

# NEWS & VIEWS

PROMOTING  
EXCELLENCE  
IN NURSING  
 UNIVERSITY  
of MARYLAND  
MEDICAL  
CENTER



**20** National Magnet and Pathways  
to Excellence Conference

**22** Magnet at Midtown  
Showcase

**25** Innovating the Academic-Practice  
Partnership: The UMMS Academy  
of Clinical Essentials



UMMC leadership standing in front of wall mosaic at the Midtown Campus

*Careful consideration and intention to detail went into the design and creation of this mosaic as an artistic statement of UMMC's mission and values as an anchor organization.*

*The placement of both UMMC campuses in the design, alongside the historic Davidge Hall, represents a long-standing partnership with the University of Maryland School of Medicine to heal, to teach, to discover, and to care.*

*The mosaic includes familiar Baltimore landmarks located in Mount Vernon, just blocks away from the UMMC Midtown Campus, and the diverse community that we serve every day.*

*Created by the hands of hospital team members, medical staff, partner school students and community leaders through a series of workshops, this mosaic is an expression of our unwavering commitment to the health and well-being of the west Baltimore community and beyond.*

### FEATURES



#### 20 2022 National Magnet and Pathways to Excellence Conference



#### 22 Magnet at Midtown Showcase

### ISSUE

Spring/Summer 2023  
Fall/Winter 2024

### SUBMISSION DUE DATE

May 8, 2023  
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**On the cover:** Created by the hands of hospital team members, medical staff, partner school students and community leaders through a series of workshops, this mosaic is an expression of UMMC's unwavering commitment to the health and well-being of the west Baltimore community and beyond.

**NEWS & VIEWS** is published by the Department of Nursing and Patient Care Services of the University of Maryland Medical Center.

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## reflections

Karen E. Doyle, DNP, MBA, RN, NEA-BC, FAAN  
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# Workplace Violence in the Health Care Setting

### Authors:

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Ronald V. Cummins, Jr., MBA, Senior Vice President, Chief Operating Officer, UMMC

Over the last two and a half years, a bright spotlight has illuminated the many challenges facing the health care workforce. The burden of the pandemic has been heavy and the impacts are stark. Too many colleagues have left the profession, citing burnout, high patient ratios, disrespect, misinformation – unfortunately, the list goes on. For all the rewards that come with patient caregiving, we cannot overlook the toll of the realities we face.

There is another ever-increasing threat that we don't talk about openly enough, and we must: workplace violence against health care workers. Hospitals and health care workers are not immune to the scourge of interpersonal violence that plagues both large cities and small communities across America. Taking a broad view, according to the U.S. Bureau of Labor Statistics, private health care and social service workers in the United States experience the highest rates of injuries caused by workplace violence.

WHILE THIS TOPIC IS AN UNCOMFORTABLE ONE, IT'S SOMETHING WE MUST ADDRESS OPENLY, HONESTLY, AND WITH COMPASSION FOR OUR COLLEAGUES, PATIENTS, AND THEIR FAMILIES.

Consider these disturbing data points from 2018:

- Health care workers were **five times** as likely to suffer workplace violence injuries than workers overall;
- Health care workers accounted for **73 percent** of all nonfatal workplace injuries and illnesses due to violence; and
- Approximately **18,000** intentional, violent, nonfatal occupational injury cases requiring days away from work impacted private health care and social assistance workers.

Baltimore's ongoing issues with violence are well-known, but the general public – and perhaps many of our own colleagues across the Medical Center – are not aware of the threats to our workforce within the hospital walls, sometimes from the very patients we are trying to help. We continue to experience harmful words and unacceptable acts which affect our team both physically and emotionally. We have observed and documented:

### Physical harm and assault:

- o Punching
- o Slapping
- o Stabbing
- o Shoving
- o Spitting

### Verbal abuse:

- o Cursing
- o Intimidation
- o Threats

Of course, we recognize the tremendous stress that the hospital environment can have on patients and their families. However, we also must recognize that some patients are experiencing psychiatric or cognitive conditions that could be easily exacerbated by uncertainty and fear. To that point, we are incredibly proud of our new psychiatric units that optimize safety for our patients and staff.

Through a strong partnership with our security team and the support of administration, UMMC leadership has put a number of more stringent protection measures in place over the last few years, including:

Expanding the hours of operation of our Exterior Perimeter Patrol Services from a five-day-a-week model to a 24/7 model. Each shift is staffed with a team of three security officers with one K9.

Approving a multimillion-dollar capital investment to upgrade several aspects of our security video surveillance system in this calendar year.

continued on page 5.

## EACH OF US CAN TAKE STEPS, NO MATTER OUR TENURE OR ROLE, TO MAKE POSITIVE CHANGES WHERE WE WORK. A SIMPLE FIRST STEP IS TO REPORT EVERY INCIDENT OF WORKPLACE VIOLENCE THROUGH UMMSAFE.

The following critical care units now have **full-time, 24/7 security**:

- Trauma Resuscitation Unit
- Child & Adolescent Psychiatry
- An additional Elite officer on the 6th floor psychiatry unit at the Midtown Campus
- Adult Emergency Department campus police post
- Pediatric Emergency Department post
- Midtown Campus Emergency Department security post

Engaging the services of **UMB Police** to:

- Provide 24/7 coverage with one uniformed armed officer stationed inside the Adult Emergency Department
- Provide marked police car patrol services in area parking garages used by UMMC and UMB staff, faculty and students (i.e., Penn Street Garage)

Engaging the services of **Baltimore City Police** to:

- Provide one uniformed armed officer stationed inside of Shock Trauma
- Provide marked police car patrol services in area parking garages used by UMMC and UMB staff, faculty and students (i.e., Penn Street Garage)

Installation of **metal detectors** at the Emergency Department and Shock Trauma entrances

Additionally, as part of a new Joint Commission safety requirement for all health care facilities, we are developing a workplace violence prevention plan. A workplace violence prevention committee is being led by **Mangla Gulati**, MD, CPPS, FACP, SFHM, chief quality officer, associate chief medical officer, and vice president, patient safety and clinical effectiveness; and **Maurice Davis**, director of security. I am proud to sponsor the committee in partnership with **Ron Cummins**, senior vice president, chief operating officer. At the system level, an UMMS Workplace Violence Prevention Committee has been convened by **Lisa Rowen**, DNSc, RN, CENP, FAAN, senior vice president and chief nurse executive, UMMS. While these new efforts

are steps in the right direction, there are other hurdles we are actively addressing and working to resolve. A very real challenge is the difficulty in pursuing criminal charges against aggressors. It may feel antithetical to our mission to pursue legal action against those seeking our help in a time of need, but it is necessary. It is not uncommon for a staff member not to follow through on filing law enforcement complaints due to concerns regarding missing shifts, legal fees, and personal safety; however, we offer a range of support to counter these concerns, including:

- Covering court and attorney costs
- Providing legal representation and accompaniment to court
- Financial protection for missed shifts to attend meetings and court proceedings

When a problem feels so pervasive and overwhelming, knowing how to start tackling it can be difficult. But each of us can take steps, no matter our tenure or role, to make positive changes where we work. A simple first step is to report every incident of workplace violence through UMMSafe ([https://mmciprl6web.mmciip.umm.edu/RL6\\_Prod/Homecenter/Client/Login.aspx](https://mmciprl6web.mmciip.umm.edu/RL6_Prod/Homecenter/Client/Login.aspx)). Every report is reviewed and acted upon as warranted. Reporting is critical to understanding the magnitude of the workplace violence issue.

Nursing leadership continues to engage in advocacy efforts at the local and state level, as well as with your professional membership organizations, on legislative and policy protections. Addressing these challenges in a meaningful way will, in turn, effect larger changes in nursing retention and culture, which will serve not only nurses but all clinicians and the public at large.

While this topic is an uncomfortable one, it's something we must address openly, honestly, and with compassion for our colleagues, patients, and their families. We will never stop trying to help quell the tide of violence inside and outside our walls, as we continue to prioritize your health and well-being doing the work you are called to do. ♦

#### REFERENCE:

U.S. Bureau of Labor Statistics, Injuries, Illnesses and Fatalities. <https://www.bls.gov/iif/oshwc/cfoi/%20workplace-violence-healthcare-2018.htm>

# What's Great?

A collection of uplifting anecdotes, notable achievements, and proud moments at UMMC.

UMMC Midtown, in partnership with The Living Legacy Foundation, has developed a donation-friendly culture and encouraged community members to become designated organ donors. The Health Resources and Services Administration (HRSA) Workplace Partnership for Life Hospital Campaign granted Silver Recognition to Midtown in honor of this meaningful work.

UMMC Downtown campus is leading the System in the patient experience "rate the hospital" score for the first quarter of FY23.

Compassion, Discovery, Excellence, Diversity, and Integrity are new shared values launched in October 2022 across the University of Maryland Medical System (UMMS). These values promote a shared culture and mission for healthcare across all UMMS member organizations.

In September 2022, Vizient, Inc. named University of Maryland Medical Center (UMMC) Downtown a "Rising Star" in their Quality and Accountability ranking of academic medical centers across the country. UMMC Downtown was one of two hospitals to earn this recognition of year-over-year improvement in quality and safety outcomes.

## SAVE THE DATE! *Please join us on and off campus.*

### JANUARY

#### NATIONAL BLOOD DONOR MONTH

19  
JOURNAL CLUB

20  
AMBULATORY TRENDS  
CONFERENCE

22-28  
CRNAs WEEK

### FEBRUARY

#### AMERICAN HEART MONTH

14  
NATIONAL DONOR DAY

15  
NURSING GRAND ROUNDS

16  
JOURNAL CLUB FOR  
NIGHT SHIFT

### MARCH

#### NUTRITION MONTH

1  
CLINICAL PRACTICE SUMMIT –  
CALL FOR ABSTRACTS OPENS

9  
WORLD KIDNEY DAY

12-18  
PATIENT SAFETY  
AWARENESS WEEK

# NEWS UPDATE

## Addiction is a Disease!

By Marian A. Currens, CRNP, CARN, NACDN, Director, UMMC Center for Addiction Medicine

We at UMMC Midtown Campus Center for Addiction Medicine (CAM) are committed to do our part to help in every way we can to understand, educate and treat the disease of addiction. CAM is an addiction treatment program that provides many levels of care, including inpatient and outpatient care. We provide state-of-the-art treatment, including medication-assisted treatment and medically supervised withdrawal.

