2015 Nursing Annual Report

extraordinary

INOVA®
Join the future of health.
As Senior Vice President and Chief Nurse Executive for Inova, I am proud to share with you another year of great achievements from our nurses at Inova. Your expertise, dedication and compassion do not go unnoticed, and is recognized locally, regionally, and nationally. I am very proud to share some of these extraordinary highlights in this year’s annual report.

Caring is what drives every nurse at Inova as the privilege to serve goes beyond the walls of our hospitals and clinics. Nurses in all roles from bedside caregiver, specialty nurse, advance practice, or nurse leader play a critical role in achieving outcomes.

Evidence-based practice is a systematic approach to problem solving using the best available research evidence, clinical expertise and patient preferences. This past year we had 10 evidence-based projects across the health system driven by nurses who partnered with patients, families and other health team members to improve clinical outcomes. Many of these projects were highlighted at our annual Nurse Research Symposium.

This past year our success has in large part been driven by using our data to provide insight into how to improve our processes. This is evidenced by the number of nurses who have participated in the development of A3s on their units. We are fortunate to work in an organization that supports excellence in nursing, and provides us the support to march forward.

Thank you for your care and compassion and your role in providing clinical excellence, quality, and safety to our patients and their families.

Maureen Swick, PhD, MSN, RN, NEA-BC
Senior Vice President
Chief Nurse Executive
Inova

“When you’re a nurse you know that every day you will touch a life or a life will touch yours.”

—Author Unknown
Inova nurses have a passion for caring that cannot be contained by hospital or clinic walls.

Nursing at Inova is centered on an inpatient care-delivery model that calls for nurses, along with physicians and clinical technicians, to function as a team and engage in specific practices that promote and sustain partnerships with patients and their families. In 2015, Inova began the transition from an inpatient care-delivery model to a patient experience care-delivery model. The new model will reflect Inova’s strategic goals and include the outpatient experience as well as inpatient care.

Check out this simple graphic representation of the care-delivery model.

- The core caring circle is centered on the PATIENT and represents our intentional shift toward patient centered care.
- The middle circle depicts the hand clasps of caregiver and patient and identifies specific activities that require us to actively engage and PARTNER with the patient and their family.
- The outer circle identifies those organizational activities we perform to support and SUSTAIN those partnerships with patients.

Inova’s Patient Experience Model
Inova’s promise is to seek every opportunity to meet the unique needs of each person we are privileged to serve—every time, every touch. This promise defines the core of our patient experience model: Caring.

**Serving Our Patients and Our Community**

Inova nurses have a passion for caring that extends outside our hospital or clinic walls. Our nurses are involved with local causes such as raising money for uninsured women in the City of Alexandria to receive mammograms. Zee Bryant and Jeanine Summons participated in back-to-school physicals for the Mount Vernon community, and Rebecca Tomas and Mary Rose Hull provided community blood pressure screenings and stroke education. Biruk Tessema volunteers monthly at the Arlington Free Clinic. Susan Breisch has been a volunteer for the Greater Springfield Fire Department for more than 30 years.

Some causes hit close to home for Inova nurses, for example, the creation of a healing garden at Inova Fair Oaks Hospital dedicated to July Fan, RN. Nurses also coordinate popular patient “reunion” events such as the Neonatal Intensive Care Reunion, which gives patients and families the opportunity to return to the hospital to visit their nurses.

The American Heart Association’s Annual Heart Walk was a major event for Inova nurses in 2015. Nurses like Amy Brown, Kimberly Krakowski, Patricia Mosio and Julie Menefee served as co-captains for more than nine teams, showcasing their creativity with team names like “Heart-a-Tech” and “Stents and Sensibility.” Together, these teams raised more than $38,000 dollars for the American Heart Association.

March for Babies was another popular event for nurses in May of 2015. Inova Loudoun Hospital raised $16,000 and more than $26,000 in partnership with our family and former patient teams. Nurses also participated in the Leukemia and Lymphoma society’s annual Light the Night Walk. Jennifer Drake served in the first-aid tent for the Annual Race for Hope supporting the National Brain Tumor Society and Accelerate Brain Cancer Cure.

Several Inova nurses were able to participate in medical mission trips in 2015. “I spent a week in an extremely impoverished village outside of Port Au Prince, Haiti. The first day we walked around the village and spent time with the villagers to promote our clinic. The following two days we hosted a clinic at a church with no water or electricity. We were able to treat and give medication to more than 100 people during this time! Truly one of the most amazing and humbling experiences of my life,” shared Melissa Hewitt.

Kofi Koduah participated in a mission in Belize; Berhane Zalalem served in Ethiopia; and Nilda Wiman provided health screenings in Ayacucho Pucara, Peru. These nurses provided vital health care services to underserved populations.

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Melissa Hewitt, RN
The new Inova HealthPlex – Ashburn opened in October with a 24-hour emergency room (ER) with board-certified emergency medicine physicians and emergency nurses trained in Advanced Cardiac Life Support (ACLS). Free patient ambulance transport is provided to Inova Loudoun Hospital when needed for emergency hospital admission. The staff and facility are prepared to address all emergencies from minor care to life-threatening conditions. The ER has 17 private rooms including a two bay trauma room, a room designed for mental health patients, one gynecology room and an isolation room.

Preparing to Provide Care
Inova nurses prepare and train for unique situations and events that may cause disruption to our organization. Unexpected situations range from Ebola readiness to active shooter containment to weather-related preparedness. In 2015, our emergency management team enriched our communications by implementing a text alert system. When an event happens, a text will go to registered employees’ mobile phones, with information and, if needed, the action they should take.

Growing to Meet Unique Needs
Nurses at Inova now have expanded opportunities for caring due to the acquisition, development and expansion of Inova facilities and programs in 2015. These programs and buildings are designed with the patient in mind, creating a comforting healing environment while leveraging state-of-the-art technology.

