nursing Support Unit Nurse of the Year
Virginia LaBahn, BSN, RN – PACU Unit Nurse of the Year
Mildred Tayong, BSN, RN, MEDSURG-BC – 26 Main/Medical Unit Nurse of the Year
Kaeti Heister, BSN, RN, RNC-MNN – 42 North Postpartum Unit Nurse of the Year
Kim Friend, BSN, RN, RNC-NIC – NICU Nurse of the Year
Mary Jo Dunn, BSN, RN, RNC-NIC – 41 North/Surgical Oncology Unit Nurse of the Year
Bonnie Rollins, BSN, RN, CPAN – IHV/Radiology Unit Nurse of the Year
Katie Weber, BSN, RN – 3 West/IMC Unit Nurse of the Year
Mitzi Arbogast, BSN, RN – Outpatient Services/Radiation Oncology Unit Nurse of the Year
Lea Lines, BSN, RN, PCCN – 51/52 North/PCU Unit Nurse of the Year
Jeanne Lee, BSN, RN – 22 North Labor and Delivery Unit Nurse of the Year
Magdalene Greaney, BSN, RN, CPN – Pediatrics Unit Nurse of the Year
Susan Donohoe, BSN, RN – LAMPS Unit Nurse of the Year
Marie Noutio, RN – LNRC Unit Nurse of the Year
Analisa Salimbangon, BSN, RN – Observation Unit Nurse of the Year
Cheryl Brigola, BSN, RN – Float Pool Unit Nurse of the Year
Beth McKinnon, BSN, RN, CEN – Lansdowne ED Unit Nurse of the Year
Amy Peters, BSN, RN, CPEN – PEDS ED Unit Nurse of the Year
Sarah Mansell, BSN, RN – Cornwall ED Unit Nurse of the Year
Jessica Wall, BSN, RN – ED Ashburn Unit Nurse of the Year
Terry Trail, ASN, RN, CNOR – OR Unit Nurse of the Year
Jennifer Steele, BSN, RN – STICU Unit Nurse of the Year
Kate Rodgers, BSN, CCRN – ICU Unit Nurse of the Year

CT/EMT/MA/MHT Celebration
41 North/Surgical Oncology
26 Main/Medical
51/52 North/PCU
Float Pool
STICU
ICU
3 West/IMC
ED Pediatrics
ED Ashburn
Surgical Services (includes PSS, Pre- and Post-Op PACU)
42 North/Family-Centered Care Lactation
LAMPS
Pediatrics
24 Main Observation
Winner: Casandra Coreas
Winners: Alyssa Cherra and Jenny Arevalo
Winner: Elena Belousova
Winner: Taryn Alexander
Winner: Uyanga Batsukh
Winner: Olivia Carlton
Winner: Layne Schulein
Winner: Molly Rich
Winner: Karland Hill
Winner: Azra Shahnaz
Winner: Veronica De Lao
Winner: Jay Stines
Winner: Bezu Tadesse
Winner: Cynthia Akumfi Baidoo
Elyssa Wood, PhD, CPEN, TCRN, CPN; Anne-Marie O’Brien, PhD, RN, WHNP-BC

The Importance of a Strengths-Based Approach to Guide DEI Initiatives in Nursing [Poster]

Virginia Nurses Association and the Virginia Nurses Foundation’s Virtual Spring Conference, Creating a Multicultural Foundation for Nursing. Virtual, April 21, 2021

Jaimee Robinson, MSN, RN, RNC-OB, C-EFM, NPD-BC

Obstetrical and Neonatal Training for Emergency Medical Services Providers [Podium]

2021 Association of Women’s Health, Obstetric and Neonatal Nurses Convention. Virtual, Oct. 12, 2021

Elyssa Wood, PhD, CPEN, TCRN, CPN; MaryAnn Friesen, PhD, RN, CPHQ; Joycelyn Cudjoe, PhD, RN

Supporting a Culture of Inquiry and Inclusion Through Human Caring [Podium]

Association of Diabetes Care and Education Specialists. Virtual, Aug. 12 – 15, 2021

Rebecca McCoy, MSN, RN, TCRN, CPEN; Serena McReynolds, BSN, RN, TCRN, CPEN; Amanda Rosenkranz, PhD, RN, CPEN, CPN; Sarah Stanger, MSN, RN, NEA-BC, NPD-BC

New Degrees

Bachelor of Science in Nursing
Shelbi Hawkins, BSN, RN
Marley Hoover, BSN, RN
Heather Luong, BSN, RN, CCRN
Victoria Repreza, BSN, RN
Kelsie Smith, BSN, RN, CEN
Lauren Tagliafero (Greening), BSN, RN
Catherine Tharp, BSN, RN

Master of Science in Nursing
Alicia Brown (Post), MSN, RN
Samantha Clayborn, MSN, RN, APHN-BC
Ashley Elmore, MSN, RN, CCRN
Anna Haynes, MSN, RN, IBCLC, RNC-NIC
Susaan Liang, MSN, RN, MEDSURG-BC
Peace Peters, MSN, RN, MEDSURG-BC, PMHNP-BC
Christine Rogers, MSN, RN, RNC-OB

Doctor of Philosophy in Nursing
Kylie Yearwood, PhD, RN, CNE, CEN

New Certifications

Ambulatory Care Nurse
Laura Miller, BSN, RN, AMB-BC

Cardiovascular Registered Nurse
Michelle Tapia, BSN, RN, CVRN

Certified Childbirth Educator
Gesila Mogol, BSN, RN, CCE

Certified Clinical Research Professional
Sani Wilson, RN, CCRP

Certified Emergency Nurse
Laura Castro, BSN, RN, CEN
Kelsie Smith, BSN, RN, CEN
Kylie Yearwood, DNP, RN, CEN, CNE
Antoinette Zaferopoulos, BSN, RN, CEN

Certified Gastrointestinal Registered Nurse
Victoria Colella, BSN, RN, CGRN

Certified Medical-Surgical Registered Nurse
Chelsea Fulton, BSN, RN, CMSRN
Ashley Jackson, BSN, RN, CMSRN
Allyson Diamond Keeney, BSN, RN, CMSRN
Sarah Brown Palos, BSN, RN, CMSRN, PMG-BC
Brandy Rothermund, BSN, RN, CMSRN

Certified Nurse Operating Room
Abigail Fulcer, BSN, RN, CNOR
Megan Jonkers, BSN, RN, CNOR
Deborah Whalen, BSN, RN, CNOR

Certified Pediatric Emergency Nurse
Lacey Higbee, BSN, RN, CPEN
Rosalyn Sneed, MSN, FNP, RN, CEN, CPEN