The CAM nursing team stays current through active participation in local, state, national and international organizations. Maryland recently hosted the International American Association for the Treatment of Opioid Dependence (AATOD) "Power of Collaboration" conference at the Baltimore Convention Center. The conference attracted over 1,500 participants. As a member of the Maryland Association for the Treatment of Opioid Dependence (MATOD), and along with my coworker **Delia Weems**, administrative coordinator, we volunteered to chair the AATOD volunteer committee, along with **Lillian Donnard**, LCSW-C, Glenwood Life Counseling Center. We had the strong support of our UMMC nursing leadership to take an active role in the conference planning and implementation. ♦



From left to right: Lillian Donnard, LCSW-C; Delia Weems; and Marian Currens, CRNP, CARN, NACDN

## UMMC Hosts CCNE Visit

By Robin Price, MS, RN, Manager, Nurse Residency Program and Retention

On October 3-5, 2022, UMMC's Nurse Residency Program (NRP) hosted an evaluation visit with the Commission on Collegiate Nursing Education (CCNE), a nationally recognized accrediting agency for entry-to-practice nurse residency programs.



Accreditation by CCNE serves as a statement of good educational practice improving the quality and integrity of nurse residency programs. Accreditation evaluations are useful to the program being evaluated in that they serve as a basis for self-assessment through which the program, personnel, procedures, and services are improved.

It holds entry-to-practice nurse residence programs accountable to higher standards to foster continuing improvements in professional practice while also meeting a standard for the Magnet designation.

We are pleased to announce our NRP successfully met 34 out of 36 key elements set by the CCNE for accreditation. A final report will be sent to the CCNE Entry-to-Practice Residency Accreditation Committee (EPRAC) to formulate a recommendation in late winter 2023. A final decision will be shared spring 2023 by the CCNE Board of Commissioners. ♦

# NEWS

## Nursing Attendance at National Conferences

Nursing leadership at the University of Maryland Medical Center (UMMC) is always encouraging our nurses to stay engaged with nursing colleagues around the country by participating in conferences throughout the year that support their profession. Below is a list of conferences that UMMC nurses have attended in CY 22.

### AONL – Professional Governance Leadership Conference

June 23–24, 2022  
Baltimore, MD

#### Carolyn Cash-Harris

*Clinical Practice and Professional Development*

#### Marshada Chapman

*Clinical Practice and Professional Development*

#### Karen Doyle

*Chief Nursing Officer*

#### Mary Evans

*Cardiac*

#### Kelly Gesswein

*Shock Trauma*

#### Laura Haines

*PACU*

#### Xiaobo Hu

*CSICU*

#### Ivy Klein

*Pediatrics*

#### Rachel Maranzano

*Transplant*

#### Jennifer Meyer

*Shock Trauma*

#### Ellen Plummer

*Shock Trauma*

#### Alondra Sills

*Adult ED*

#### Wanda Walker-Hodges

*Perioperative Services*

### 43rd Annual Philippine Nurses Association of America National Conference

July 6–10, 2022  
New York, NY

#### Maria Milarina San Pedro

*Adult/Gero Psychiatry*

#### Corazon Sarmiento

*Ambulatory Services*

#### Eleanor Beltran

*ICU*

#### Josefina Armando

*Cancer Center*

#### Emmelene Fernandez

*PACU*

#### Susan Hije

*ED*

### National Black Nurses Association 50th Annual Conference

July 26–31, 2022  
Chicago, IL

#### Thomas Young

*General ORs*

#### Wanda Walker-Hodges

*Perioperative Services*

#### Pamela C. Jones

*Interventional Cardiovascular*

#### Tiara Collins

*Behavioral Health*

## The Need for Equitable Hair and Skin Care

In July 2020, **Lisa Rowen**, DNSc, RN, CENP, FAAN, chief nurse executive and senior vice president, UMMS and **DoRhonja Nichols**, DNP, RN, NEA-BC were informed by a pediatric nurse manager of conversations within the healthcare community regarding the need for equitable hair and skin care products for patients with textured hair, specifically black patients. This discussion sparked an immediate desire to investigate the current hair and skin care product offerings at UMMC.



Nichols led a team to innovate changes and enlisted the support of **Justin Graves**, MS, MBA, RN, CRMP and team members from materials management. In January 2021, the interprofessional UMMS Diverse Products Workgroup was formed with the goal of partnering with a local minority owned business to purchase these products. After assessing the product offerings of five potential vendors, Oyin Handmade, a Baltimore-based personal care company, was chosen as the vendor. Three Oyin Handmade products (honey wash shampoo, honey hemp conditioner, and hair dew leave-in) and three hair accessories (wide tooth comb, hair pick, and hair brush) were added in October 2022 to the inventory of hair care product offerings for both UMMC campuses, as well as UM Rehabilitation and Orthopaedic Institute. These products will be available to all member hospitals within UMMS by December 2022. ♦

## Grants Awarded to Nursing-Led Research Studies

### UMMC Nursing Principal Investigator:

**Amy Brown**, BSN, RN; **Rachel Blankstein Breman**, PhD, MPH, MSN, RN (UMSON co-Principal Investigator)

**Funder:** UMNursing

**Study Title:** *Implementation study of the birth partnership in prenatal and intrapartum care at the University of Maryland prenatal clinics and birthing unit*

**What is the research is about?** The purpose of this study, conducted in partnership between the University of Maryland School of Nursing and University of Maryland Medical Center (UMMC) is to evaluate the adoption and implementation of the Birth Partnership at UMMC. The Birth Partnership is a clinical tool and intervention that facilitates shared decision-making (SDM) between the birthing person and their providers. SDM is an essential part of effective communication between the patient and healthcare team, where the care preferences and personal values of the patient are integrated into the clinical decision-making process with providers. This observational mixed-methods implementation study will assess barriers and facilitators to implementation, and aims to address disparities in maternity care.

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### UMMC Nursing Principal Investigator:

**Jenni Day**, PhD, RN

**Funder:** AONL Foundation

**Study Title:** *Nurse Managers Set the Tone: Examining the Impact of Diversity on Nursing Teams and the Patient Experience*

**What is the research is about?** Research suggests that lack of diversity in the healthcare workforce negatively impacts access to quality care and increases healthcare disparities. Nurse managers have a direct role in building and retaining diverse nursing teams that are engaged and able to provide culturally competent care. This mixed-methods study aims to examine the impact of diversity in the nurse manager workforce on nursing team diversity, nursing team engagement, and the patients' perspectives of hospital experience. This study will be the first step in identifying the impact of a diverse nurse manager workforce and will lay the groundwork for interventions and future research.

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### UMMC Nursing Principal Investigator:

**Gyasi Moscou-Jackson**, PhD, MHS, RN

**Funder:** The DAISY Foundation

**Study Title:** *Let's talk: Older cancer patients' experiences with symptom assessment and management by oncology nurses*

**What is the research is about?** Older adults are at risk of unmanaged cancer-related symptoms, and nurses play a critical role in managing patient-reported symptoms. While patient-provider communication is a social determinant of health, no studies have focused on the role of nurses in the context of older adult symptom management. In this qualitative research study, the nurse-led research team will examine older adult cancer patients' experiences with nursing symptom management, focusing on reporting, assessment, and management of cancer-related symptoms by oncology nurses. ♦

A health and wellness fair with a special focus on diabetes, cardiovascular health, and obesity was held in November.

## NEWS

### EndoCares® Health and Wellness Fair

The Baltimore chapter of EndoCares® partnered this year with the University of Maryland Medical Center in a health and wellness fair with a special focus on diabetes, cardiovascular health, and obesity. This year's event was held on Saturday, November 5, 2022 at the New Shiloh Baptist Church in Baltimore, with about 175 community members in attendance. Providers were onsite for attendees to get screenings for Hgb A1C, bone density, blood pressure, and vision. Space was also provided for participants to confer with a pediatric endocrinologist, nutritionist, podiatrist, pharmacist, and diabetes educators.

Nurses from the Center for Diabetes and Endocrinology (CDE), including **David Lear**, BSN, RN and **Sara Fitzgerald**, RN, screened 83 of these individuals for Hgb A1C and made necessary referrals; and 72 people were screened for glucose levels. Two persons were scheduled that day for the UMMC CDE Clinic. **Karen Klima**, RN, screened 53 attendees and 20 of them made follow-up appointments in the Friedenwald Eye Institute at the Midtown Campus. ♦



Sara Fitzgerald, RN (right)



David Lear, BSN, RN

### Inaugural Vice President of Clinical Operations



**Catherine Miller**, MSW, LCSW-C, ACM-SW, has been promoted to the inaugural vice president, clinical operations at the University of Maryland Medical Center

(UMMC), effective November 20, 2022. In her new role, Catherine will be accountable for a wide range of functions, including but not limited to patient care services, rehabilitation (physical therapy, occupational therapy, speech language pathology), respiratory therapy, clinical nutrition, pastoral care, care management, and quality and performance improvement. She will also focus on patient flow and throughput, operational efficiency, strategic planning, program development, professional excellence designations, and regulatory compliance. ♦

### New VP for Nursing and Patient Care Services



**Ruth J. Lee**, DNP, MS, MBA, RN, NEA-BC, is the new vice president of nursing and patient care services effective September 26, 2022. Dr. Lee joins UMMC from

Inova Health System in Virginia, where she led inpatient services as senior director of nursing and adult inpatient services at Inova Alexandria Hospital. Nursing leadership is delighted to welcome her back to the University of Maryland Medical Center, where she began her nursing career in the surgical intensive care unit more than 20 years ago. Her portfolio will include surgery, cardiac surgery, neurosciences and women's and children's services. ♦

### Interim Vice President of Nursing and Patient Care Services at Midtown Campus



**Wanda Walker-Hodges**, DNP, MS, RN, CRNA will serve as the interim vice president of nursing & patient care services at the UMMC Midtown Campus effective January 23, following

the recent resignation of Dr. Nat'e Guyton from UMMC.