In 2015, the Cancer Center at Inova Fairfax Medical Campus opened a new satellites Life with Cancer® program on the lower level, next to Radiation Oncology. Life with Cancer provides education and support to people with cancer and their families, at no cost. “Our hope is we will grow exponentially and be able to provide more services to the Fair Oaks community with this new designated space,” says Sage Bolte, PhD, Director, Life with Cancer. “Having our own space means we can create and maintain consistent programming and support for the community.” The new 2,000-square-foot location offers space for counseling and nurse navigator support, support groups, and exercise and education classes. Bolte hopes to grow the program to provide more programs that focus on survivorship and wellness.

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Inova Loudoun Hospital Wound Healing Center has relocated and expanded to the hospital’s main campus. The new space is double in size and occupies 3,000 square feet of space consisting of six private treatment bays and a conference room.

The Center provides state-of-the-art advanced wound care for people of all ages. The team of physicians, including the only board-certified wound specialist physician in Loudoun County, and nurses provide care that is customized for people with chronic non-healing wounds. The Inova Wound Healing Center – Loudoun has been treating patients for more than eight years and is one-of-a-kind in Loudoun County.

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Evidence-based practice is a systematic approach to problem solving using the best available research evidence, clinical expertise and patient preferences.

By partnering with the patient and family, Inova nurses are able to involve patients and their family members in the healing process. This goes beyond basic care and sometimes results in exciting innovations. While these innovations earn awards and recognition for our nurses from outside organizations, the true value is in the experience it offers for the patients and families.

Nursing Research and Evidence-Based Practice

Nurses at Inova have the opportunity to participate in a flourishing nursing research and evidence-based practice program that focuses on translating research into practice. With six location-based councils that meet on a monthly basis, there is always a new way for nurses to make an impact on patient care. A system-level council offers oversight and support to each hospital, offering the opportunity to share innovations and create synergy across the system.

The Evidence-Based Practice Fellows Program

Nurses involved in direct patient care can have a significant impact on the care-delivery process. A clear understanding of evidence-based practice (EBP) impacts a direct care provider’s work and patient relationships.

What is evidence-based practice? Evidence-based practice is a systematic approach to problem solving using the best available research evidence, clinical expertise and patient preferences.

Following the successful pilot study implementing the Johns Hopkins Nursing Evidence-Based Practice Model at Inova in 2014, the Professional Practice team launched the Inova Evidence-Based Practice Fellows Program in 2015. The program offered the opportunity for 10 nurse-led, interprofessional teams to implement projects translating EBP into patient interventions. Grant funding allowed clinical nurses to be compensated for their time spent working as EBP Fellows.

A critical and unique component of the EBP Fellows program was the involvement of a former patient and/or a family member on each project team. This empowered each team to thoughtfully address the needs of patients and families as they worked together to implement their patient interventions.

The Council is chaired by Mary Ann Friesen, PhD, RN, CPHQ. The 2015 Council chairs for each location were:

- Christine Althoff, MSN, RN, ACNS
  Inova Fairfax Medical Campus
- Suzy Fehr, PhD, ANC
  Inova Alexandria Hospital
- Laura Shanks, MSN, MA, RN, BC, ACNS-BC, NE-BC
  Inova Mount Vernon Hospital
- Delisa StFXO, MSN, RN, NC-BC
  Inova Loudoun Hospital
- Frances Collins, MSN, RN
  Inova Fair Oaks Hospital
- Patricia Mook, MSN, RN, NE-BC, CAHIMS
  Nursing Informatics

Partnering

Elizabeth Senese, Kara Meglasson and Heribert Bacareza shared their evidence-based practice project.
The true value of any innovation lies in the experience offered to the patients and families.

Team Steps to Early Mobility and Clarity Team lead: Evelyn Iam, RN, MSN, CCN
Inova Fair Oaks Hospital

With the persistent and focused attention of a multidisciplinary team, the percentage of patients who received the appropriate level of assisted mobility increased significantly over a 6 month period.

Build a More Progressive Mobility in the ICU Team lead: Amanda Golino, MSN, RN-BC, CCRN, CCNS
Inova Loudoun Hospital

Initially, the staff approached progressive mobility with hesitancy, but over the course of the project mobility became widely accepted. In some cases, nurses who were initially skeptical became our biggest champions of mobility as a standard on the unit. We attribute this culture change to the “seeing is believing” concept. For our team, the change in culture and embrace of Progressive Mobility is our greatest achievement.

2015 EBP Fellowship Projects

Implementing an Evidence-Based Practice Approach to Improve Perception of Nurse-Patient Communication at the Bedside Team lead: Lily Zehr, MN, RN, AOCN, AOCNS
Inova Alexandria Hospital

The team collaborated to develop strategies for improving communication and incorporated suggestions from the patient advisors. The interventions consisted of eating at the bedside, utilizing body language, and increasing attention to eye contact when using equipment on the white board. Implementation of the new strategy contributed to improved patient satisfaction.

Moving on Up: Incorporating a Progressive Mobility Protocol from the ICU to the Medical/Surgical Unit Team lead: Robin Jackson MSN, RN-BC, CCRN, CCNS
Inova Alexandria Hospital

The EBP team focused on implementing progressive mobility using a multidisciplinary approach. The team recom- mendation that nurses use progressive mobility to move patients on the unit, the change in culture and embrace of Progressive Mobility is our greatest achievement.

Implementing an Evidence-Based Practice Approach to Health Failure Patient Education Team lead: Shari Robinson, BSN, RN-BC
Inova Fairfax Medical Campus

Audioms were conducted to train staff each shift on visual cues to assess adherence to current institutional policies and procedures to prevent and report incidents related to CAUTI. The revised rehab handoff tool, if used consistently, will promote an improved handoff process for clinicians receiving report implementation of the rehab handoff tool will promote a more consistent, clear, and thorough handoff process.

Implementing an Evidence-Based Practice Approach to Improve Patient Flow Management in the Medical and Obstetrical Patient Population Team lead: Laura McMillion, MS, RN-BC, CNS-BC
Inova Fair Oaks Hospital

A personalized pain plan was developed and staff education was provided to all Medical/Ostetrical Nursing staff regarding the utilization of the tool and incorporating expectations of compassionate care into their practice. The implementation of the personalized pain plan allows for patient and nurse engagement and ongoing dialogue regarding pain management sets expectations and provides standardization of care.