Certified Critical Care Registered Nurse
Christina Braji, BSN, RN, CCRN
Samantha Harvey, BSN, RN, CCRN
Sarah Suter, BSN, RN, CCRN
Kara Wilder, BSN, RN, CCRN

Electronic Fetal Monitoring
Courtney Buchanan, BSN, RN, C-EFM
Alexandra Buffa, BSN, RN, C-EFM
Heather Collins, BSN, RN, C-EFM
Katie Faett, RN, C-EFM
Macy Fries, BSN, RN, C-EFM
Alissa Hedrick, BSN, RN, C-EFM
Nicole Hope, BSN, RN, C-EFM

Family Psychiatric and Mental Health Nurse Practitioner
Peace Peters, MSN, RN, MEDSURG-BC, PMHNP-BC

Inpatient Obstetric Nursing
Jennifer Waters, BSN, RN, RNC-OB, C-EFM

Maternal Newborn Nursing
Julia Brenton, BSN, RN, RNC-MNN
Alexandra Cipolla, BSN, RN, RNC-MNN
Jessica Haas, BSN, RN, RNC-MNN
Victoria Jia, BSN, RN, RNC-MNN
Deeptie Jose, BSN, RN, RNC-MNN
Bibiana Arriaga Zavala, BSN, RN, RNC-MNN

Medical Surgical Nursing
Elaine Pang, BSN, RN, MEDSURG-BC
Valentyna Rader BSN, RN, MEDSURG-BC

Medical Surgical Nursing – Board Certified
Katheryn Dugan, BSN, RN, PMGT-BC, MEDSURG-BC
Brandy Elizabeth Rothermund, BSN, RN, MEDSURG-BC

Neonatal Intensive Care Nursing
Chelsea Levi, BSN, RN, RNC-NIC

Nurse Coach Board Certified
Mary Birmingham, BSN, RN, NC-BC

Nurse Executive
Antoinyette Bland, MSN, RN, NE-BC
Michelle D Rowan, MSN, RN, NE-BC

Nurse Executive, Advanced
Alison Smolsky, DNP, RN, NEA-BC

Nursing Professional Development Certification
Ken Frese, MSN, RN, ACNS-BC, NP-BC
Jaimie Robinson, MSN, RN, RNC-OB, C-EFM, NP-BC
Debra Stanger, MSN, RN, NEA-BC, NP-BC

Pain Management Nursing
Chandra Adhikari, BSN, RN, PMGT-BC

Publications

Elyssa Wood, PhD, CPEN, TCRN, CPN; Mary Ann Friesen, PhD, RN, CPHQ; Lindsay Schoem, BSN, RN, TCRN; Debra Stanger, MSN, RN, NEA-BC, NPD-BC (2021), Development of the Perception of Opioid Use Survey. Instrument Journal of Nursing Measurement, p. 347 – 364.
Progressive Care Nursing (Adult)
Marie Cedillos Bautista, BSN, RN, PCCN, CMSRN
Rasmita Ghimire, BSN, RN, PCCN
Maureen Hunter, BSN, RN, PCCN
Karen Ippolito, BSN, RN, PCCN
Enju Lee, BSN, RN, PCCN
Hannah Macey, BSN, RN, PCCN
Elizabeth (Ellie) Balcerzak Onders, BSN, RN, PCCN
Jessica Schaub, BSN, RN, PCCN

Psychiatric Mental Health Nursing
Ladan Azadi, BSN, RN, PMH-BC
Wendi Cole, MSN, RN, RNC-NIC, PMH-BC
Cynthia Price, BSN, RN, PMH-BC
Kristen Steel, BSN, RN, PMH-BC

Trauma Certified Registered Nurse
Brenna Barnhouse, BSN, RN, TCRN, MEDSURG-BC
Lauren Beecher, BSN, RN, TCRN
Amy Gillam, MSN, RN, CNML, CCRN, TCRN
Christine Lynch, BSN, RN, TCRN
Stephani Parsons, BSN, RN, TCRN
Joshua Sines, BSN, RN, CEN, CCRN, TCRN
Jiraphat Sumner, BSN, RN, TCRN
Morgan Vanderpool, BSN, RN, TCRN

Scholarship Awards

Ladies Board Nursing Scholars
Total Ladies Board Scholarship for ILH Nurses: $62,000 was awarded for nursing scholarships for those who live and work in Loudoun County. Fourteen recipients are team members of ILH.
Jessica Cave, BSN, RN, CEN
Akshi Parajuli
Katheryn Dugan, BSN, RN, PMGT-BC
Lindsay Erickson
Michelle Fields, BSN, RN, CCRN
Rachael Herman, BSN, RN
Loong Holdridge
Casey Hughes
Serene Ann Lapid
Julia Lees
Melissa Omotola, BSN, RN, TCRN
Jaimee Robinson, MSN, RN, RNC-OB, C-EMF, NPD-BC
Adriene Simms, BSN, RN, CCRN
Alicia Suchicital

Inova Nursing Excellence Scholars
Jaimee Robinson, MSN, RN, RNC-OB, C-EMF, NPD-BC
Amanda Golino, MSN, RN, CCRN, CCNS, PMGT-BC, TCRN

New ADVANCE

Registered Nurse 3
Chandra Adhikari, BSN, RN, PMGT-BC
Melissa Bontrege, BSN, RN, RNC-OB
Wendi Cole, MSN, RN, PMH-BC
Alissa Hedrick, BSN, RN, C-EMF
PeggyWiecek, BSN, RN, CEN, MEDSURG-BC
Hannah Williams, BSN, RN, PCCN