Dr. Walker-Hodges is a familiar face to many, having served as the director of nursing, perioperative and surgical services for the last six years at UMMC Midtown Campus. Her tenure with UMMC began two years prior as a CRNA and the clinical CRNA team manager in the general OR at the UMMC Downtown Campus. ♦

## NEWS

Left to right: Rachel Maranzano, BSN, RN, CCRN-K; Sarit Fleishman, BSN, RN, OCN; George (Jorge) Carrillo, MSN, RN-BC; Alondra Sills, DNP, RN; Mineisha Green, BSN, RN

### New Nursing EBP Fellowship

By Danielle Evans, MS, BA, RN, CCRN-K, NE-BC, Clinical Practice and Development Coordinator

After identifying that nurses' competency in evidence-based practice (EBP) was below expected levels, a cross-campus team developed a Nursing Evidence-Based Practice Fellowship to help build EBP skills. The pilot cohort kicked off in October 2022. The goal is to provide fellows with a deeper understanding of evidence-based practice, how to complete an EBP project, and the skills needed to be an EBP mentor. The program team is currently evaluating the fellowship curriculum with a group of 11 educators, nurse managers, and other EBP mentors at both the Downtown and Midtown campuses. The 11 fellows will complete 11 classes, an EBP project, and earn about 44 continuing education units over the course of this 12-month fellowship. Next year, we anticipate making applications available in August for Clinical Nurse IIs or



higher to join the next cohort. This is a great paid opportunity to learn more about EBP for clinical nurses passionate about evidence-based practice. ♦

### Maureen Archibald Retires



**Maureen Archibald**, MS, RN, director of clinical education and professional development retired on December 23, 2022.

Maureen has had an illustrious nursing career spanning 35 years, 20 of them here at UMMC. Her journey as a nurse professional began in her native Scotland in 1987, and ever since she has practiced her craft with tremendous skill, compassion, and a collabor-

ative spirit. She first worked with UMMC as a senior nurse in the Shock Trauma Center, where she demonstrated a penchant for leadership, education, and application of best practices. Maureen has been a dedicated advocate of professional development, creating training modules and supporting other nurses on their paths to career growth.

In 2009, Maureen transitioned her full-time focus to nurse education and development in acute care surgery and psychiatry. She began a new graduate support program and developed an aggression management curriculum, which was expanded as de-escalation techniques across the medical center. She has remained a dedicated practitioner and educator on aggression intervention techniques to

help protect patients and staff. Since its inception, Maureen has also served as a responder in UMMC's Resilience in Stressful Events (RISE) program, which provides peer support to staff who encounter a stressful, clinically-related event to facilitate resilience and recovery. She has also been an innovator in other ways, such as initiating a green approach by shifting educational curriculum from books to technology-based platforms.

Her leadership roles progressed to include overseeing the education service line within the department of Clinical Practice and Professional Development (CPPD), with responsibility for educational initiatives for bedside nursing. Maureen's attention to identifying departmental educational needs has ensured nursing staff were optimally equipped to apply best practice updates and provide excellence in patient care delivery. In her director role with CPPD, she has overseen a multi-disciplinary group of coordinators, project specialists, and administrators, applying innovative tools for assessing and responding to learning needs of the patient care professionals at both UMMC campuses.

We wish Maureen a long, happy, and fulfilling retirement. We are forever grateful for all she gave of herself, and for using her talents to bring out the best in us when caring for our patients. ♦

## Mary Rutter Retires



**Mary Rutter,** MS, RN, OCN, BMTCN, began her nursing career at St. Joseph's Hospital in 1972. In 1975, Mary earned a master's degree in nursing at University of

Maryland and then accepted a position in Shock Trauma critical care. In 1985, she left UMMC for five years, but returned to UMMC in 1990 to work in the oncology ICU. In 1996, Mary shifted her focus slightly to practice on the Blood and Marrow Transplant Unit (BMT) and spent the last 26 years never looking back. Mary shares, "becoming an oncology nurse was the best decision I ever made." Practicing nursing in BMT never got old for Mary as the transplantation of healthy cells for diseased cells to cure cancer was nothing short of a miracle to her.

Mary embodies empathy and compassion, allowing her to establish strong personal connections with her patients. She has always been fascinated by the bravery of cancer patients and always worked nightshift to support her patients when their anxieties can run high. Her goal was to provide patients the opportunity to talk and build a trusting relationship with her to promote relaxation thus better sleep and symptom management to improve their care experience. Her ability to explain things in terms that patients and

families can understand is just another way that allowed her to positively connect to them.

During her career, Mary was always committed to the professional development of herself and others. As a senior clinical nurse, she loved to precept and mentor new nurses on BMT. She was involved in research projects and was a member of the UMMC Cancer Center Patient and Family Education Committee. Over the past five years, Mary focused on learning everything possible regarding CAR T therapy to better the care for these patients. She shared her knowledge by presenting at the local Greater Baltimore Chapter of the Oncology Nursing Society (GBCONS) conference on different BMT topics, and her work has been published.

Mary received the Greenebaum Comprehensive Cancer Center compassion award in 2012 and received recognition in the *Baltimore* magazine Nurse's Week edition in 2018. She has received countless accolades from patients, families and coworkers, many with whom she is still in touch. One former BMT patient and colleague, **Carolyn Guinn,** MSN, RN, NEA-BC, CPHQ, magnet program director shares: "Mary was my light in the dark. She advocated to bring me pain relief when it was difficult to achieve. She will always be my Saint Mary. BMT will not be the same without her."

After spending the last 36 years in oncology nursing, Mary realizes the preciousness of each day. She now plans to spend more time with the people she loves, including her three grandchildren, and doing the things that bring her happiness – like quilting, gardening, and reading. ♦

## New Nurse Manager for CCRU and TRU



**Kristen George,** MPH, BS, BSN, RN, CCRN is the new nurse manager for the Critical Care Resuscitation Unit (CCRU) and Trauma Resuscitation Unit

(TRU). Kristen joined the Medical Center in 2007, where she worked as a clinical nurse on Multi-trauma Critical Care. Kristen was one of the founding nurses of the CCRU and in 2014, was promoted to the assistant nurse manager of the Lung Rescue Unit, CCRU, and the TRU.

Under Kristen's leadership as an assistant nurse manager, she also had oversight of the organization's primary Biocontainment Unit (BCU) where they created team nursing models and standards of care for COVID-19 patients throughout the pandemic. During this time, Kristen rapidly on-boarded team members from across the organization to care for critically ill patients and expanded the ECMO program to treat COVID-19 patients. In addition, Kristen serves as a Major in the United States Air Force, 459th Aeromedical Evacuation Squadron. ♦

# ACHIEVEMENTS UPDATE

## Yumi C.A.R.E.S. Foundation

First Lady Yumi Hogan met many cancer patients of all ages at Maryland hospitals during Governor Larry Hogan's own treatment for non-Hodgkin's lymphoma. Mrs. Hogan befriended numerous pediatric patients and their families, while the children received care. It was in these memorable and poignant interactions that Mrs. Hogan was first introduced to the positive effects of art as a therapeutic activity for child patients, and in many cases, for their family members to better cope with the emotional stress and trauma often brought on by a cancer diagnosis.

From this experience, the Yumi C.A.R.E.S. Foundation was created. Its mission reflects the First Lady's personal views on the importance of art and its therapeutic benefits in assisting the well-being of pediatric patients and their families by providing opportunities to participate in art therapy using evidence-based processes and materials. It launched its inaugural art therapy program in 2017 at the University of Maryland Children's Hospital (UMCH) at UMMC. On October 5th, **Monika Bauman**, MS, BSN, RN, director of women's and children's health at UMMC was honored at the YUMI C.A.R.E.S. Foundation gala for her leadership and support of this program. Over the last five years, this program has provided complimentary services to pediatric patients and their families, and is led by a full-time art therapist. ♦



Left to right: Aubrey Bodtt; Alisa Case, BSN, RN, CPN, CPST; Jodie Austin, BSN, RN; Monika Bauman, MS, BSN, RN; First Lady Yumi Hogan; Michele Scala, MS, BSN, CPEN; and Mohan Suntha, MBA, MD

## First Ever Nurse Vice-Chair of UMMC Resuscitation Committee

Congratulations to **Christa Stultz**, MSN, RN, CCRN-CMC, Coronary Care Unit, for taking on the role as the first ever nurse vice-chair of the UMMC Resuscitation Committee.

**Nicholas Morris**, MD offered this position to Stultz in September 2022 and shared the following: "You have stood out as a real leader. I was wondering if you might want to accept a position as vice-chair. I think it would reflect your dedication to cardiac arrest at UMMC and serve as a nice reminder to every one of the importance of nursing in resuscitation. It would also be nice to know that I have another motivated leader to support our efforts."