Improving Patient Transitions from Acute Care Hops to Inova Mount Vernon Hospital/Inpatient Rehabilitation Facility Team lead: Jennifer Kyle, DNP, RN, ACNS-BC
Inova Mount Vernon Hospital

While no statistical significance was reported related to project goals, an unexpected finding of improvement in nurses’ ability to receive handoff occurred. The revised rehab handoff tool, if used consistently, will promote an improved handoff process for clinicians receiving report implementation of the rehab handoff tool will promote a more consistent, clear, and thorough handoff process.

Effectiveness of Video Discharge Instructions in the Pediatric Emergency Department: A Nurse-led Evidence-Based Practice Project Team lead: Gina Harrison, MSN, RN
Inova Loudoun Hospital

A multi-disciplinary team reviewed the available evidence and created Video Discharge Instructions (VDI) for the three most common pediatric diagnoses. At the conclusion of their visit, participating caregivers received either verbal or written discharge instructions, or the VDI with verbal and written instructions. Outcomes from this project support the idea of VDI as a standard discharge instruction for an effective way to provide enhanced discharge instructions that will improve a caregiver’s knowledge about their child’s diagnosis, treatment, illness duration and when to seek further medical care.
Inova continues to develop a program around the use of the holistic modality, Healing Touch. Since the program was established in 2012, more than 250 registered nurses across Inova have attended the first level of Healing Touch training.

The Healing Touch program is guided by a steering committee of Inova nurses, with guidance and support from Dr. Joel G. Anderson of the University of Virginia and Lucrezia Mangione of Handcrafted Health.

There are currently a number of research studies on Healing Touch in progress at Inova. In 2015, the American Nurses Foundation awarded a grant to the multisite study, “The Effects of Healing Touch on the Vital Signs of Critical Care Patients” led by principal investigator, Theresa Davis. The study was intended to assess the feasibility of delivering Healing Touch in a critical care setting and determine the effects of Healing Touch on vital signs, pain scores and levels of agitation/sedation.

In 2015 Inova nurses had the opportunity to attend a Healing Touch panel discussion during the Annual Edelman Celebration. The panel highlighted Healing Touch at Inova and offered insight into the expansion of the program.

Award-Winning Nurses

Nurse.com GEM Awards

Five Inova nurses were honored as regional finalists for the 2015 Nurse.com Geisinger Excellence in Nursing (GEM) Awards. These annual awards honor superior nurses across the country. Nurses are nominated by their peers and selected by a panel of nurse leaders.

Two Inova nurses were selected as regional winners:

Kimberly Kracowski, Patient and Staff Management
Daniel Ampomah, Volunteerism and Service

Inova had three other finalists honored in 2015:

Theresa Davis, Advancing and Leading the Profession
Stephanie Boone, Clinical Nursing Leadership
Kristina Presgrave, Patient and Staff Management

The DAISY Award recognizes nurses with excellent clinical and critical thinking skills who also demonstrate compassion, professionalism, excellent interpersonal skills, a positive “can do” attitude and an ability to problem solve unusual and/or complex patient or family needs.

The 2015 DAISY Award winners were:

Yves Addisoo
Gevi Mogul
Outpatient Infusion Team

Ann Chopivsky
Nazarine Phommachanh

Sheryl Deguzman
Sara Lockman

Lindsey Durham
Erica Siers

Cathy Edwards
Emily Shope

Louellen Fulks
Lauren Smith

David Green
Sarah Winsor

Kim Kelly
Jarris Tendy

Margaret Lynch
Susan Tyneman

Sigma Theta Tau International Epsilon Zeta Chapter Award

Vada Lindgren was recognized by the Epsilon Zeta Chapter for demonstrating that she has made a significant impact in the delivery of health care and a long-term commitment to service either in the local or regional community, nationally or globally.
Inova Nursing Excellence Awards

Our annual Nursing Excellence Awards honor Inova nurses who are nominated by their peers in 6 categories. These nurses have gone above and beyond in their efforts to provide excellent patient care.

2015 Winners

Inova Alexandria Hospital
- Tracey Hartman, Advancing and Leading the Profession
- Mary Brandenburg, Clinical Nursing
- Rachel Cathey, Education and Mentorship
- Sara Rose, Patient and Staff Management
- Joanna Sampson, Volunteerism and Service
- Brittany Cook, Rising Star Award

Inova Fairfax Medical Campus
- Matthew Starr, Advancing and Leading the Profession
- Laila Bailey, Clinical Nursing
- Corinne MacDonald, Patient and Staff Management
- Jamie Langdon, Volunteerism and Service
- Becky Peters, Rising Star Award

Inova Fair Oaks Hospital
- Debra Nelson, Advancing and Leading the Profession
- Lynne Quigley, Clinical Nursing
- Emily Swedo, Rising Star Award

Inova Loudoun Hospital
- Nicole Priore, Advancing and Leading the Profession
- Marissa Caouette, Education and Mentorship
- Jackie McDonald, Patient and Staff Management
- Kail Armstrong, Volunteerism and Service
- Justin Hawkins, Rising Star Award

Inova Mount Vernon Hospital
- Michelle Contractor, Advancing and Leading the Profession
- Sarah Poku, Education and Mentorship
- Irene Leke, Patient and Staff Management
- Maryrose Hall, Volunteerism and Service
- Patricia Mouke, Rising Star Award

Inova System Office
- Patricia Mook, Advancing and Leading the Profession
- Virginia Kreienbrink, Clinical Nursing
- Cindy Hack, Patient and Staff Management
- Jennifer Lindle, Volunteerism and Service
- Ashley Vincent, Rising Star Award
The Inova Nurse Residency Program expands the nursing orientation process for nurses who have just completed their nursing degree. Inova Staffing Solutions, Inova’s internal staffing agency, oversees the residency program. Staffing Solutions nurses average 10 years of nursing experience in a variety of specialties and have strong clinical backgrounds, making them uniquely qualified to serve as preceptors for the new graduate nurses.