Registered Nurse 4
Sandy Amico, BSN, RN, RNC-MNN
Ellie Balcerzak, BSN, RN, PCCN
Aleandria Baranowski, BSN, RN, RNC-NIC
Brenna Barnhouse, BSN, RN, TCRN, MEDSURG-BC
Brittany Brownlee, BSN, RN, CCRN
Rosa Castellano, BSN, RN, PCCN
Wendi Cole, MSN, RN, PMH-BC
Healther Collins, BSN, RN, C-EMF
Linda Dwyer, BSN, RN, IBDLC
Maria Cedillos, BSN, RN, PCCN, CMSRN
Anna Famiglietti, MSN, RN, RNC-OB, RNC-EMF
Hannah Ferguson, BSN, RN, RNC-OGN, CCE
Kimberly Ferrari, BSN, RN, RNC-MNN
Tiffany Fitzgerald, BSN, RN, TCRN
Jolanta Freeman, BSN, RN, RNC-OB
Kimberly Friend, BSN, RN, RNC-NIC
Rasmita Ghimire, BSN, RN, PCCN
Darian Gregory, RN, CNOR
Katherine Heister, BSN, RN, RNC-MNN
Heather Hensler, BSN, RN, RNC-OB
Nicole Hope, BSN, RN, C-EMF
Elaine Hornaday, BSN, RN, CMRSN
Christine Kenna, BSN, RN
Kathleen Kuzma, BSN, RN, TCRN
Eunji Lee, BSN, RN, PCCN
Emily Lemons, BSN, RN, C-EMF
Kaitlyn Lloyd, BSN, RN, RNC-NIC
Hanna Macey, BSN, RN, PCCN
Emily Mayer, BSN, RN, TCRN
Mabel Mbelli, MSN, RN, PCCN
Gesila Mogol, BSN, RN, CCE
Danielle Nielsen, BSN, RN, PCCN
Stephani Parsons, BSN, RN, TCRN
Ashley Purugganan, BSN, RN, CCRN
Bonnie Rollins, BSN, RN, CPAN
Jessica Schaub, BSN, RN, PCCN
Kelsie Smith, BSN, RN, CEN
Jiraphat Sumner, BSN, RN, TCRN
Sarah Towne, BSN, RN
Morgan Vanderpool, BSN, RN, TCRN
Chelsea Verdin, BSN, RN, CNOR
Maricel Villanueva, MSN, RN, CSC
Jennifer Waters, BSN, RN, RNC-OB, C-EMF
Deborah Whalen, BSN, RN, CNOR
Peggy Wiecek, BSN, RN, CEN, MEDSURG-BC
Antoinette Zaferopolos, BSN, RN, CEN

Volunteer Activities
ILH nurses raised $5,220 for the American Heart Association.
As the shared leadership governing body of the organization, the IMVH care site council supports the clinical practice of the nursing staff by influencing decisions and solving problems that directly relate to practice, patient outcomes, safety and the work environment. In this past year of council growth, the team developed and adapted its charter and bylaws, saw growth in clinical nurse representation from each department, and increased interprofessional participation. Council work included reviewing and providing input into several clinical policies and practices. The council saw a need to support the frontline staff in critically assessing lab results. Working with our laboratory partners and professional practice staff, the council developed a lab tip sheet to support clinical practice. A significant focus has been on staff education and engagement in our Magnet journey.

Clinical Excellence and Patient Experience (CEPE) Subcouncil

The CEPE subcouncil was formed in last quarter of 2021. It developed its membership, goals and team charter.

Nursing Research and EBP

In 2021, IMVH nurses helped pave the way to attaining ANCC Magnet designation through their dedication to new knowledge, innovation and improvements.

IMVH nurses conducted three research studies in 2021, including a retrospective chart review on sepsis outcomes, an evaluation of a product to treat intertriginous dermatitis and the system-wide Caritas study to evaluate caring behavior among nurses at Inova. At the 2021 Inova Nursing Research and EBP Symposium, Sarah Naputi, MSN-NI, RN, CRRN, MEDSURG-BC, had two opportunities to speak in podium presentations – as part of the Caritas study and the diabetes education EBP teams. John Lawrence, BSN, RN, CPHQ, SCRN, was also selected to share the findings from the sepsis research in a podium presentation.

Several IMVH nurses – from professional practice, IMCU and Lorton HealthPlex – were active leaders and participants in the 2021 Nursing EBP and Research Fellowship. Three DNP students also completed their EBP projects at IMVH.

At the Association for Nursing Professional Development Annual Convention, Donna Thomas, MSN, RN, and Danielle DeSilvis Sapsford, MEd, MS, BSN, RN, CEN, presented a
quality improvement poster on proactive COVID-19 rounding.

Lastly, five IMVH nurses became implementation science specialists after having completed the first year of the three-year implementation science specialist program.

Professional Development Subcouncil

The subcouncil saw an increase in membership and activity in 2021. We continued to recognize nurses through the Daisy program and added the Peach recognition program for non-nurses. We promoted several RNs to RN3 and RN4 and celebrated 22 nurses obtaining their professional certifications and 10 nurses completing degrees. We held a Professional Development and Magnet Education Day to provide staff with information for their professional growth.

Night Shift Council

IMVH’s night shift council was started in the third quarter of 2021 with large staff and leadership turnout. The council voted on a chair and developed its charter. The council elected to work on two issues over the course of the rest of the year – having adequate supplies throughout the night and increasing the availability of food options for the night shift.

IMVH Awards and Recognition

Daisy Awards
Genie Click, BSN, RN
Jamie Cyress, BSN, RN, CEN
Ericka Daley, BSN, RN
Hagar Osei, BSN, RN
Pilar Seara, BSN, RN
Lorena Singh, BSN, RN
Jenell Smith, ASN, RN
Kathy Young, BSN, RN
Kelly Waynick, AS, RN

Nursing Excellence Awards
Joanne Gucciardo, MS, BSN, RN, NE-BC, NPD-BC – Transformational Leadership
John Lawrence, BSN, RN, SCRN – New Knowledge, Innovations and Improvements
Ryan Bautista, BSN, RN – Exemplary Professional Practice
Naima Jacobs, BSN, RN, MED-SURG-BC – Exemplary Professional Practice
Sara Mulhern, BSN, RN, CMSRN – Structural Empowerment
Peggy Leadbetter, BSN, RN – Rising Star
Kim Caban-Torres, BSN, RN, CBIS –
Preceptor Award

Team Collaboration
Margaret Hilier, MSN, RN, WOCN
Sarah Naputi, MSN-IT, CRNN, MED-SURG-BC
Justina Siedschlag, BSN, RN, WOCN
Donna Thomas, MSN, RN
Leslie Woodward, BSN, RN, CWON

Vizient Nurse Residency Summary

IMVH started three cohorts in 2021 (April, August, December) with a total of 28 participants. We had 16 residents from the 2020 cohorts graduate in 2021. One EBP project presented by the graduates explored using a standardized communication tool between the RN and CT to improve patient outcomes.

Care-Site-Specific EBP, Quality Improvement and Research Results

There were seven presentations at the 2021 Inova Nursing Research and EBP Symposium (held on Oct. 28, 2021) and two national presentations.