Stultz graciously accepted the position and was nominated by UMMC Nursing for the ANCC Magnet Nurse of the Year Award in 2022 for all of her efforts related to her work on the Resuscitation Committee. ♦

## Working Towards an APEX Award for a United Cross-Campus Team

The American Association for Respiratory Care (AARC) Apex Award highlights respiratory therapy departments that performs at the highest level. This two-year designation recognizes the excellence of our staff at a national level. In 2021, the UMMC Downtown Campus team represented the profession as one of 13 acute care facilities to have met the rigorous requirements. This year, in 2022, the Downtown and Midtown Campuses are together applying as a united cross-campus UMMC team and hope to hear no later than the end of January 2023 if they have achieved this most important milestone in their UMMC journey. ♦

# ACHIEVEMENTS

## Promotions as of July 2022

### SENIOR CLINICAL NURSE I

**Eleanor Beltran, BSN, RN**

*Midtown Intensive Care Unit*

**David Boucher, MSN, RN**

*Cardiac Surgery Progressive Care Unit*

**Noel Corpus, BSN, RN, CMSRN**

*Ambulatory Surgery Care Unit*

**Emma Cover, BSN, RN, CCRN**

*Cardiac Care Unit*

**Lauren Davis, BSN, RN, CCRN**

*Cardiac Surgery Intensive Care Unit*

**Natassia Klapka, BSN, RN, PCCN**

*Cardiac Progressive Care Unit*

**Suzanne Lavoie, MSN, RN**

*Pediatric Emergency Department*

**Julia Melamed, BSN, RN**

*Tobacco Health Practice*

**Brooke Nickoles, BSN, RN, CPN**

*Pediatric Emergency Department*

**Candice Prescott, BSN, RN**

*Pediatric Intensive Care Unit*

**Abigail Williams, BSN, RN, CEN**

*Rapid Response Team/Mobile*

*Practitioner Team*

### SENIOR CLINICAL NURSE II

**Erica Abosch, BSN, RN, CPN**

*Pediatric Dialysis and Infusion*

**Sommer Chappelle, BSN, RN, C-EFM**

*Center for Advanced Fetal Care*

**Martina Patricio, BSN, RN, CNRN**

*Interventional Radiology*

**Julia Rodway, BSN, BA, RN, CCRN**

*Surgical Intensive Care Unit*

**Melissa Schroeder, BSN, RN, CHRN**

*Hyperbaric Medicine*

## Promotions as of October 2022

### SENIOR CLINICAL NURSE I

**Lisa Booth, BSN, RN, OCN**

*Kaufman Infusion Center*

**Sarah Dorl, BSN, RN**

*Pediatric Emergency Department*

**Siobha Downey, BSN, RN**

*4 North*

**Dominique Duval, BSN, RN**

*Pediatric Emergency Department*

**Nicole Hauser, BSN, RN**

*Pediatric Emergency Department*

**Rebecca Meyerson, MSN, RN**

*Psychiatric Emergency Services*

**Alexia Owusu-Sakyi, BSN, RN, CMSRN**

*Surgical Acute Care*

**Abigail Palmer, MSN, RN, TCRN**

*Trauma Resuscitation Unit*

**Allison Pecore, BSN, RN, OCN**

*Radiation Oncology*

**Aubrey Powers, MSN, RN**

*Pediatric Emergency Department*

**Kristin Ringley, BSN, RN, CMSRN**

*Surgical Acute Care*

**Christopher Steets, MSN, RN**

*Neurosciences Acute Care*

**Amy Woods, BSN, RN, CPN**

*Pediatric Progressive Care Unit*

**Kathryn Zamenski, BSN, RN, CCRN**

*Post Acute Care Unit*

### SENIOR CLINICAL NURSE II

**Ryan Gallas, BSN, RN, CCRN, TCRN**

*NeuroTrauma Critical Care*

**Lauren Grubbs, BSN, RNC-MNN**

*Mother/Baby, Inpatient Perinatal/GYN*

**Ismaila Hydera, BSN, RN**

*Post Acute Care, 5 North*

## UMSON's 2022 Distinguished Alumni Award

**Karen E. Doyle, DNP, MBA, RN, NEA-BC, FAAN**, senior vice president of patient care services and chief nursing officer, UMMC, was awarded the University of Maryland School of Nursing's 2022 Distinguished Alumni Award in recognition of her professional achievements. She was presented the award at the All-Alumni Reunion celebration on Sept. 24, 2022. ♦



Left to right: Jane Kirschling, PhD, RN, FAAN, Dean and Professor, UMMC; and, Karen E. Doyle, DNP, MBA, RN, NEA-BC, FAAN, Senior Vice President and Chief Nursing Officer, UMMC

# ACHIEVEMENTS

## Certifications – July 1, 2022 through December 31, 2022

### NURSING

#### Certified Medical Surgical Registered Nurse – CMSRN

*Surgical Acute Care*

**Alexia Owusu-Sakyi**, BSN, RN, CMSRN

**Kristin Ringley**, BSN, RN, CMSRN

#### Certified Perioperative Registered Nurse – CNOR

*Trauma OR*

**Susan Bartolomeo**, BSN, RN, CNOR

**Tiffany Holley**, BSN, RN, CNOR

#### Critical Care Registered Nurse – CCRN

*Surgical Intensive Care Unit*

**Juliana Ahumada**, BSN, RN, CCRN

**Morgan Earle**, BS, MSN, RN, CCRN

**Vanessa Flannery**, BSN, RN, CCRN, C-EFM

**Liana Kaplan**, BSN, RN, CCRN

**Erin McVey**, BSN, RN, PCCN, CCRN

**Alexandra Niedoba**, MS, BSN, RN CCRN

#### Oncology Certified Nurse – OCN

*Outpatient Oncology*

**Kirsten Tomaschefskey**, BSN, RN, CCRN, OCN

*Stoler Clinic*

**Afuni Ali**, MBA, BSN, RN, OCN

**Melissa Kieffer**, BSN, RN, OCN

**Michelle Sittig**, BS, RN, OCN

*Stoler Infusion*

**Carly Puth**, BSN, RN, OCN

#### Progressive Critical Care Nurse – PCCN

*Cardiac Surgery Progressive Care Unit*

**Anna Zambotti**, BSN, RN, PCCN

*Vascular Surgery Progressive Care Unit*

**Melany Maramag**, BSN, RN, PCCN

### CLINICAL NUTRITION SERVICES

#### Certified Nutrition Support Clinician – CNSC

**Hayley Wettenstein**, RD, CNSC, LDN

### REHABILITATION SERVICES

#### Certified Stroke Rehabilitation Specialist – CSRS

**Allyson Zabala**, PT, DPT, CSRS

### RESPIRATORY CARE SERVICES

#### Adult Critical Care Specialist – ACCS

**Shawn Craft**, BS, RRT-ACCS

#### Neonatal Pediatric Specialist - NPS

**Emily McCall**, RRT-NPS

## Nursing Publications FY23

**Cojocar, L., Turan, O. M., Levine, A., Sollecito, L., Williams, S., Elsamadicy, E., Crimmins, S., & Turan, S.** (2022). Prone position in pregnancies complicated by acute respiratory distress syndrome secondary to COVID-19. *The Journal of Maternal-Fetal & Neonatal Medicine: The Official Journal of the European Association of Perinatal Medicine, the Federation of Asia and Oceania Perinatal Societies, the International Society of Perinatal Obstetricians*, 35(25), 9043–9052. <https://doi.org/10.1080/14767058.2021.2013464>

**Kwon, H. J., Panagos, K., Alizadeh, M., Bell, M., Bourmaef, M., Zisman, E., Paul, P., Sibel, L., & Wong, U.** (2022). Patients with inflammatory bowel disease are more hesitant about Coronavirus disease 2019 vaccination. *Frontiers in Medicine*, 9, 1005121. <https://doi.org/10.3389/fmed.2022.1005121>

**Millstein, L. S., Rosenblatt, P., Bellin, M. H., Whitney, L., Eveland, S. R., Lee, M. C., Allen, J., Mutchie, H. L., Becker, T. D., & Cagle, J.** (2022). Advance Care Planning and Communication Skills Improve after an Interprofessional Team Simulation with Standardized Patients. *Palliative medicine reports*, 3(1), 123–131. <https://doi.org/10.1089/pmr.2021.0086>

**Moscou-Jackson, G., Homme, M., & Day, J.** (2022). Non-Direct Care Nurses: Professional Identity and Role in the Covid-19 Pandemic. *JONA: The Journal of Nursing Administration*, 52(4), 211–216. <https://doi.org/10.1097/NNA.0000000000001133>

**Naimi, S., Stryckman, B., Liang, Y., Seidl, K., Harris, E., Landi, C., Thomas, J., Marcozzi, D., & Gingold, D. B.** (2022). Evaluating Social Determinants of Health in a Mobile Integrated Healthcare-Community Paramedicine Program. *Journal of Community*

*Health*, 1-10.1007/s10900-022-01148-7. Advance online publication. <https://doi.org/10.1007/s10900-022-01148-7>

**Rowen, L., Howett, M., Embert, C., Beeson, N., Bosah, B., Chen, L., Day, J., Nichols, D., & O'Malley, C.** (2023). Academy of Clinical Essentials: A Revolutionary Nurse Staffing and Education Model. *JONA: The Journal of Nursing Administration*, 53(1):p 27-33, <https://doi.org/10.1097/NNA.0000000000001238>

**Thurman, P., Zhuang, E., Chen, H. H., McClain, C., Sietsema, M., Fernando, R., McDiarmid, M. A., & Hines, S. E.** (2022). Characteristics Associated With Health Care Worker Knowledge and Confidence in Elastomeric Half-Mask Respirator Use. *Journal of Occupational and Environmental Medicine*, 64(9), 802–807. <https://doi.org/10.1097/JOM.0000000000002611>

continued on page 16.

**Woeber, K., Vanderlaan, J., Long, M. H., Steinbach, S., Dunn, J. L., & Bouchard, M. E.** (2022). Midwifery Autonomy and Employment Changes During the Early COVID-19 Pandemic. *Journal of Midwifery & Women's Health*, 67(5), 608–617. <https://doi.org/10.1111/jmwh.13400>

## Nursing Presentations FY23

July 2022 – March 2023

**Andersen, B., Simone, S., & McComiskey, C.** *Advanced Practice Provider Professional Advancement Model: Promotion and Retention*. Society of Critical Care Medicine Annual Congress, San Francisco, CA (Poster).

**Bor, C., Moscou-Jackson, G., Mastropietro, C. W., & Staveski, S.** *PCICU APP Well Being*. PCICS Annual Conference, Miami, FL (Poster).