The following nurses were selected for and successfully completed the Nurse Residency Program in 2015:

- Bianca Albertini
- Brittany Bascope
- Margaret Boebling
- Paula Conner
- Anne Greensberg
- Alicia Hoerle
- Mikea Kasmirty
- Regan Masters
- Emilina McKelvey
- Zandra Parra
- Katherine Putnam
- Sarah Robbins
- Shanae Smith
- Jean Taylor
- Jody Williams

To maintain excellence in healthcare delivery and in keeping with the national trend in nursing education, Inova joins with leading nursing organizations to recommend that the minimum educational credential for nursing practice be the baccalaureate (BSN) degree. In 2014, Inova implemented the requirement that all registered nurses who have not reached 20 years of experience must achieve their BSN by the close of 2019. To support this requirement, Inova’s tuition reimbursement benefit increased to the maximum $5,250 for qualified employees. Two additional programs are in place to provide financial assistance to nurses who must achieve a BSN: the Inova Nursing Excellence Scholarship Program and the new Jump Start Award program.

Scholarship recipients are honored at an annual reception where they are invited to share their stories.

- Rubaba Al-Ahmed
- Juliana Asare
- Stephanie Bessier
- Melissa Cribbs
- Mark Ecore
- Stephanie Fitch
- Laura Fox
- Marisela Hare
- Stacy Hamby
- Joan Manning
- Micahetel Harris
- Kyungsoo Kim
- Joan Osterling
- Erin Rovelli
- Catherine Sharp
- Joshua Sines
- Young Suh
- Selvi Wacuca
- Rebecca Whalen
- Rebeccah Whalen

BSN by 2020

Inova Nursing Excellence Scholarships

Scholarships were available for Inova nurses pursuing a BSN or doctorate-level nursing degree thanks to the Claude Moore Foundation, John and Nina Toups, Mr. and Mrs. David Karpard, Wex and Natalie Bush, and The Tsig at Inova Alexandria Hospital.

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Total Jump Start awards in 2015 totaling more than $400,000. 136 nurses received 2015 Jump Start awards for those nurses required to achieve their BSN before July 2015. Motivated nurses entering the first semester of a BSN program before July 2015 were awarded Jump Start scholarships. These $150 scholarships were awarded to highly motivated nurses to reduce the financial impact of starting school. Inova created the Jump Start award program in 2014 to cover the cost of renewing their board certifications, a mark of distinction indicating expertise in a specialty area. Because Inova’s tuition benefit is paid as a reimbursement at the close of a semester, Inova nurses from Ric and Jean Edelman. Based on feedback from the nurses, the Celebration was held following Nurses’ Week in 2015. Five hundred nurses attended this inspirational event offered as a gift for Inova nurses in their professional development endeavors. These nurses represented Inova at 30 different events on their units and drive change throughout Inova. Some nurses received awards to cover the cost of renewing their board certifications, a mark of distinction indicating expertise in a specialty area. In 2015, the Edelman Center supported more than 830 nurses in their professional development endeavors. Those nurses represented Inova at 20 different events across the country, returning to share the knowledge they gained with their coworkers to innovate practice on their units and drive change throughout Inova. Those nurses received awards to cover the cost of renewing their board certifications, a mark of distinction indicating expertise in a specialty area. The Jump Start Award Program

| Crystal Corfman | Julie Ciostan | Tracy Cross | Dominique Obisco | Diana Orante | Christie Dukett | Courtney Elliott | Amelia Emerson | Kaitlynn Fajardo | Rachel Passeri | Amber Fuller | Emily Gard | Roy Gaham | Dayna George | Erm Gillelge | Elizabeth Haggerty | Megan Hani | Hayes Richardson | Madeline Rikko | Vickie Robine | Theodora Robinson |
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Ouida Medhi
Christian Miller
Amanda Noc
Jill Ouvah
Porlender Pander
Lauren Payne
Peace Peters
Ashley Richelden
Madeline Rikko
Vicker Robine
Theodora Robinson
Shanti Rust
Lauren Rust
Juanita Ann Simmons
Susan Siewer
Helan Stevens
Karen Steiker
Innouko Sugyo
Molly Swan
Rachel Tabler
Michelle Tibbitts
June Upjohn
Gabrielle Venderloep
Katherine Vendrye
Carina Velozes
Jarrai Victory
Rachel Ward
Lisa White
Krisi White
Theresa Williams
Renee Wilson
Sarah Whidh
Natalie Wright
Miriah Yima
Heather Young

The Inova Edelman Center for Nursing

The Inova Edelman Center for Nursing was held in May following Nurses’ Week 2015. Five hundred nurses attended this inspirational event offered as a gift for Inova nurses in their professional development endeavors. Based on feedback from the nurses, the Celebration offered two breakout sessions focusing entirely on Healing Touch. Nurses could opt to attend the Healing Touch session or attend sessions focused on other professional development opportunities and experiences. Shelby Cohen, MSN, RN, CEN started the program by encouraging the nurses to find something from each presentation they would be able to implement right away. Her message focused on changing the image of nursing to reflect the current role of nurses as professionals.

Faith Roberts, MSN, RN delivered an entertaining keynote presentation titled, “From Wedding Rings to Nose Rings…Generational Differences in the Workplace.” Her observations made a lasting impact on the nurses who attended and they continue to request this presentation to share with their colleagues. Francie Bernard, PhD, RN shared her research on her mother’s experience as a nurse serving in the United States Army at the 156th Evacuation Hospital in Ie Shima during World War II. The nurses who served in WWII made incredible contributions to the nursing profession, including the development of procedures such as tracheostomy.

Patricia Seifert, MSN, RN, encouraged her fellow Inova nurses in sharing their experiences with Healing Touch. New York Times Best Selling Author, Jon Acuff closed the event with a heavy dose of humor, encouraging nurses to look for “Do Over” opportunities – chances to take a new perspective or approach. By embracing change, nurses can reinvent their work and never feel stuck.
All while nurses must be licensed, board certified nurses have met a level of distinction and knowledge indicating professional practice. Certification is the official recognition of achievement, expertise and clinical judgement. Nurses who achieve and maintain certification have met special skills in particular specialty and demonstrate that ongoing dedication to learning and professional development as well as their respect for the discipline. Certification gives consumers a benchmark to measure the level of care they can expect to receive at hospitals.