Awards Received

2021 Washington Post Nursing Star – Donna Thomas, MSN, RN, Clinical Nurse Educator

Abstracts Submitted

Sarah Naputi, MSN-NI, RN, CRNN, MED-SURG-BC; Donna Thomas, MSN, RN
Caritas: Nurses’ Perception of Caring in the Healthcare Environment [Podium/Poster]
Inova Nursing Research and EBP Symposium. Virtual, Oct. 28, 2021

Donna Thomas, MSN, RN
COVID 19 Proactive Rounding and Education [Poster]
Association of Nursing Professional Development Annual Convention. Virtual, Aug. 3 – 6, 2021; Inova Nursing Research and EBP Symposium. Virtual, Oct. 28, 2021

Fatmata Thulla, BSN, RN, MED-SURG-BC
Educating Nurses on Awake Proning of COVID-19 Patients [Poster]
Inova Nursing Research and EBP Symposium. Virtual, Oct. 28, 2021

John Lawrence, BSN, RN, SCRN, CPHQ
Exploring the Impact of the SEP-1 Core Measure on Patient Outcomes at a Community Hospital [Podium]
Inova Nursing Research and EBP Symposium. Virtual, Oct. 28, 2021

Lalni Sharma BSN, RN, ONC; Sarah Naputi, MSN-NI, RN, CRNN, MED-SURG-BC
Home Sweet Home: Improving Diabetes Discharge Education, Association of Diabetes Care and Education Specialists [Podium/Poster]
Inova Nursing Research and EBP Symposium. Virtual, Oct. 28, 2021

Ashley Esquilin, BSN, RN, OCN; Abi Olaseinde MSN, RN, OCN; Michelle Caycedo, RN, OCN
Infusion Center Waiting Area Comfort [Poster]
Inova Nursing Research and EBP Symposium. Virtual, Oct. 28, 2021

Franz Henryk Vergara DNP/PhD, RN, ONC, CCM
Risk for Postoperative Delirium Related to Comorbidities in Older Adult Cardiac Patients [Poster]
Inova Nursing Research and EBP Symposium. Virtual, Oct. 28, 2021

Patricia Achama, BSN, BSHA, RN; Leslie Hicks, BSN, RN, MEDSURG-BC; Hagar Osei, BSN, RN
Bundling Up for Safety: Implementing a Workplace Violence Prevention Bundle on Inpatient Psychiatric Units [Podium]

Sarah Naputi, MSN-NI, RN, CRNN, MED-SURG-BC; Donna Thomas, MSN, RN
Caritas: Nurses’ Perception of Caring in the Healthcare Environment [Podium/Poster]
Inova Nursing Research and EBP Symposium. Virtual, Oct. 28, 2021

Donna Thomas, MSN, RN
COVID-19 Proactive Rounding and Education [Poster]
Association of Nursing Professional Development Annual Convention. Virtual, Aug. 3 – 6, 2021

Fatmata Thulla, BSN, RN, MED-SURG-BC
Educating Nurses on Awake Proning of COVID-19 Patients [Poster]
Inova Nursing Research and EBP Symposium. Virtual, Oct. 28, 2021
New Certifications

Certified Emergency Nurse
Michelle DeLaPena, BSN, RN, CEN

Certified Pediatric Emergency Nurse
Kathleen Flannery, MSN, RN, CEN, CPEN

Certified Rehabilitation Registered Nurse
Kimberley Caban-Torres, BSN, RN, CRRN
James Dixon, BSN, RN, CRRN

Family Nurse Practitioner
Alexa Gallagher, BSN, RN, FNP

Gerontology
Barbara Lloyd, BSN, RN, GERO-BC
Anastasia Schaab, MBA, BSN, NE-BC, GERO-BC

Medical Surgical Nurse
Fitsum Desta, BSN, RN, MEDSURG-BC
Grace Sesay, BSN, RN, MEDSURG-BC
Savannah Johnson, BSN, RN, MEDSURG-BC
Tiara Switver, BSN, RN, MEDSURG-BC
Fatmata Thulla, BSN, RN, MEDSURG-BC

Nurse Executive
Roselle Anderson, MSN, RN, CRRN, NE-BC
Glenda Joseph, MSN, NR, FNP, GERO-BC, NE-BC

Pain Management
Jane Candelaria, BSN, RN, OCN, PMGT-BC
Michelle Viars, BSN, RN, OCN, GERO-BC, PMGT-BC

Psychiatric Mental Health Nurse Practitioner
Margaret Arotimi, DNP, MSN, APRN, PMHNP, NE-BC
Sophia Gizaw, BSN, RN, PMHNP

Stroke Certified Nurse
Meagan Arthur, BSN, RN, SCRN
Dawnelle Feucht, BSN, RN, SCRN
Peggy Leadbetter, BSN, RN, SCRN

Scholarship Awards
Luis Rivera, BSN, RN – Inova Nursing Excellence Scholarship

New ADVANCE

Registered Nurse 3
Michelle Caycedo, RN, ONS
Fitsum Desta, BSN, RN, MEDSURG-BC
Asmaou Diallo, BSN, RN, CRRN
Fatmata Landford, BSN, RN
Prudence Karangwa, BSN, RN, CRRN
Grace Sesay, BSN, RN, MEDSURG-BC
Fatmata Thulla, BSN, RN, MEDSURG-BC

Registered Nurse 4
Peggy Leadbetter, BSN, RN, SCRN
Barbara Lloyd, BSN, RN, GERO-BC
Kalyn Rush, BSN, RN, CEN
Fatima Soukarno, BSN, RN, MEDSURG-BC
Elizabeth White, BSN, RN, CNOR

Professional Organization Activities
Franz Vergara DNP/PhD, RN, OCN, CCM – National Association of Orthopaedic Nurses – Director to the NAON Executive Board
Inova System Nursing Professional Development Council

The Inova System Nursing Professional Development Council is a group of nursing professionals engaged in nursing professional development across the system. It includes our clinical nurse mentors, clinical educators, clinical nurse specialists and leaders. This council enacted a new, state-of-the-art competency assessment system using Donna Wright’s model throughout all hospitals. This change moves competency assessment to a more engaging and focused process. Additionally, by working as a system, the council standardized expectations across all care sites in Inova for general and specialty-specific competencies. As a result, the same competencies were enacted for all nurses across all specialties. The council maximized Inova values of Our People, One Team and Excellence in this work. Examples of the competencies selected are below.

<table>
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<th>BEHAVIORAL HEALTH</th>
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<th>All inpatient BH</th>
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<td>ALL BH</td>
<td>All inpatient BH</td>
<td>Advanced suicide risk assessment</td>
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<td>Human rights</td>
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<td>CARDIAC TELE</td>
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<td>ALL CT</td>
<td>Cardiac Telemetry</td>
<td>Obtaining 12-lead EKG</td>
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<td>ALL</td>
<td>ALL CT</td>
<td>Cardiac Telemetry</td>
<td>Interpreting rhythm strips</td>
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<td></td>
<td>ALL</td>
<td>ALL CT</td>
<td>Cardiac Telemetry</td>
<td>Communication</td>
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<td>ER</td>
<td>ALL</td>
<td>ALL ER</td>
<td>Emergency Depts Adult</td>
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<td>NIH Stroke Scale</td>
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Inova APP Professional Governance

Inova witnessed the first formation of APP professional governance in February 2021. After a call for applications, 15 selected representatives of advanced practice registered nurses and physician assistants began identifying priorities and drafting bylaws. Maureen Sintich, DNP, MBA, RN, WHNP-BC, NEA-BC, Inova’s Chief Nurse Executive, and Raj Chand, MD, President of Inova Fair Oaks Hospital, accepted requests to serve as the group’s executive sponsors.