**Bor, C., Moscou-Jackson, G., Mastropietro, C. W., & Staveski, S.** *Wake Up Call: Pediatric Cardiac ICU RN Well-Being*. PCICS Annual Conference, Miami, FL (Podium).

**Cifra, C., Custer, J., Simone, S., Tumulty, J., Smith, C., Smith, K., et al.** *Diagnostic uncertainty among critically ill children admitted to the PICU: A Multi-Center Study*. American Academy of Pediatrics National Conference and Exhibition, Anaheim, CA (Poster).

**Cohen, C., Day, J., Laury, E., Vance, A., & Woltz, P.** *Non-Academic Nursing Careers in Industry and Health Systems*. University of Michigan National Clinician Scholars Program Nursing Speaker Series, Virtual (Panelist).

**Davies, A.** *Incidence of pulmonary embolism in COVID-19 pediatric patients*. Society of Critical Care Medicine Annual Congress, San Francisco, CA (Poster).

**Fitzpatrick, S.** *Nurse Practitioner Lead Rounds*. American Association of Nurse Practitioners National Conference, New Orleans, LA (Poster).

**Fitzpatrick, S.** *Peripheral Nerve Reconstruction Using Placental Connective Tissue Matrix to Alleviate Phantom Limb Pain*. Society for Clinical Vascular Surgery Symposium, Miami FL, (Poster).

**Fitzpatrick, S.** *Median Arcuate Ligament Syndrome Caused by Trauma*. Southeastern Surgical Congress, Savannah GA (Presentation).

**Fitzpatrick, S.** *Left Renal Vein Decompression and Left Renal Artery Denervation is a Novel Treatment for Nutcracker Syndrome and Shows Improvement in Quality of Life and Chronic Pain*. American Venous Forum, San Antonio, TX (Presentation).

**Fitzpatrick, S., Dickson, G., Barry, E., & Grunberg, N.** *More Questions Than Answers: Health Leadership Challenges and Lessons Learned After COVID*. 24th Annual International Leadership Association. Washington D.C., (Presentation).

**Fitzpatrick, S., Dunlap, N. & Somers, S.** *Nurse Practitioner Lead Monitoring for COVID-19 Vaccine Clinic*. AANP Conference, Anaheim, CA (Poster).

**Fitzpatrick, S., Hawkins, S., & Nagarsheth, K.** *Collaboration with Advanced Practice Registered Nurses to Improve Patient Satisfaction Scores*. AANP Conference, Anaheim, CA (Poster).

**Fitzpatrick, S., Jordan, T., Barry, E., & Grunberg, N.** *Healthcare Leadership in Times of Crisis*. 24th Annual International Leadership Association. Washington D.C., (Presentation).

**Fitzpatrick, S., Paymon, L., Jefferson, L., & Renales, F.** *We Are the Ones We Have Been Waiting For: Nursing as the Framework to Resolve the Healthcare Crisis*. 24th Annual International Leadership Association. Washington D.C., (Panelist)

**Fitzpatrick, S., Somers, S, Tinger, A., & Russo, M.** *Nurse Practitioner led Education for Hospice and Palliative Care in a Mobile Integrated Healthcare Community Paramedic Program*. AANP Conference, Anaheim, CA (Poster).

**Gatch, A. & Evans, D.** *Remodeling the Mastering CRRT Curriculum*. 118th Maryland Nurses Association Annual Convention, (Poster).

**Howes, C. & Tumulty, J.** *Case Studies in Pediatric Hypoglycemia*. National Association of Pediatric Nurse Practitioners National Conference, Orlando, FL (Presentation).

**Keaney, S.** *Postoperative complications following congenital heart surgery*. Annual Regional Pediatric Nursing Conference, Wilmington, DE (Presentation).

**Minas, N., & Ruehle, K.** *Made us Stronger*. CONFERENCE TBD (Podium)

**Muller, M.** *Impact of a daily intensive care unit checklist on patient outcomes in a PICU/PCICU*. PCICS Annual Conference, Miami, FL (Poster).

**Nichols, G., Cermak, R., & Lee, J. K.** *Trends in abortion before and during the COVID-19 pandemic: a retrospective cohort study*. National Association of Nurse Practitioners in Women's Health Conference, Houston, TX, (Podium Presentations).

**Pringle C, Zelinka, K., Henry A, et al.** *Infants likely to progress to brain death after OCHA as children: Secondary analysis*. Accepted for Society of Critical Care Medicine Annual Congress, San Francisco, CA (Poster).

**Ripal, P., Foster, C., Garber, N., Day, J., & Bagdure, D.** *Impact of Pediatric E-CPR Simulation on Compliance with CPR Measures and ECMO Activation Times*. Society of Critical Care Medicine 51st Critical Care Congress, Virtual (Podium).

**Scala, M.** *The Journey Home: Lessons learned discharging with complex congenital heart disease*. Current Concepts in Pediatric Advanced Practice Conference, Children's Hospital of Philadelphia (Presentations).

**Thomas, J.** *Anticoagulation Challenges: Management strategies and Monitoring*. Current Concepts in Pediatric Advanced Practice Conference, Children's Hospital of Philadelphia, (Presentations).

**Williams, S., Ambrose, J., & Mueller, K. S.,** *Modernizing RN Onboarding Utilizing Smartsheet Technology in the Medical Intensive Care Unit*. 118th Maryland Nurses Association Annual Convention, (Podium)

# NOTE the NUMBERS

# 1,496

University of Maryland Medical Center team members donated socks to the **2nd Annual Socktober Drive**. The new, warm socks were distributed to community organizations Baltimore Outreach Services, Project P.L.A.S.E., and A Step Forward.



The **Heart Healthy Thanksgiving Drive** raised

# \$54,000

to provide turkeys, fresh produce, recipes and helpful tips for Thanksgiving meals to nearly **1,500** west Baltimore families.

The **University of Maryland Ambulatory Surgery Center (ASC)** was named the



ambulatory surgery center in the state by *Newsweek*.

Amidst the pandemic, from July 2020 through October 2022, the UMMC **Downtown Professional Advancement Review Team (PART)** reviewed

# 177

applications for the SCN role and

# 98%

were accepted.



**Pediatrics at Midtown** administered

# 1,962

COVID-19 vaccines to patients five-years old and above from November 2021–December 15, 2022.



From the Desk of Jane Kirschling, PhD, RN, FAAN

# Time to Reframe the Nursing Workforce Crisis



By Jane Kirschling, PhD,  
RN, FAAN  
The Bill and Joanne Conway  
Dean and Professor,  
University of Maryland  
School of Nursing

**A**s we all know, there is much conversation about the nursing workforce and the “crisis” with respect to the present and future supply of nurses. Although heartening to hear appreciation for nursing from health care institutions and organizations, legislators, and the public, it is important that the spotlight not inadvertently exacerbate the problem.

During a lecture last year at the the University of Maryland School of Nursing healthcare economist and nurse, Peter Buerhaus, PhD, RN, FAAN, FAANP(h), nationally known for his studies on the nursing workforce, noted that despite the current talk, there are significant positive factors. These include an increasingly educated, diverse and growing nursing workforce; improving future projections with close to one million new RNs forecast for 2020-2030; growth in advanced practice RNs; and, high trust in the profession. He cautioned that talk about “unprecedented shortages” and the negative impact of this on nurses and hospitals could actually threaten future supply. He cited the great shortage of the late ‘90s, fueled by press on managed care, hospital restructuring and cutbacks, and negative images of nurses and hospitals. From 1995-2000, interest in nursing dropped from more than 5% of college freshman, to barely 2%, and graduating RNs fell by 30%. He stressed the urgency of controlling

today’s messaging about nurses and hospitals if we want a growing future workforce.

Dr. Buerhaus advocated for a nuanced portrayal of the current situation with a focus on actions and strategies. These include innovatively managing retirements; leveraging the APRN workforce; addressing specialty needs within nursing such as geriatrics, primary care, and mental and behavioral health; focusing on social determinants of health and population health; and resetting the relationship between hospitals and nurses through a value-informed approach.

For nursing, the timing for such actions is opportune; we have everyone’s attention. The challenge will be to channel the anxieties of the present into changes that will truly benefit the nursing profession and those we serve. I am hopeful that by working together, we can leverage the moment and move forward in new ways. ♦



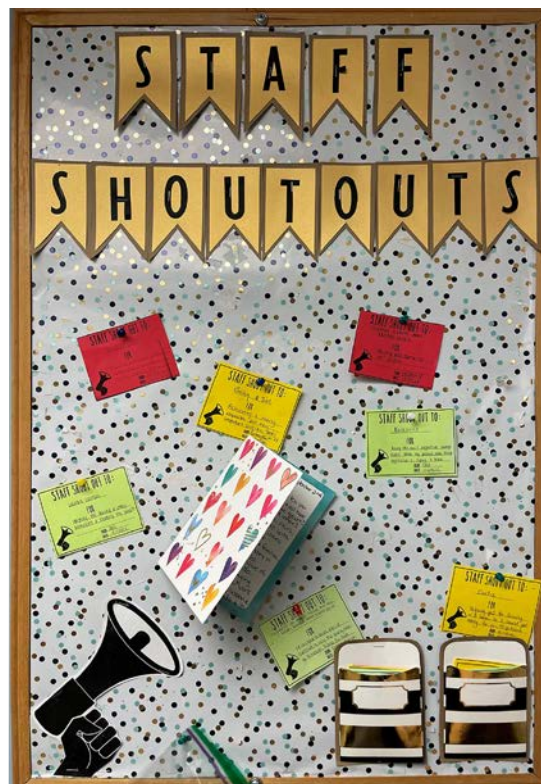
## RISE Peer Responders – Pro-Active on the Frontline

By Ruth Smith, MHL, BBC, and  
Gena Stanek, MS, RN, APRN-CNS, CNS-BC

The RISE team is looking at additional strategies to provide frontline support for team members when stressful events occur and embedding additional peer support within the unit culture. To achieve this, peer responders are bringing support and/or resilience strategies to their own units. One example is of two responders, **Phyllis Napfel**, RN, CNOR, Trauma OR and **Diana Novak**, MS, RN, CCRN, Pediatric Intensive Care Unit (PICU) who both provide presentations to educate the unit staff about ways to combat burnout and enhance resilience. Additional examples include, **Rachel Graham**, BSN, RN, CPN, CNL, Pediatric Progressive Care Unit (PPCU) who has created a Cheer Board for nurses to post a “shout-out” to show their gratitude for each other. Graham shares what has been written and reads it aloud at staff meetings. Novak uses a similar approach called a “You Rock” board for recognition in the PICU.