The following nurses achieved board certification in the noted specialty area(s) of practice:

**Specialty Certifications**

- **Advanced Practice**
  - Family Nurse Practitioner: Liza Lobrin
  - Geriatric Nurse Practitioner: Margaret Schubert
  - Gerontological Nurse: Tatiana Semeniuk
  - Nurse Anesthetist: Susan Weatherbee
  - Nurse Practitioner: Megan Harvey
  - Nurse Practitioner: Kim D'Ambrosio
  - Nurse Practitioner: Karen Lofaro
  - Nurse Practitioner: Jennifer Slabik
  - Nurse Practitioner: Kathleen Weigand
  - Nurse Practitioner: Rachel Wray

- **Nursing Administration**
  - Certified Nurse Operating Room: Amy Dennis
  - Certified Nurse Practitioner: Deanna Springer
  - Certified Nurse Operating Room: Madonna Dailo

- **Certified Nurse Operating Room**
  - John Sturtz

- **Certified Pediatric Emergency Nursing**
  - Courtney Brown

- **Critical Care**
  - Critical Care Certified: Sam Cherfak

- **Emergency Nursing**
  - Karen Bowers

- **Emergency Nursing**
  - Emergency Nursing: Jennifer Whalen

- **Emergency Nursing**
  - Emergency Nursing: Rebecca Corrao

- **Emergency Nursing**
  - Emergency Nursing: Sarah Jackson

- **Emergency Nursing**
  - Emergency Nursing: Kimberly Watson

- **Emergency Nursing**
  - Emergency Nursing: Rachel Wray

- **Emergency Nursing**
  - Emergency Nursing: Marcia Balboa

- **Emergency Nursing**
  - Emergency Nursing: Ariel Buido

- **Emergency Nursing**
  - Emergency Nursing: Michelle Dennis

- **Emotional Learning**
  - Emotional Learning: Chinmay D'Souza

- **Endocrinology**
  - Endocrinology: Margaret Chopivsky

- **Clinical Leader**
  - Clinical Leader: Elizabeth Harding

- **Clinical Leader**
  - Clinical Leader: Margaret Lynch

- **Clinical Leader**
  - Clinical Leader: Stacey Marsh

- **Clinical Leader**
  - Clinical Leader: Kristelle Toone

- **Clinical Leader**
  - Clinical Leader: Nadine Gallo

- **Clinical Leader**
  - Clinical Leader: Paul Petosky

- **Clinical Leader**
  - Clinical Leader: Deanna Springer

- **Clinical Leader**
  - Clinical Leader: Susan Weatherbee

- **Clinical Leader**
  - Clinical Leader: Pascale Ambady and Stine

- **Clinical Leader**
  - Clinical Leader: Svein Stemme

- **Clinical Leader**
  - Clinical Leader: Andrea Bustos

- **Clinical Leader**
  - Clinical Leader: Joanna Sampson

- **Clinical Leader**
  - Clinical Leader: Margaret Schubert

- **Clinical Leader**
  - Clinical Leader: Adam Rabbett

- **Clinical Leader**
  - Clinical Leader: Susan Weatherbee

- **Clinical Leader**
  - Clinical Leader: Dina Raguindin

- **Clinical Leader**
  - Clinical Leader: Karen Lodronio

- **Clinical Leader**
  - Clinical Leader: Aurora Newcomer

- **Clinical Leader**
  - Clinical Leader: Verna Stewes

- **Clinical Leader**
  - Clinical Leader: Madonna Dailo

- **Clinical Leader**
  - Clinical Leader: Hannah Davis

- **Clinical Leader**
  - Clinical Leader: Michelle Lopez

- **Clinical Leader**
  - Clinical Leader: Aisha Fielding

- **Clinical Leader**
  - Clinical Leader: Mark Warren

- **Clinical Leader**
  - Clinical Leader: Nadine Gallo

- **Clinical Leader**
  - Clinical Leader: William Tibbs

- **Clinical Leader**
  - Clinical Leader: Matt Petersen

- **Clinical Leader**
  - Clinical Leader: Michelle Brahaney

- **Clinical Leader**
  - Clinical Leader: Allison Klein

- **Clinical Leader**
  - Clinical Leader: Dawn Warner

- **Clinical Leader**
  - Clinical Leader: Lisa Ncneil

- **Clinical Leader**
  - Clinical Leader: Parul Patel

- **Clinical Leader**
  - Clinical Leader: Ashley Cranford Vale

- **Clinical Leader**
  - Clinical Leader: Joanne Sampson

- **Clinical Leader**
  - Clinical Leader: Jennifer Faaborg

- **Clinical Leader**
  - Clinical Leader: Dayna Dumont

- **Clinical Leader**
  - Clinical Leader: Aubrey Dewey

- **Clinical Leader**
  - Clinical Leader: Diana Munzert

- **Clinical Leader**
  - Clinical Leader: Justin Bedell

- **Clinical Leader**
  - Clinical Leader: Evelyn Asay

- **Clinical Leader**
  - Clinical Leader: Kelly Kiley

- **Clinical Leader**
  - Clinical Leader: Steven Wilson

- **Clinical Leader**
  - Clinical Leader: William Tibbs
Presentations and Publications

Bust a Move: Progressive Mobility in the ICU
Amanda Golino, Catherine Williams, Kristen Bischoff
Presented: Inova Nursing Research Symposium, October 10, Falls Church, VA

Certification Test Prep: The Devil Is In The Details.
Carol Bauern, Nicole Ganstrom-Trainer, Melanie Muller
Published: Critical Care Nurse. 35(5) 68-72

Clinical Informatics: Create, Cultivate, Motivate and Demonstrate
Patricia Mook, Kimberly Krakowski
Presented: Mississippi Healthcare Information Management Systems Society, Jackson, MS

Containing Catheter-Associated Urinary Tract Infections through Evidence-Based Practice
Kara Meglasson, Heribert Bacareza, Marcia Depolo, Maheder Hailermariam, Leah Harley, Siu Ma, Kathryn Rebers, Elizabeth Senese, Jessica Schlener, Jessica Shea, Presented: Inova Nursing Research Symposium, October 16, Falls Church, VA