Following a successful retreat, the founding APPs designed a purpose statement and formed three subcouncils based on initial priorities: APP practice, recruitment and retention, and professional development (Figure 1). A second call for members, placed in summer 2021, expanded the group to 30, reflecting all service lines (Figure 2). Seventeen APPs serve on the overarching Inova Health System Nursing Congress and function in a dual capacity on the subcouncils. The remaining 13 members serve solely on the subcouncils, where the majority of the work occurs.

In the APP professional governance inaugural year, many system-wide goals were addressed. The APP practice subcouncil performed a detailed review of medical staff bylaws to offer recommendations to the APP system director. Work toward a professional advancement model for APP career enhancement was initiated by the professional development subcouncil. One of the year’s major successes was the development of Inova’s first APP Week. The recruitment and retention subcouncil launched a social media campaign to recognize APPs throughout the system, encouraged lively participation on the High Fives platform, hosted a keynote speaker and provided APPs an outdoor social event.

Complementing APP Week was Inova’s first APP of the Year Awards ceremony. A call for nominations generated 176 responses. James O’Hara, PhD, DrPH, DMSc; Liz Itote, PhD, MSN, CNM; Susan Aaron, MSN, CRNA; and Didem Turker, MSN, FNP-BC, were selected, thanks to outstanding letters of support.

APP professional governance is chaired by Claire Lewis, MSN, ACNP-BC, and co-chaired by Charity Brown, MSN, FNP-BC. The group’s secretary is Kristen Barbieri, PA-C, and the communications officer is Jennifer Schneider, MSN, FNP-BC. Jonathan Messing, MSN, ACNP-BC, serves as the professional practice facilitator.
APP TIP Report

The second full year of Inova’s APP Transition into Practice (TIP) program concluded with 27 successful completions, stable from 2020’s figure of 26. The rolling entry nature of the program results in some participants completing the program (Graduate 2021) during the 2021 calendar year and others continuing into 2022 (Participant 2021). Nine of Inova’s 11 service lines participated, with the medicine service line dominating (Figures 1 and 2).

The growth of Inova APPs continues to increase from 2020’s 84 new hires to 2021’s 93. Thirty-five of the APPs joining Inova in 2021 qualified as new graduates or APPs with less than one year of experience (Figure 3). All participants who fully completed the APP TIP program remain Inova team members at their one-year mark. Approximately 91% of the 53 program graduates since the November 2019 start remain in Inova APP roles.

The program supports mentorship among APPs, with 20 mentorship relationships forming throughout the year. Eighty-one percent of participants agree or strongly agree that the mentorship relationship was a positive experience.

The APP TIP program offered two adult critical care skills days, one pediatric acute care skills day and three suturing fundamentals workshops in 2021.

A partnership formed between the provider recruitment team and the APP TIP program to deliver a workshop for Inova nurses interested in pursuing nurse practitioner training or seeking their first position. Themes of succession planning and team member retention influenced the workshop’s content, all in the spirit of Our People and One Team.

Jonathan Messing, MSN, ACNP-BC, CCRN, TCRN, RNFA, manages Inova’s APP TIP program.
The nursing research and EBP council at Inova continue to support research and EBP through education offerings, mentoring and collaboration. New this year is the launch of the nursing research and EBP council for ambulatory nursing, which, in addition to the five hospital councils, now reports into the Inova Health System Nursing Research and EBP Council.

The Inova Nursing Research and EBP Symposium, “Honoring Nursing Science: Past, Present and Future,” was held virtually on Oct. 28, 2021. More than 290 attended, and a total of 36 poster presentations with 22 podium presenters were offered. Julie Fairman, PhD, RN, FAAN, Professor of Nursing at the University of Pennsylvania, School of Nursing and Director for the Robert Wood Johnson Future of Nursing Scholars Program provided the keynote address. She inspired the hundreds who attended with her presentation: Stewards of the Precious: Nursing’s History and Leadership in Research.

Inova’s nursing research and EBP fellows presented projects addressing:

- Behavioral health: Implementing a Workplace Violence Prevention Bundle for Inpatient Behavioral Health Units
- Critical care: From Screening to Weaning: Implementing Evidence-Based Protocols for Pain and Sedation Management in the ICU
- Chronic disease: Diabetes Home Sweet Home
- All posters were peer reviewed, and a team of judges reviewed all posters and selected several posters for awards in the categories research and EBP.

Research Award (tie):

- Carla Parker, MSN, RN; Jennifer Drake, DNP, RN, NPD-BC, Caritas Coach; Theresa Davis PhD, RN, NE-BC, FAAN; Anne-Marie O’Brien, PhD, RN, WHNP-BC; Bernice Mowery, PhD, RN; Mary Ann Friesen, PhD, RN
- Caritas: Ambulatory Nurses’ Perception of Caring in the Healthcare Environment

- Liliana Suchicital, RN, CSN, CHTP, OCN, IFOH; Theresa Davis PhD, RN, NE-BC, FAAN; Jennifer Drake, DNP, RN, NPD-BC, Caritas Coach; Anne-Marie O’Brien, PhD, RN, WHNP-BC; Bernice Mowery, PhD, RN; Mary Ann Friesen, PhD, RN
- Caritas: Inova Fair Oaks Hospital Nurses’ Perception of Caring in the Healthcare Environment

The awards for both EBP and the Audience Favorite went to:

- Abigail Ballard, BSN, RN, CCRN; Nora Raher, BSN, RN, CCRN; Christine Banfield, BSN, RN, SANE-A, SANE-P; Mary Clouse, BSN, RN; Sarah Nahire, BSN, RN; Sanel van Wyk-Pierre, BSN, RN; Jessica Wepee, RN; Emily Snoad, BSN, RN, CCRN; Patrick Bradley MSN, RN, CCRN
- From Screening to Weaning: Implementing Evidence-Based Protocols for Pain and Sedation Management in the ICU

**Nursing Research and EBP Fellows Program**

In 2021, the Inova Health System Nursing Research and EBP Fellows Program expanded, and a total of five teams received funding. Three teams are conducting EBP projects:

- Inpatient Stroke Alert Quality Improvement: “What to tell?” and “What to do?” – involves nurses from all five Inova hospitals
- Small Education, Big Picture – uses microeducation to improve intermediate care unit nurses’ ability to detect and respond to patient deterioration at all five Inova hospitals
- Impact of STS (Skin to Skin) on Newborn Hypoglycemia Rates – includes all Inova hospitals with nurseries

Two teams are conducting research studies:

- Strategies to Address Perceptions of Opioid Use Disorder Among Staff – includes all five hospitals
- Evaluation of the Paroxysmal Sympathetic Hyperactivity-Assessment Measure – being conducted at the Inova Fairfax Medical Campus

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

The department of nursing received funding to support nursing research studies including two seed grants from Inova to support the study Effects of Healing Touch on Pain and Anxiety in Persons Experiencing Cesarean Delivery, and Engaging Emergency Department Nurses in Strategies to Address Social Determinants of Health.
Implementation Science Specialists Program

New in 2021 is the implementation science specialist program, which was funded by a generous donation from Wes and Natalie Bush. In 2021, a call for applications for RN4s interested in serving as implementation science specialists was issued. All applicants went through a review process, and those selected were asked to commit to the three-year implementation science program.