Healthcare providers can sometimes become desensitized to the traumatizing situations we experience routinely. When processed with a peer, it can help us remain resilient and engaged. Therefore, the RISE co-leads, along with our Employee Assistance Program (EAP) colleagues, are developing a peer-to-peer support module to be placed in UMMSU. Graham presented an initial draft and a short video depicting unit peer support to the SCNs and nurse leaders in the PPCU. This was well received by her team members. The final video is almost complete and several other units are interested in sharing the module with their teams.

Resiliency rounds is another exciting program recently highlighted in *News & Views*. In this program, a unit nurse facilitates a meeting with their colleagues (nurses or an interdisciplinary team) regarding a topic of interest to them. These hour-long meetings usually take place virtually, allowing staff to attend from the comfort of their own homes. The goal is for each attendee to reflect on the topic that is impacting their work and creating stress. They then discuss and learn about techniques to cope with these challenges in order to enhance their work experience and improve job satisfaction. The PICU team has also conducted several resiliency rounds and **Heather Anderson**, BSN, RN, CCRN, Surgical Intensive Care Unit has



"You Rock" board in the PICU

conducted several on her unit with hopes of gaining more participation moving forward. Other nurses who are not RISE responders have implemented this in the following areas: Cardiac Surgery Intensive Care Unit, Coronary Care Unit, Thoracic Intermediate Care/Surgical Intermediate Care, and Medical Intensive Care Unit.

If you are using other approaches to provide peer support in your work area, please let us know by contacting [UMMC-RISE@umm.edu](mailto:UMMC-RISE@umm.edu). We would love to learn about what is working in your area. Further, if you are interested in implementing wellness strategies, we are happy to provide assistance. RISE will continue to be available to provide support 24/7 to all employees. However, being proactive by using healthy work environment strategies is the key to ensuring a happy, healthy and productive team. ♦

# 2022 National Magnet AND Pathways to Excellence CONFERENCE



By Carolyn Guinn, MSN, RN,  
NEA-BC, CPHQ, Magnet  
Program Director, and

Rita Linnenkamp, MSN, RN,  
NEA-BC, Magnet Program  
Coordinator, Midtown

The annual American Nurses Credentialing Center (ANCC) Magnet and Pathways to Excellence conference was held from October 13-15, 2022 in Philadelphia, Pennsylvania. There were over 11,000 nurses from all over the world in attendance, making it the largest attended nursing conference to date. UMMC supported twenty-six nurses to attend, including clinical nurses, nurse leaders, a nurse scientist, and nurse educators from both campuses.

We are proud to share that two abstracts were accepted for poster presentations from both campuses. The first was the performance improvement project conducted on the Midtown Campus Post-Acute Unit (5N) to decrease CLABSI, presented by **Ismaila Hydera**, BSN, RN, CMSRN, SCN I. The second poster focused on the Midnight Rounds conducted on the surgical units to improve communication between care team members, presented by **Barbara Bosah**, MS, RN, PCCN, nurse manager, TIMC/SIMC and Vascular Progressive Care Unit, and **Beverly Dukes**, MHS, BSN, RN, nurse manager, Weinberg 5 Surgical Acute. **Kristin Seidl**, PhD, RN, clinical data scientist, director of quality & safety, DTC also presented at the nursing research preconference session on “Use of Real-World Data in Patient Outcome Research: A Case Exemplar of Data Curation and Analysis.”

THIS CONFERENCE NOT ONLY FOCUSES ON SHARING BEST PRACTICES TO IMPROVE PATIENT CARE AND THE WORK ENVIRONMENT FOR NURSES, BUT CELEBRATES ORGANIZATIONS ACHIEVING EXCELLENCE IN THESE AREAS.



Kristin Seidl, PhD, RN, Quality and Safety, DTC

The opportunity to attend in person this year allowed those in attendance to experience the high level of professionalism that occurs in this learning environment. The positive energy and networking is rejuvenating and makes one proud to be a nurse. This conference not only focuses on sharing best practices to improve patient care and the work environment for nurses, but celebrates organizations achieving excellence in these areas. We always come away with best practice ideas to share and possibly implement at UMMC.

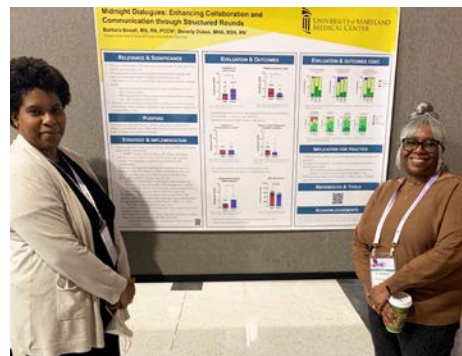
The conference also provides an opportunity for our nurses to connect with other UMMC units/departments from across both campuses. This networking time is extremely valuable to our organization as we build relationships to achieve our nursing and patient care services goals to support those of the organization. This UMMC networking begins with our CNO sponsored dinner for all attendees the night prior to the start of the conference, constant communication with the group throughout the conference, and celebrating together at the conference welcome party.

Please mark your calendars for the 2023 conference that is being held in Chicago, Illinois from October 12–14, 2023. We have submitted several abstracts for poster and podium presentations with the hopes to have more UMMC nurses presenting at next year's conference. ♦



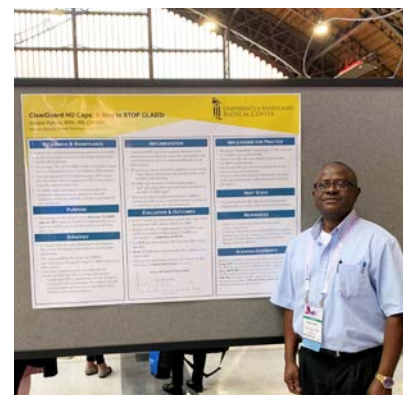
#### Welcome Party Fun at the Franklin Institute

Left to right: Emily Smith, MS, RN, BMTN, SCNI, BMT; Jamie Sullivan, BSN, RN, SCNI, Med-Surg 3N; Ben Franklin ☺; Christa Stultz, MSN, RN, CCRN-CMC, SCNI, CCU; Juliana Grote, BSN, RN, CCRN, SICU; Meredith Huffines, MS, RN, SICU



Left to right: Barbara Bosah, MS, RN, PCCN, TIMC/SIMC; Beverly Dukes, MHA, BSN, RN, Weinberg 5

Ismaila Hydera, BSN, RN, CMSRN  
Post Acute Unit, Midtown



# Magnet at Midtown

## SHOWCASE



Nurses participating in the Magnet at Midtown retreat.

By Carolyn Guinn, MSN, RN,  
NEA-BC, CPHQ, Magnet  
Program Director, and

Rita Linnenkamp, MSN, RN,  
NEA-BC, Magnet Program  
Coordinator, Midtown

On Wednesday, September 21, 2022, the “Journey to Magnet” was celebrated by putting a spotlight on Excellence at Midtown. The annual Magnet at Midtown retreat, which began in September 2019, is now a showcase of the Magnet values of Excellence and Teamwork.

### What did we celebrate?

- Sixteen (16) posters from Midtown at the Clinical Practice Summit, an increase of six (6) from last year;
- Shared Governance Council accomplishments: fantastic chairs, co-chairs and council members;
- Timeline countdown to UMMC Magnet document submission in 2023;
- Wellness and resilience resources
  - o Massage chair thanks to Tranquility Massage Plus
  - o Resilience in Stressful Events (RISE) and Carebridge Employee Assistance Program (EAP) information tables; and
- Red carpet dance to a 360° photo booth by 360Extreme.

### What's next?

These are the Midtown Magnet goals for FY23:

1. **Research:** A Midtown clinical nurse participates on a UMMC research study team;
2. **Quality Outcomes:** An inpatient unit outperforms national benchmarks for Falls with Injury, Hospital-Acquired Pressure Injuries, CAUTI, and CLABSI nursing sensitive quality indicators; and
3. **Patient Experience:** All units outperform national benchmarks for nursing sensitive quality indicators.

Collaboration is what is driving us at the Midtown Campus to live at a level of excellence. Magnet designation is a recognition of nursing excellence for the entire healthcare organization. ♦

Left to right: Raven Bethea, RN; Trena Brown, BSN, RN;  
Silver Powell, BSN, RN; Yonita Logan, BSN, RN



Left to right: Julie Kubiak, MSN, RN,  
CEA-BC; Kerry Blume, BSN, RN, CPN;  
Wendy Cunningham, BSN, RN;  
David Lear, BSN, RN



Left to right: Taylor Sadarananda, MSN, RN; Nancy Santos, DNP, RN, NEA-BC;  
Rita Linnenkamp, MSN, RN, NEA-BC



Nat'e Guyton, DM, MSN,  
RN, CPHIMS, NE-BC;  
Carolyn Guinn, MSN, RN,  
NEA-BC, CPHQ;  
Alison Brown, MPH, BSN

EIGHTY-ONE PROJECT TEAMS  
ACROSS UMMS PARTICIPATED  
IN CPS THIS YEAR.

## 2022 UMMS Clinical Practice Summit

In 2021, the Clinical Practice Summit (CPS) grew from an annual event for Nursing & Patient Care Services at the Downtown Campus of University of Maryland Medical Center (UMMC), to include posters from across both the Downtown and Midtown Campuses. Following this successful integration, CPS expanded in 2022 to all of nursing across the University of Maryland Medical System (UMMS).