Designing highly reliable adverse-event detecting system to predict subsequent claims
Lucerne Helmchen, Maureen Burke, Janice Wipfelski
Published: Journal of Healthcare Risk Management. 34 (4), 7-10

Development Of An Evidence-Based Algorithm For Management Of Perioperative Obstructive Sleep Apnea
Joni Brady, Mireille Malkoun, Jennifer Camacho, Cherl Grubbs, Joanna Sampson, Karen Schaeffer, Rebecca Serr
Presented: 3rd International Conference for PeriAnesthesia Nurses, Copenhagen, Denmark

Driving Organizational Performance with Predictive Analytics
Kimberly Krakowski
Presented: Institute for Healthcare Technology Transformation (IHT2) Health Summit, Washington, DC

Effectiveness of Video Discharge Instructions in the Pediatric Emergency Department: A Nurse-led Evidence-Based Practice Project
Elyssa B. Wood, Gina Harrison, Serena McLemore, Lauren Neese, Kristina Peregow, Erin Rovelli, Sarah Stromer, Barbara J. McCabe, Eugenie Charles
Presented: Inova Nursing Research Symposium, October 16, Falls Church, VA

Effect Of Manual And Automatic Blood Pressure Monitoring Methods On Administration Of Cardiac Medication In Hospitalized Patients With Atrial Fibrillation
Jollybird Gusto, Marietta Salisbury, Karen Speroni, Debra Stanger, Mary Ann Friesen, Renee Milligan
Presented: 11th Annual Spring into Nursing Research Conference, May 8, Reston, VA

The Effects of Healing Touch on Pain, Nausea and Anxiety Following Bariatric Surgery: A Pilot Study
Liliana Suchicital, Maria Lang, Mary Ann Friesen, Joel Anderson, Lucrezia Mangione, Jennifer Fabian, Azra Kukic
Presented: Inova Nursing Research Symposium, October 16, Falls Church, VA

The Effects of Healing Touch on the Vital Signs of Critical Care Patients
Theresa Davis, Mary Ann Friesen, Vicki Lindgren, Amanda Golino, Robin Jackson, R., Hicks, Jennifer Kyle, Diane Swangre, Anna Herbst, Marie Olstad, Lucrezia Mangione, Joel Anderson
Presented: Virginia Nurses Association Fall Conference, November 20-21, Richmond, VA

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Theresa Davis, Mary Ann Friesen, Vicki Lindgren, Amanda Golino, Robin Jackson, R., Hicks, Jennifer Kyle, Diane Swangre, Anna Herbst, Marie Olstad, Lucrezia Mangione, Joel Anderson
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Presented: Virginia Nurses Association Fall Conference, November 20-21, Richmond, VA

Enhanced Recovery in a Minimally Invasive Thoracic Surgery Program
Chesney Schelbe
Published: AORN J. 102, 482-492

The Effects of Healing Touch on the Vital Signs of Critical Care Patients
Theresa Davis, Mary Ann Friesen, Vicki Lindgren, Amanda Golino, Robin Jackson, R., Hicks, Jennifer Kyle, Diane Swangre, Anna Herbst, Marie Olstad, Lucrezia Mangione, Joel Anderson
Presented: 30th AACN Spotlight on Critical Care, November 21, Silver Spring, MD (Best Research Poster)
Presentations and Publications

Evaluation of an Education with Mentoring/Program for a Subacute Facility Patient System Implementation of a Nursing Evidence-Based Practice Model
Joni Brady, Renee Miligan, Carol Urban, Mary Ann Friesen, Patricia Lang
Presented: Spring Forum Nursing Leadership, George Mason University, May 5, Fairfax, VA (first in place for presentation)
11th Annual Spring Into Nursing Research Conference, May 8, Reston, VA.

An Evidence-Based Practice Team Approach to Health Failure Patient Education
Heather Hunn, Leslie Kronz, Elyse Dhakal, Melinda Byrns, Christopher May, Lois Culler, Kerry Sharri Robinson, Alicia Young, Catherine Wied, Gussie Kouri
Presented: Inova Nursing Research Symposium, October 16, Falls Church, VA.

Implementation of an Evidence-Based Practice Approach to Improve Patient Pain Management in the Medical and Obstetrical Patient Population
Barbara Howell, Jennifer McCaughey, Katie Hiley, Tracy Shen, Mary Gibbons, Jessica Harseke, Amber Schnieders, Stephanie Dula, Kari Coleman, Jessica Cash, Brittany Sines, Maggie Hill, Katie Hummer, Peggy Canales, Jeremy Bartholomew, Joshua Frick
Presented: Virginia Nurses Association Fall Conference, November 20-21, Richmond, VA.

Implementation of an Evidence-Based Practice Approach to Improve Perception of Nurse-Patient Communication at the Bedside
Kari Coleman, Jessica Cash, Brittany Sines, Maggie Hill, Katie Hummer, Peggy Canales, Jeremy Bartholomew, Joshua Frick
Presented: Virginia Nurses Association Fall Conference, November 20-21, Richmond, VA.

Implementation of an Evidence-Based Practice Sleep Protocol to Improve Quality of Sleep in Post Operative Cardiac Surgery Patients
Sara Miller, Jennifer Fabian, Kim Sproul, Christine Borst, Amanda Lee
Presented: Virginia Nurses Association Fall Conference, November 20-21, Richmond, VA.

Optimizing the use of 5S for surgical teams
Sara Miller, Jennifer Fabian
Presented: Virginia Nurses Association Fall Conference, November 20-21, Richmond, VA.

Moving on Up: Incorporating a Progressive Mobility Protocol for the ICU to the Medical/Surgical Unit
Elizabeth Bacci, Rachel Stangler-Thesing, Suzy Petri, Rachel Cailey, Natasha Prommarachorn, Minh Kabbajmyer, Mary Brandenburg, Sarah Nunn Lanyon, Damia Gregson, Shalisa Fields, Jacqueline Verca, Tamara Brown, Kathy Shirley, Andrea Bates, Karen Hicke, Roger McLaughlin

Optimizing the use of 5S for surgical teams
Paula Graling
Presented: Inova Nursing Research Symposium, October 16, Falls Church, VA.