A national expert in implementation science, Amanda Bettencourt, PhD, APRN, CCRN-K, ACCNS-P, provided training and consultation (consisting of 24 hours of didactic and experiential components) to all implementation science specialists and to the nurse scientists and educators who will be supporting the specialists in their work.

Implementation science uses a variety of models, frameworks and concepts to sustain evidence-based change. There are presently 35 implementation science specialists serving on one of five teams. Each team is building on the foundation of Inova’s EBP fellows program by addressing a clinical problem utilizing implementation science principles and strategies to improve the dissemination and spread of existing EBP.

In 2022, there will be five system-wide implementation science teams. Each will be supported by Inova nursing research scientists and the program’s Consultant, Maureen McLaughlin, PhD, NEA-BC, NPD-BC, RN. The five teams include:

- Behavioral Health: Implementing a Workplace Violence Prevention Bundle for Emergency Departments Team
- Discharge Education Team
- Neonatal Abstinence Syndrome Team
- HAPlS Team
- Nonventilator-Associated Pneumonia Team

The teams will utilize Inova’s shared governance structures to move this work forward. The system evidence implementation subcouncil of the nursing congress will serve as the steering committee. Unit-based councils will be engaged to support the efforts.

Inova nursing continued to cultivate a culture of inquiry and clinical innovation despite an unprecedented pandemic and this further underscores the professionalism of Inova’s nurses.

Inova Health Foundation

Throughout the pandemic, our nurses have demonstrated continued resiliency, adaptability and an unwavering commitment to delivering world-class healthcare to the communities we serve. In turn, now more than ever, the Inova community is proud to support our invaluable nurses.

We are deeply grateful for the trust our communities, partners and donors place in our work. In 2021, thanks to our community:

- Our donors gave more than $650,000 to support nursing education, training and development throughout the Inova system.
- Nearly $400,000 was raised to support Inova’s Team Member Compassion Fund. This fund provides emergency cash assistance to team members facing unexpected challenges, such as funeral expenses, nonreimbursable medical expenses and transitional housing.
- Fifty-eight donors honored Inova nurses and nursing units through our Nursing Stars program. These donors gave more than $57,000 for ongoing educational opportunities.

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

- Leonard Brown made his first gift to the nurses of Inova Schar Cancer Institute in loving memory of his late wife, Diane. The Brown family established their relationship with Inova nurses more than 20 years ago, when they cared for Mr. Brown’s son, Lee, in the NICU. Mr. Brown expressed the gratitude of his family, “If not for those Inova nurses, our family might not have had my wife or my son for the last 20 years. We give because we want to help them, so they can continue to help others who need it, like our family.”
- Natalie and Wes Bush continue to champion Inova nurses through their support of Inova’s EBP and implementation science program. Through this program, our nurses address a clinical problem by utilizing implementation science strategies to improve the dissemination of existing EBP, ultimately enhancing patient care and team safety.
- Former Inova Health Foundation Board Member Maureen Finnerty explained why she created her family’s nursing endowment, “I was raised in a family devoted to medicine – surgeons, internists, dentists and nurses. This endowment is one small way I can honor my parents and their lifelong commitment to the medical profession, while thanking the Inova nurses who make it all work.”
• Long-time Inova partners Dave and Marilyn Karlgaard expressed their gratitude, noting, “Inova has been very important to our family for the past 50 years. We sponsor the Karlgaard Nursing Scholarship Fund because the nurses have been so helpful and supportive throughout all our experiences with Inova. Investing in the nurses’ education rewards them for the excellence they have provided over the years and gives them increased skills to help future patients.”

• Through funding from the Inova Loudoun Hospital Ladies Board, the Inova Ewing Forensic Assessment and Consultation Team (FACT) was able to provide our nurses with critical education and specialized training to sit for the SANE-A and SANE-P certifications, which stands for sexual assault nurse examiner for adults/adolescents and pediatric patients, respectively. Only 471 such nurses are certified within the entire United States, keeping Inova FACT nurses widely respected at both the state and national level. With this expertise, they are called upon to present to community partners and other professionals in the field, testify as expert witnesses in court, and dedicate time to advocate for patients with government officials.

• Following the care of her father, supporter Lili Phan noted, “I am grateful every day for the attentive care and kindness of the Inova nursing teams at Fair Oaks, Fairfax and Mount Vernon.” To express their gratitude, the Phan family supported IMVH’s Nursing Professional Development Fund to ensure the continued excellence of our nursing team members.

• The Junior Auxiliary of Inova Alexandria Hospital, the Twig, have been proud supporters of nurses since 1948, and 2021 marked the 13th annual disbursement of the Twig Nursing Scholarship. One of the scholarship recipients, Ken Daniel, expressed his gratitude to the Twig, “I am honored, humbled and extremely blessed to be a recipient of the Twig Nursing Scholarship. This gift will support the financial commitment needed to complete my studies.”

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

Scholarship Overview
Scholarship applications in 2021 increased over 2020. The competitive process reviews a resume, leader and colleague recommendations, acceptance/transcripts from the prospective school, and an essay. In 2021, $297,500 was awarded, thanks to the generous donors to nursing in the region. A total of 33 scholarships were provided to nurses seeking academic advancement.

<table>
<thead>
<tr>
<th>Degree supported</th>
<th>Number of awards</th>
</tr>
</thead>
<tbody>
<tr>
<td>BSN</td>
<td>6</td>
</tr>
<tr>
<td>MSN, non-APRN</td>
<td>7</td>
</tr>
<tr>
<td>MSN-APRN</td>
<td>15</td>
</tr>
<tr>
<td>DNP</td>
<td>4</td>
</tr>
<tr>
<td>PhD</td>
<td>1</td>
</tr>
</tbody>
</table>

2021 Scholarships Awarded

Professional Development Orientation and Onboarding 2021

Inova Nursing’s professional development team supports all nursing personnel in their initial orientation and onboarding as well as assisting with educational needs requested by service lines. Specialty fellowship programming is provided to novice nurses or advanced beginners who are transitioning to a new specialty. Fellowship programming consists of blended learning to include classroom, simulation and online modules provided by specialty organizations. The nursing professional development team also provides the system-wide Clinical Technician Academy to all eligible clinical technicians, EMTs, nurse externs and patient safety associates. There was an increase in attendees for most programming in 2021, and the professional development team continues to provide a seamless transition for all team members.