The objectives of CPS are to support scholarly work conducted by team members, to share ongoing and completed projects within the organization, and provide

a springboard for external presentations and publications. With the help of nursing leaders across UMMS and support from the system CNO Council, the CPS planning team coordinated a successful summit.

From March 1, 2022 through May 2, 2022, nursing team members were encouraged to submit abstracts for their projects. Accepted abstracts were paired with a CPS mentor who provided feedback from abstract review through poster creation. Eighty-one project teams across UMMS participated in CPS this year. Posters were printed and displayed at their respective UMMS member organization. Posters could be viewed in-person during the week of September 23-30, and project authors presented their poster during one of the 14 one-hour virtual poster rounds. Judges evaluated the posters and presentations to determine the award winners for each project category.

Attendance to the virtual poster rounds was open to all UMMS team members, with the opportunity to earn nursing continuing education (CE) credits. From 2021 to 2022, attendance increased by 83% and CEs awarded increased by 109%. Poster authors, poster judges, and attendees expressed enthusiasm for the expansion of CPS, and planning has already begun for 2023. ♦



To view the 2022 poster award recipients, go to:  
[www.umms.org/cps-smartsheet](http://www.umms.org/cps-smartsheet).

Summit Attendance	2021	2022	Growth
Average attendance per session	26	45	73%
Total attendance	343	626	83%
CEs awarded	89	186	109%

Summit Posters	# of Posters
UMMC Downtown	38
UMMC Midtown	16
UM Baltimore Washington Medical Center	6
UM Capital Region Health	5
UM Charles Regional	1
UM Rehabilitation & Orthopaedic Institute	1
UM Shore Regional Health	6
UM St. Joseph Medical Center	1
UM Upper Chesapeake Health	5
University of Maryland Medical System	1
Mt. Washington Pediatric Hospital	1

# Innovating the Academic-Practice Partnership:

## The UMMS Academy of Clinical Essentials

By Lisa Rowen, DNSc,  
RN, CENP, FAAN, and  
Casey Embert, BA

Post-pandemic nurse staffing and education is at a critical crossroads. With registered nurse vacancies at an all-time high, the United States Bureau of Labor Statistics predicts a need for more than 1.9 million nurses by 2030 (U.S. Bureau of Labor Statistics, 2022). The American Association of Colleges of Nursing (AACN) simultaneously launched *The Essentials: Core Competencies for Professional Nursing Education*, which requires schools of nursing to re-envision their curricula with opportunities for students to demonstrate core competencies across multiple settings and with multiple populations (American Association of Colleges of Nursing, 2021).



The University of Maryland Medical System (UMMS) has answered this call through an innovative academic practice partnership entitled the Academy of Clinical Essentials (ACE). ACE is a revolutionary nurse staffing and education model that transforms the education of nursing students, provides affordable staffing support for UMMS hospitals and better prepares job-ready nurses at graduation. Through ACE, an UMMS nurse functions

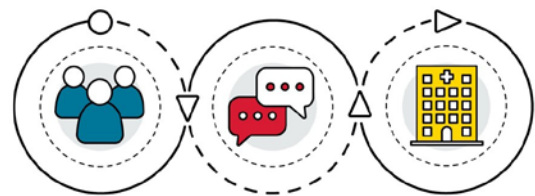
in a diversified role as a clinical instructor to provide immersive and experiential clinical education for a small cohort of nursing students on the nurse's own unit. The instructor is counted in the staffing numbers of the unit and the instructor-led cohort provides total care to a full patient assignment for a 12-hour shift.

Following a successful pilot in Spring 2022 that included seven cohorts from the University of Maryland School of Nursing (UMSON), ACE expanded to three schools and 34 cohorts across UMMS in Fall 2022. UMMC had 15 ACE cohorts learning on-site, twelve at the Downtown Campus and three at the Midtown Campus, in units to include the emergency departments and medical/surgical areas. UMMS is currently preparing to host 50 ACE cohorts with approximately 200 students in Spring 2023.

To learn more about ACE, including the benefits of being a clinical instructor, please visit [umms.org/ace](https://umms.org/ace). ♦

#### REFERENCES:

- American Association of Colleges of Nursing. *The Essentials: Core Competencies for Professional Nursing Education*. Washington, DC: AACN; 2021. <https://www.aacnnursing.org/Portals/42/AcademicNursing/pdf/Essentials-2021.pdf>. Accessed November 18, 2022.
- US Bureau of Labor Statistics. *Occupational Outlook Handbook*. Washington, DC: US Department of Labor. <https://www.bls.gov/ooh/healthcare/registered-nurses.htm#tab-6>. Accessed November 18, 2022.



# Impacts of the Inflation Reduction Act

On Tuesday September 6, 2022, **Alison Brown**, MPH, BSN, President, UMMC Midtown Campus and other UMMC leaders hosted U. S. Senators Chris Van Hollen and Ben Cardin, along with other elected officials and advocates for a press conference highlighting the impacts of the federal Inflation Reduction Act. Brown described how this law will make it possible for more people to have health insurance. In addition, Medicare patients will benefit from lower costs of prescription drugs and caps on out-of-pocket expenses. She shared that, “Too many

people are having to make tough choices between what they can spend for basic needs like food, rent, transportation to work, and what they can afford for prescription medications they need to manage their health.” She expressed that this new law is going to make a difference for many seniors, the people we care for.

Two patients disclosed their experiences and the benefits of the law’s cap on out-of-pocket drug costs. Jaqueline Jones, a patient at UM Center for Diabetes and Endocrinology at UMMC Midtown Campus, said that the cap on insulin and medical supplies is “truly a game changer and life-saver.” Another patient, Larry Zarzecki, a retired police officer with Parkinson’s disease, said that he spends about \$3,800 a month out-of-pocket which soon will be capped. With this new law, the cost of insulin for Medicare recipients will be capped at \$35 per month; those with Medicare prescription drug coverage will have a yearly cap on out-of-pocket drug expenses of \$2,000. ♦

**"THIS LAW WILL MAKE IT POSSIBLE FOR MORE PEOPLE TO HAVE HEALTH INSURANCE ... AND MEDICARE PATIENTS WILL BENEFIT FROM LOWER COSTS OF PRESCRIPTIONS DRUGS."**



Left to right: Joseline Pena-Melnyk, Esq., Maryland House of Delegates; Chris Van Hollen, U.S. Senator; Jacqueline Jones; Alison Brown, MPH, BSN, President, UMMC Midtown; Ben Cardin, U.S. Senator; Vinny DeMarco, President of the Health Care for All! Coalition; Bert O'Malley, MD, President and CEO, UMMC; and, Larry Zarzecki.

The DAISY Award for Extraordinary Nurses is a national recognition program to honor exemplary nurses. Patients, their families, and UMMC team members submit nominations, and the UMMC DAISY Committee chooses one nurse each month to receive the DAISY Award.

Nomination forms are available in all nursing units and on the *UMMC Insider* and website – [umm.edu/DAISY](http://umm.edu/DAISY).

# DAISY Award

## DOWNTOWN



JULY

**Katherine Caprinolo**, BSN, RN  
*Infusion Center, Stoler Pavilion*

When I heard about the DAISY Award, I knew I had to nominate my nurse, Katherine Caprinolo.

Her expertise, guidance, and overall compassion have quite literally helped me survive these past two years. I received a diagnosis of myelodysplastic syndrome just when the world was starting to shut down and I was seven months pregnant. To say I was scared is the understatement of the year, but Katie became a calming presence in my life.

After the early birth of my healthy baby girl, I began five rounds of outpatient chemo that unfortunately seemed to have little effect on the disease. My care team decided that more aggressive inpatient chemotherapy was my best chance at remission to prepare for a stem cell transplant. I'm a teacher, and because school was virtual at the time I was able to continue to work through treatments. Katie was so accommodating in scheduling all of my appointments. I rarely missed a class.

Although she's assigned to the outpatient infusion center, Katie made a point to visit me in the inpatient ward. She even made an appointment for me at the hospital wig fitting center. Due to COVID-19, visitors were restricted at this time, and the doctors said I would need a nurse escort to go to the wig store. It was wonderful having my friend Katie there; she knew what my hair looked like before and offered her opinions. The chemotherapy in October 2020 resulted in my remission, and my care was transferred to a transplant team. I received a stem cell transplant. Everything seemed to go well and I recovered quickly but, unfortunately, I began showing signs of relapse. Back to outpatient oncology I went, and Katie once again was there for me every step of the way.

When my school returned to in-person instruction last fall, my doctors did not feel it was safe for me to work. In preparing for my second transplant, I've had many appointments and treatments. It seems like there are endless hoops to jump through and paperwork to fill out when one needs to take medical leave and not lose their health coverage. Katie has been absolutely amazing in helping me navigate through all of those challenges, too. She is the definition of someone who goes above and beyond in patient care.