Optimizing Pain Management: The Role of the Acute Care Nurse
Joni Brady, Renee Miligan, Carol Urban, Mary Ann Friesen, Patricia Lang
Presented: Spring Forum Nursing Leadership, George Mason University, May 5, Fairfax, VA (first in place for presentation)

Validating a Pain Management Plan: .Hurt Minimizes Morbidities
Susan Heisey, Marie Duffy, Marie Gibson, Nancy Glazier, Helen Rapp, Jodi Anto, Jennifer Fabian, Krista Humes, Ashley Broome, Kimberly Krakowski
Presented: Virginia Nurses Association Fall Conference, November 20-21, Richmond, VA.

Implementing an Evidence-Based Practice Approach to Improve Quality of Sleep in Post Operative Cardiac Surgery Patients
Kari Coleman, Jessica Cash, Brittany Sines, Maggie Hill, Katie Hummer, Peggy Canales, Jeremy Bartholomew, Joshua Frick
Presented: Inova Nursing Research Symposium, October 16, Falls Church, VA.

Leading The Journey: Engaging Staff In Process Improvement Through Visual Management
Shelley Cahil, Rebecca Jackson
Published: American Nurse Today, April 2015, No. 4

Improving Patient Transitions from Acute Care Hospitals to Inova Mt. Vernon Hospital Inpatient Rehabilitation Facility
Jennifer Kyle, Katherine Minner, Lauren Shappins, Patricia Mook, Maria Aurora Guiterrez, Katjana Satpal, Laura Giud, Susan Gsiewski, Sherry Gibbons, Terri Jenkins, Zaid Falda-Kidane

Presented: Virginia Nurses Association Fall Conference, November 20-21, Richmond, VA.

Optimizing Management of Sepsis in the Emergency Department
Frederica Buzevic, Jessica McPhail, Mary Vanessa Johnson, Phyllis Heshunt, Martin Brown
Presented: Inova Nursing Research Symposium, October 16, Falls Church, VA.

Implementing an Evidence-Based Practice Approach to Improve Perception of Nurse-Patient Communication at the Bedside
Lyn Zehner, Rachel Welbon, Kimberly George-Shields, Sandra Danquah, Carrie Friedman, Samantha Pitterson, Jacobi Naran
Presented: Virginia Nurses Association Fall Conference, November 20-21, Richmond, VA.

Introduction to Simulation in the Perioperative Environment
Paula Graling
Presented: AORN Executive Leadership Series at EXPO, March, Denver, CO.

Refining utilization of the WHO checklist to improve safety and efficiency in surgery and optimize communication in the operating room
Paula Graling, Sherry McPhail, Tony White, J. Jeff Wright, Paula Graling
Presented: Virginia Patient Safety Summit, January 29, Richmond, VA.

A Full Study Exploring Patient Perceptions of Race and Ethnicity in a Community Hospital
Nasreen Nazem, Monique Sarvadian, Debra Stanger, Mary Ann Friesen
Presented: Inova Nursing Research Symposium, October 16, Falls Church, VA.

Virginia Nurses Association Fall Conference, November 20-21, Richmond, VA.

A Program for Sustaining Improvements in Acute Stroke Treatment
Jail Bordales, Loren Elroy, Robin Jackson, Laura Golding
Presented International Stroke Conference, Nashville, TN.

Refining utilization of the WHO checklist to improve safety and efficiency in surgery and optimize communication in the operating room
Paula Graling, Sherry McPhail, Tony White, J. Jeff Wright, Paula Graling
Presented: Virginia Patient Safety Summit, January 29, Richmond, VA.
Presentations and Publications

The Role of the Clinical Informatics in Quality
Patricia Mook, Kimberly Krakowski
Presented: Symposium for Leaders in Healthcare Quality-American Hospital Association Webinar

INMIO Standard Work: the Great Discharge
Carolyn Lopez, Patricia Mook
Presented: Virginia Nurses Association Fall Conference, November 20-21, Richmond, VA

Spaced Education for Safety Excellence
Paula Graling
Presented: Virginia Nurses Association Fall Conference, November 20-21, Richmond, VA

Team Steps to Early Mobility and Clarity
Lawrence Lepler, Elissa Wolf, George Barkema, Vicki Lindgren, Evelyn Irani, Emily Swedo
Presented: Inova Nursing Research Symposium, October 20-21, Richmond, VA

Using an Interprofessional Simulation Activity to Improve Knowledge Retention and Decrease Incidence of Catheter Associated Urinary Tract Infections (CAUTI)
Paula Graling
Presented: 2014 Annual Conference of the Association for the Advancement of Critical Care Nursing, October 15-17, Orlando, FL

Using Simulation to Develop Safe Surgical Teams
Paula Graling
Presented: Virginia Patient Safety Summit, January 29, Richmond VA

Collaboration
Courtney Elliott, Kristin Marge, Michelle Le, Sarah Sterry, Bird Semyon
Presented: AORN EXPO and Congress, March, Denver, CO

Baby Friendly Designation
Inova Alexandria Hospital is proud to announce that it has received prestigious international recognition as a Baby-Friendly birth facility by Baby-Friendly USA, Inc. Inova Alexandria is the first Inova hospital to receive this designation and one of only six in Virginia. Baby-Friendly USA, Inc. is the U.S. authority for the implementation of the Baby-Friendly Hospital Initiative (BFHI) — a global program of the World Health Organization (WHO) and the United Nations Children’s Fund (UNICEF). The initiative encourages and recognizes hospitals that provide the optimal level of care for mothers and their breastfeeding newborns. Based on the Ten Steps to Successful Breastfeeding, this prestigious award recognizes facilities that offer the mothers information, confidence and skills needed to successfully initiate and continue breastfeeding their babies.

2015-2018 Lantern Award Recipient 2015-2018

Beacon Award Holders
The Beacon Award for Excellence is conferred annually. Inova Loudoun Hospital received a 2015-2018 Lantern Award from the Emergency Nurses Association (ENA). The Lantern Award is a recognition award given to emergency departments that exemplify exceptional practice and innovative performance in the core areas of leadership, education, advocacy and research. The award is a visible symbol of an emergency department’s commitment to quality, presence of a healthy work environment and innovation into emergency care.