<table>
<thead>
<tr>
<th>Specialty Fellowship Program</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Behavioral health</td>
<td>46</td>
<td>48</td>
</tr>
<tr>
<td>Critical care</td>
<td>182</td>
<td>241</td>
</tr>
<tr>
<td>Emergency</td>
<td>148</td>
<td>142</td>
</tr>
<tr>
<td>Medical-surgical</td>
<td>208</td>
<td>207</td>
</tr>
<tr>
<td>NICU</td>
<td>40</td>
<td>43</td>
</tr>
<tr>
<td>Perianesthesia/procedural areas</td>
<td>71</td>
<td>Counted in critical care</td>
</tr>
<tr>
<td>Pediatrics</td>
<td>39</td>
<td>36</td>
</tr>
<tr>
<td>Perinatal (L&amp;D, FCC)</td>
<td>112</td>
<td>117</td>
</tr>
<tr>
<td>Peri-op</td>
<td>46</td>
<td>26</td>
</tr>
<tr>
<td>Progressive care</td>
<td>259</td>
<td>265</td>
</tr>
<tr>
<td>Oncology</td>
<td>9</td>
<td>N/A</td>
</tr>
<tr>
<td>Total</td>
<td>1160</td>
<td>1125</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Clinical Tech Academy</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>CT1/CT2</td>
<td>577</td>
<td>456</td>
</tr>
<tr>
<td>EMT</td>
<td>65</td>
<td>46</td>
</tr>
<tr>
<td>Nurse externs</td>
<td>58</td>
<td>0</td>
</tr>
<tr>
<td>Patient safety associates</td>
<td>164</td>
<td>63</td>
</tr>
<tr>
<td>Total</td>
<td>864</td>
<td>565</td>
</tr>
</tbody>
</table>
Nurse Leader Transition into Practice

The Nurse Leader TIP program is designed for leaders who have been in their roles 18 months or less, although at times others join as well. Its function is to promote role development and new leader resiliency with the aim of facilitating new leader retention. The participants completed eight days of training.

The Nurse Leader TIP program for 2021 had 25 graduates. New programming in 2021 included a book club approach to Brené Brown’s *Dare to Lead*, a class on mindsets by our learning and development department, a session on life with purpose and a leader panel on their defining moments in leadership.

Evaluations of the program remained consistently high. On a Likert scale of 1 to 5, the major elements of the program were evaluated as follows for 2020 vs. 2021:

<table>
<thead>
<tr>
<th>Element</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>I gained worthwhile knowledge</td>
<td>4.5</td>
</tr>
<tr>
<td>Speakers were effective and helpful</td>
<td>4.5</td>
</tr>
<tr>
<td>Overall, this program met my expectations</td>
<td>4.5</td>
</tr>
<tr>
<td>Having a mentor was very helpful to me</td>
<td>4.3</td>
</tr>
<tr>
<td>Being supported with self-care was very helpful to me</td>
<td>4.55</td>
</tr>
</tbody>
</table>

Schools of Nursing

Inova partners with 10 local nursing schools that utilize Inova for clinical rotations. These rotations provide clinical experience to nursing students in the medical-surgical, women’s health, pediatric and behavioral health units and assist with satisfying the clinical rotation hours required by the Virginia Board of Nursing.

The chart below represents how many hours each campus provided to the nursing students, this includes students enrolled in bachelor’s, associate and LPN programs. We experienced an increase in clinical hours as schools of nursing started to return to the hospitals for clinical. Inova also provides clinical placements for senior capstone students. In 2021, Inova offered a total of 339 nursing students a clinical placement for their senior capstones, totaling 52,544 clinical hours provided by an Inova RN. This was an increase compared to 2020, as more schools began to send their students to clinical sites. We can offer capstone placements to local schools as well as schools outside the Northern Virginia region.

<table>
<thead>
<tr>
<th>Campus</th>
<th>RN student clinical groups</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Jan.-May</td>
</tr>
<tr>
<td>IAH</td>
<td>54,748</td>
</tr>
<tr>
<td>ILH</td>
<td>32,928</td>
</tr>
<tr>
<td>IFMC</td>
<td>127,617</td>
</tr>
<tr>
<td>IFOH</td>
<td>20,808</td>
</tr>
<tr>
<td>IMVH</td>
<td>39,520</td>
</tr>
<tr>
<td><strong>Total hours: 2021</strong></td>
<td><strong>275,621</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2021 senior practicums</th>
<th>Individual student slots for senior practicums per semester</th>
<th>Total hours</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Spring</td>
<td>Summer</td>
</tr>
<tr>
<td>ECPI</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>George Mason University</td>
<td>43</td>
<td>50</td>
</tr>
<tr>
<td>George Washington University</td>
<td>14</td>
<td>22</td>
</tr>
<tr>
<td>Georgetown University</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>James Madison University</td>
<td>11</td>
<td>0</td>
</tr>
<tr>
<td>Longwood University</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>Lynchburg University</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Marymount University</td>
<td>39</td>
<td>0</td>
</tr>
<tr>
<td>Northern Virginia Community College</td>
<td>5</td>
<td>0</td>
</tr>
<tr>
<td>Shenandoah Leesburg</td>
<td>28</td>
<td>3</td>
</tr>
<tr>
<td>Stratford</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>University of Delaware</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>University of Virginia</td>
<td>5</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>153</strong></td>
<td><strong>81</strong></td>
</tr>
</tbody>
</table>
ISO Awards and Recognition

Facilitated the achievement of Go Clear Gold status at all five care sites across the Inova system’s perioperative services teams

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

Started Inova’s system-wide onboarding program for certified surgical technologists

Anne Sullivan, MSN, RN, RNFA, CNOR

Daisy Awards

Cynthia Perleoni, MSBA, BSN, RN, CPN

Farhan Shaukat, MSN, BSN, CMSRN

Nursing Excellence Award

Jonathan Messing, MSN, ACNP-BC, CCRN, TCRN, RNFA – Transformational Leadership

Diane Swengros, MSN, RN, NPD-BC, CHTP/I – Structural Empowerment

Presentations

DNP Graduate Students EBP Scholarly Project Presentations 2021

Khushbu Patel, DNP, AGACNP, DNP student, Johns Hopkins University: “The Impact of Standardized Skin Documentation on the Incidence of Hospital-Acquired Pressure Injuries”

Marika Haranis O’Sullivan, MSN, FNP-BC, AGACNP-BC, ACHPN, System Clinical Director, Palliative Medicine and Comprehensive Care, DNP student, University of Pittsburgh: “Development and Implementation of an Institution-Based Real-Time Inpatient Palliative Care Screening Process to Identify Earlier Palliative Care Referrals”

Kelly Dobies, BSN RN, MSN-FNP student, Simmons University: “Quality improvement: Implementation of Nurse-Driven Interventions to Reduce Incidence of Hospital-Acquired Pressure Injuries in the Medical-Surgical Setting”

Lindsey Moore, BSN, RN, MSN-FNP student, Simmons University: “Quality Improvement: Impact of Education on Nursing Staff Perceptions and Knowledge of Alarm Fatigue”

Christine Ro, BSN, RN, DNP student, University of Maryland School of Nursing: “Hourly Rounding for Fall Prevention: Quality Improvement Project”

Diana Lara, BSN, RN, DNP student, Johns Hopkins University: “Implementing a Hospital-Acquired Pressure Injury Prevention Bundle: A Quality Improvement Project”

Lauren Douglas, BSN, RN, CCRN, TCRN; Anna Newcomb, PhD, MSW, LCSW, Trauma Research Manager, IFMC nursing research study: “Incidence of Paroxysmal Sympathetic Hyperactivity (PSH) Following Traumatic Brain Injury Using Assessment Tools: A Pilot Study in the Trauma ICU”

Alata Warner, MSN, FNP, RN, Drexel University: “Bringing Families to the Bedside”

Patricia Cole, MSN, RN, DNP student, George Mason University: “Impact of Group Facilitation Training on Mental Health Knowledge and Self-Efficacy”

Jonathan Messing, MSN, ACNP-BC, CCRN, TCRN, RNFA, DNP student, Johns Hopkins University: “In Situ Trauma Simulation”

Katherine Hoang, MSN, RN, DNP student, George Mason University: “Recognizing and Addressing Incivility in Nursing: A Quality Improvement Proposal for Practice”(2022)

Other Presentations

Leslie Hicks, BSN, RN-BC; Hagar Osei, BSN, RN; Patricia Achama, BSN, BSHA, RN; Diane Swengros, MSN, RN, NPD-BC, CHTP/I

Implementing a Workplace Violence Prevention Bundle on Inpatient Behavioral Health Units [Poster]

Inova Nursing Research and EBP Symposium, Virtual, Oct. 28, 2021

Theresa A. Smith, MS, RN, NP-D, CCRN

Therapeutic Sound and Agitation: A Systematic Review [Poster]

2021 National Teaching Institute and Critical Care Exposition, Virtual, May 2021.

Publications


Jonathan Messing, MSN, ACNP-BC, CCRN, TCRN; Miranda Peters, PA-C; Amy Vota, PA-C; Michael Seneff, MD; Babak Saran, MD. A Residency-Style Transition to Practice Program in Trauma and Critical Care: The George Washington University Hospital Experience. Journal of the American Association of Nurse Practitioners, 33(11), 1017–1023. https://doi.org/10.1097/JXX.0000000000000523.
New Degrees
Doctorate of Nursing Practice
Kenya Jenkins, DNP, RN
Priscilla Trewartha, DNP, RN, NPD-BC

New Certifications
Certified Emergency Nurse
Nur Abu-Sharakh, MSN, RN, CEN
Certified Medical-Surgical Registered Nurse
Farhan Shaukat MSN, BSN, CMSRN
Certified Peri-Anesthesia Nurse
Amanda Costello, BSN, RN, CPAN
Critical Care Registered Nurse
Angela Diaz, RN, BSN, CCRN
Gerontological Nursing
Jennifer McKee, BSN, RN, PCCN, Gero-BC
Informatics Nursing
Yasmin Samahon, MSN, RN-BC
Medical Surgical Nursing
Maura Walwyn, MSN, RN, MEDSURG-BC
Nursing Professional Development Certification
Lisa Robinson, MSN, RN, NPD-BC, CPN, RNC-MNN
Priscilla Trewartha, DNP, RN, NPD-BC
Progressive Care Knowledge Professional
Stacy Taylor, MS, RN, PCCN-K, CMSRN
Progressive Care Nursing (Adult)
Emily Reinecke, RN, PCCN

Scholarship Awards
Jonathan Messing, MSN, ACNP-BC, CCRN, TCRN – Inova Nursing Excellence Scholarship

New ADVANCE
Registered Nurse 4
Ana Romero, MSN, RN, CEN, TCRN

Professional Organization Activities
Dee Eldardiri, MS, NPD-BC, CMSRN – Virginia Nurses Association – Treasurer
Paula Graling, DNP, RN, CNOR, NEA-BC, FAAN – Association of periOperative Registered Nurses – Chair, national fellowship selection committee
Jennifer Kannuthurai, MSN, BSN, RN, CEN – Emergency Nurses Association – active member at-large
Laura Luca, MSN, RN – Association of Occupational Health Professionals – voting member
Jonathan Messing, MSN, ACNP-BC, CCRN, TCRN, RNFA – Society of Trauma Nurses – Director at-Large, board member, government affairs and public policy committee
Lisa Robinson, MSN, RN, NPD-BC, CPN, RNC-MNN – Society of Pediatric Nurses – Chair-Elect, program planning, abstract reviewer; Association of Nursing Professional Development – program planning committee member
Yasmin Samahon, MSN, RN-BC – TMRG METIS – secretary; Virginia Nurses Association – education council member
Diane Swengros, MSN, RN, NPD-BC, CHTP/I – Healing Beyond Borders – ethics committee member

Volunteer Activities
Elizabeth Drew, MSN, RN, CPAN – The Barker Adoption Agency – guest speaker
Dee Eldardiri, MS, NPD-BC, CMSRN – Virginia Nurses Association – peer reviewer for continuing nursing education individual activities and approved provider self-studies
Cynthia Perleoni, MSBA, BSN, RN, CPN – Daughters of the American Revolution – Tree of Life – Loudoun County Medical Reserve Corps – administering COVID-19 vaccines
Yasmin Samahon, MSN, RN-BC - METIS TMRG – Loudoun Relief Fund; Virginia Nurses Association, Education Council Secretary, food donation bagger, education feedback provider
Judy Sturm, BSN, RN – Floris United Methodist Church, confirmation mentor; Grace Ministries, nurse assistant training program; Inova Health System, community outreach participant and, food drive participant
Diane Swengros, MSN, RN, NPD-BC, CHTP/I – Saint Raymond Catholic Church – CCD teacher
Susan Weatherbee, MSN, RN-BC, CPHIMS, CSSGB – Girl Scouts, troop cookie manager; Northern Virginia Swimming League Potomac Valley Swimming, swim team volunteer