Beacon Award for Excellence

2015-2018 Lantern Award

Silver: Intensive Care Unit and Progressive Care Unit

Silver: Intensive Care Unit

Gold: Envision eICU at Inova Fairfax Hospital

Two Inova hospitals currently hold Beacon Awards: Gold: Envision eICU at Inova Fairfax Hospital Silver Intensive Care Unit and Progressive Care Unit at Inova Loudoun Hospital

The Inova Loudoun Hospital Emergency Department received a 2015-2018 Lantern Award from the Emergency Nurses Association (ENA). The Lantern Award is a recognition award given to emergency departments that exemplify exceptional practice and innovative performance in the core areas of leadership, education, advocacy and research. The award is a visible symbol of an emergency department’s commitment to quality, presence of a healthy work environment and innovation into emergency care.

Awards and Recognition

U.S. News & World Report

All five of Inova’s hospitals have been recognized with either regional or national achievement by U.S. News & World Report in at least one specialty or common core ranking. To be nationally ranked, a hospital must exceed across a range of complex cases within a given specialty. According to U.S. News, researchers analyze nearly 5,000 hospitals nationwide to determine the list of Best Hospitals.

Joint Commission Accreditation

The purpose of the Joint Commission on Accreditation of Healthcare Organizations survey and accreditation process is to evaluate facilities’ compliance with nationally established Joint Commission standards designed to improve quality and safety of care. The Joint Commission is one of the nation’s most respected accrediting agencies. Achieving the Joint Commission’s demanding standards ensures that our performance and improvement is held to the highest standards nationwide. By meeting the Joint Commission on Accreditation of Healthcare Organization’s national standards for healthcare quality and safety, Inova hospitals have received multiple Gold Seals of Approval®.

Presented: Nursing Management Congress, Orlando, FL

Tools That Measure Caring Systematic Literature Review Of Caring
Jennifer Doble
Presented: Virginia Nurses Association Fall Conference, November 20-21, Richmond, VA

Tele-IQC Today: Connecting Care Through Innovation
Theresa Davis, Carol OHF
Published: Nursing 2015 Critical Care. 10 (10) 15-17

Innovative Practice

Inova Alexandria Hospital is the first Inova hospital to receive this designation and one of only six in Virginia. Baby-Friendly USA, Inc. is the U.S. authority for the implementation of the Baby-Friendly Hospital Initiative (BFHI) — a global program of the World Health Organization (WHO) and the United Nations Children’s Fund (UNICEF). The initiative encourages and recognizes hospitals that provide the optimal level of care for mothers and their breastfeeding newborns. Based on the Ten Steps to Successful Breastfeeding, this prestigious award recognizes facilities that offer the mothers information, confidence and skills needed to successfully initiate and continue breastfeeding their babies.

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Nursing Strategic Plan

Our strategic plan illustrates a vision for nursing and lists the goals Inova nurses would like to accomplish in the coming years. Nurse leaders from across Inova participated in a one-day retreat to create the strategic plan for 2014-2016. These leaders were able to share feedback and ideas for improving patient care by strengthening nursing practice in several key areas.

Inova Nursing Strategic Plan 2014-2016

Inova Nursing Objectives

- Engagement
  - Create an image of nursing to be the Employer of Choice within the region for nursing
- Affordability
  - Flex Staffing to Demand
- Model of Care (Service & Affordability)
  - Operationalize all components of the Model of Care
  - Design and define new roles within the Care Delivery Model
- Professional Development (Quality)
  - Encourage and support degrees
  - Develop a formal leadership program for aspiring and current leaders
  - Create an effective communication infrastructure for disseminating Best Practices within nursing
  - Revise and market professional development programs (i.e. ADVANCE)
- Nursing Research and Evidence-Based Practice
  - Incorporate strategic plan initiatives into research studies/EBP projects

Inova Nursing Goals

- RN vacancy rate of <5.1%
- RN participation of 80% for engagement survey
- Develop nurse leader onboarding program and implement Q4 2014
- Meet 100% Productivity (total paid hours)
- Implement new scheduling system (Kronos) capturing nursing workload in real time in Q4 2015
- Model of Care to be fully operationalized by Q3 2015
- New roles will be implemented by Q1 2015 (i.e. TCM, Navigator, Expansion of CT2)
- HCAHPS score in 2015 to be at or above the 50th percentile in 8 domains
- Increase tuition reimbursement by Q3 2014
- Increase the number of BSN prepared RNs by 3.5% yearly, to a total goal of 80% BSN prepared RNs by 2020
- Develop a nursing philanthropy plan by Q2 2015
- Develop draft for leadership program by Q3 2014; Implementation by Q1 2015
- Focus group to review ADVANCE program by Q3 2014; Increase number of certified RNs by 3%
- Develop systemwide Nursing Peer Review Program and implement Q3 2015
- Translate research and evidence-based practice findings into nursing processes related to patient safety, quality, experience and affordability
- Develop annual and quarterly activities and projects and report progress

Inova Health System Vision

To optimize the health and well-being of each individual we serve.

Inova Health System Mission

To improve the health of the diverse community we serve through excellence in patient care, education and research.

Inova Nursing Vision

Create a world class nursing environment of global distinction where service, community, compassion, and innovation foster excellence in nursing practice, education and research.

Inova Nursing Mission

To provide our community with the best nursing practice, education and research in the world.

The 2015 Chief Nurse Council

- Motheen Sack, PhD, MSN, RN, NEA-BC
  Senior Vice President, Chief Nurse Executive
  Inova
- Lisa Dugen, PhD, RN, NEA-BC
  Chief Nursing Officer
  Inova Loudoun Hospital
- Cherri Goll, MS, RN, NEA-BC
  Chief Nursing Officer
  Inova Fair Oaks Hospital
- Padia Heghali, MS, RN, NEA-BC
  Chief Nursing Officer
  Inova Alexandria Hospital
- Patricia Mook, MSN, RN, NEA-BC, CAHIMS
  Chief Nursing Information Officer
  Inova
- Ann Marie Madden, RN, MS, CCRN, NEA-BC
  Chief Nursing Officer
  Inova Fairfax Medical Campus