Although I hope and pray this next transplant is the cure I need and I'll spend much less time in the hospital in the upcoming years, I know I gained a lifelong friend through this experience. I will never forget all Katie has done for me. ♦



AUGUST

**Randi Stamp**, BSN, RN  
*Medical Intermediate Care Unit*

I wanted to let you know about an extraordinary nurse, Randi Stamp. She always puts the needs of others before herself, but on Saturday she exceeded any expectations! She was going through the lobby and saw a young man sitting on a bench, bleeding profusely. She immediately recognized the bleeding as arterial and called for someone to get a stop the bleed kit. He stated that he had been stabbed, and then rode his bicycle to the hospital. He had already lost a great deal of blood. With the assistance of a security officer, she was able to apply tourniquets and pressure to his arm and his leg wounds to minimize his bleeding. ExpressCare arrived and took the patient to the TRU. While we are grateful every day to have nurses like Randi at UMMC, this young man is likely more thankful that she was here and wanted to buy a cookie! ♦



SEPTEMBER

**Alex Hernandez**, BSN, RN  
*Cardiac Surgery ICU*

I am the wife of a patient who was in the care of Alex for three nights. My husband and I have been inseparable for 32 years, so when he suddenly fell ill with a blood infection that went to his heart and brain, we were devastated. He needed heart surgery to replace his valve. I was overwhelmed after seven weeks of ups and downs with this tragedy. The nurses and medical staff were caring and excellent, but Alex was the most outstanding, exemplary nurse who cared for my husband. Alex would always talk to me no matter how busy he was. He provided me with a sense of security and alleviated the fears that I was dealing with. He communicated to me in detail the status of my husband and made me feel comfortable knowing I could call him anytime to get updates on my husband. He took the time to tell me messages from my husband and communicated back the messages from me to my husband. Alex made sure I was okay as well. I know Alex was very busy but no matter when I would call, he would always talk to me. It was extremely comforting to me to feel I could just call Alex and he would be the communicator for my husband and me. Alex is an outstanding, exemplary nurse who not only gave compassionate and excellent care to my husband, but he took the time to make sure I was okay, as well, knowing how frightened I was from this devastating experience. My husband and I will always remember Alex as a wonderful, caring, compassionate nurse who took care of both my husband and me for those three nights. Thank you Alex for going far above your call of duty. ♦

Check out the full-length nominations submitted for each DAISY Award winner on UMMC *Insider*, at the addresses below:

DOWNTOWN – <http://intra.umms.org/ummc/nursing/daisy-award>

MIDTOWN – <http://intra.umms.org/midtown/nursing/daisy-award>



OCTOBER

**Karyn Comfort, BSN, RN**  
*Labor and Delivery*

I wanted to express my very sincere thanks for the kindness and care you showed to my daughter, Laura and son-in-law, Steve last week on the labor and delivery floor. They delivered and lost their baby boy, Colton, when you were assigned as their nurse.

At my age, I've been in plenty of hospitals and been cared for by many nurses. I am grateful to each for their care and expertise. You, Karyn, are different from any caregiver, nurse, doctor or other medical professional I have encountered in my 62 years. On that awful night, you were clearly a gift from God to our family. You did all the things a nurse could do, all the expected tasks we've seen others do that day before you and after you. It was what you did as a person, not just as a nurse that made the real difference. You held Laura's hand, you sat down to talk to Laura and Steve eye to eye. Your eyes welled up with tears at the struggle they were enduring, the inevitable loss of their first son. You explained with compassion and truly walked with them that awful night. When Laura had to be taken to the OR after delivery, a sudden turn of events, she was upset and scared. You immediately tightened your grip on her hand and told her you would be with her the entire time, right by her side. That was a comfort to Laura, but even more so to Steve who just couldn't bear to part from her, to let her out of his sight after the delivery.

When you spoke of making prints of baby Colton's hands and feet, it was clear that you wanted them perfect. You did them more than once so that they were indeed, perfect. You carefully assembled his blanket and tiny hat alongside the prints and casts. It was evident that this wasn't just a task, or something you had to do. You took this as a sacred task, knowing how very much it would mean to young parents who lost their child. It was truly a gift they will treasure.

When your shift was over, Laura and Steve were finally sleeping and I was watching over them. You came over and told me you'd be staying longer to see them when they awoke. When they did awaken, you came in, sat down with them and spoke to them privately. I'm not sure what you said, but I heard them express their thanks for everything you did for them. They continue to tell people about you and how you took such good care of them.

That night at least a dozen people were in and out, nurses, doctors of all kinds. You were the buffer, you were the familiar person who took the lead in caring for her, explaining what was happening and helping her

cope. You were the constant, the one who walked the entire path with Laura and Steve and for that, her family is grateful. As a mom, I sincerely thank you because you cared for my children when I could not.

Nursing is a calling and it is clear that this particular type of nursing is your calling. It takes a special person to accompany someone at the darkest time of their life. You are truly a very special young lady. My very best wishes for a wonderful and successful career. May you be blessed in your life as you have blessed our family. ♦

## MIDTOWN



APRIL

**Mirasol Aung, RN**  
*PACU*

We had a patient post knee replacement who forgot her knee immobilizer. She needed the device to be worn at night. The PACU nurse who was taking care of the patient made a phone call right away. Unfortunately, when she called back, she was already home. She said that she didn't have anybody that could come back to the hospital to pick it up, especially since it was already late at night. She also realized that she had forgotten the knee immobilizer when she got home.

Mirasol Aung, one of the PACU nurses volunteered to drop it off to the patient's house. It was a very busy day in the PACU. Instead of going straight home, she made an extra trip (about 15 minutes away from her house). It was vital to the recovery and safety of the patient that she wear the knee immobilizer at night. The patient lived 45 minutes away from the hospital. Mirasol messaged me at around 12 midnight that she was successful in delivering the needed device to the patient. ♦



MAY

**Thelma Ateh, BSN, RN**  
*3 North*

Thelma has been an outstanding nurse and a great team player. She cares for her patients, listens to them to meet all their expectations. She has taken leadership roles, such as charge nurse and is always there for the staff when needed. She always comes to work ready for work with a smile and no negativity. A patient recently explained to me how Thelma took exceptional care of her and wished she was her nurse for the remainder of her stay because of her compassion and care. This is Thelma everyday with her patients. She is truly a leader and motivator. ♦



JUNE

**Grace Laranang, BSN, RN, CMSRN**  
*4 North*

Ms. Grace is an exemplary nurse. She shows genuine concern and care to her patients. Every month that we have a patient experience meeting, her name always comes up stating that they receive excellent care with her. As a co-worker, she is a very good resource and team player. She truly deserves the award. ♦

JUNE

**The Philippine Nurses Association of Maryland (PNA MD)**, a chapter of the Philippine Nurses Association of America, received the DAISY Award for Nurses Advancing Health Equity in June 2022. There are 15 nurses from UMMC who are members of the PNA MD:

**Ann Roselle Aquino, BSN, RN**

**Eleanor Beltran, BSN, RN**

**Maria Janet Brigoli, BSN, RN**

**Clarissa Buan, BSN, RN**

**Leane Bulaong, BSN, RN**

**Jomar Estaris, BSN, RN**

**Lovella Eugenio, BSN, RN**

**Emmelene Fernandez, BSN, RN**

**Joan Lugti, BSN, RN**

**Charito Mapatac, BSN, RN**

**Maria Mayton, BSN, RN**

**Naomi Nicdao, BSN, RN**

**Liliosa Salada, BSN, RN**

**Maria Yna San Pedro, BSN, RN**

**Corazon Sarmiento, BSN, RN**

This outstanding team received this award as a result of their work in 2021–2022. Through fifteen local and five international projects, they addressed multiple health determinants.

In 2021, this team assisted sixty elders in the community and their families to be successfully vaccinated for COVID-19. They also participated in town hall meetings to address and identify health care needs affecting the Filipino community. In April 2022, the PNA MD provided tuition assistance to six senior nursing students in the Philippines, all whom successfully completed their BSN.

The PNA MD International Community Outreach will be holding its biennial medical mission in Naga, Cebu City, Philippines, from February 10-13, 2023. ♦



JULY

**Kendra Rabalais, RN, CRN**  
*Interventional Radiology*

I would like to nominate Kendra Rabalais. I have seen her growth and how she has taken on responsibilities over the last three years. She has grown expeditiously. I have seen her overcome some personal challenges and she continues to show up. Kendra has been going through some personal challenges; however, she stayed on task. I want to commend her for her leadership as the staff nurse council chair and for her leadership for spearheading the incivility workshop. She has assisted radiology as a nurse of integrity, and I see her leadership and willingness to learn as we go forward with vascular intervention cases. Kendra has been very supportive and faithful to the hard work in IR. As a fellow nurse and her senior, I am proud to celebrate her growth, integrity, leadership, and compassion as a nurse. ♦



AUGUST

**Fatmatta Campbell, LPN**  
*5 North*

Fatmatta is a warm and caring nurse that values the wellness of her patients. We had an admission to 5N who prefers food from her homeland. When Fatmatta worked with this patient, she observed the patient did not eat any of the food delivered from the cafeteria. The patient's sister who lives out of state, ordered food for delivery by Uber eats to Midtown. The restaurant was in Laurel and Uber eats would not deliver to the hospital for the patient. Concerned for the patient's wellness, Fatmatta called her son to have him pick up the patient's food from Laurel and deliver it to the hospital. The patient was very appreciative of this act of kindness; she wanted to recognize Fatmatta for "going the extra mile" to assist her. Fatmatta has a genuine caring spirit, and a kind disposition. She always works to keep her patients comfortable. ♦



By Gyasi Moscou-Jackson,  
PhD, MHS, RN

One way to showcase your education, skills, and accomplishments is through credentials. Credentials are important for nursing professionals because they enable others to quickly understand our qualifications. But with so many qualifications, what should we list and in what order? The American Nurses Credentialing Center (ANCC) set the following standards (ANCC, 2013). We can use the following two nurses as examples.

**Incorrect:** Billie Jean, RN,<sup>2</sup> BSN,<sup>1</sup> MSNc,<sup>1</sup> OCN<sup>4</sup>

**Correct:** Charlie Palmer, BSN,<sup>1</sup> RN,<sup>2</sup> CCRN,<sup>4</sup> FCCM,<sup>5</sup> EMT<sup>6</sup>

**1 Highest degree earned:** Education cannot be taken away. Generally, only the highest nursing degree is listed. You can list two or more degrees if they are in a different field, but both should be earned and important for your role. “Candidacy” is not an earned degree.

**2 Licensure (RN or LPN):** Licensure is required to practice; therefore, listed after education.

**3 State designations/requirements:** Advanced practice designations (e.g., Clinical Nurse Specialist (CNS)) showcase authority to practice at an advanced level. Any designations follow licensure.

**4 National certifications:** Only include certifications awarded through recognized certifying bodies (e.g., Certified Pediatric Nurse (CPN)). If you are unsure, the AACN has a list of approved AACN and non-AACN certifications.

**5 Awards and honors:** Outstanding nursing achievements, such as Fellow of Critical Care Medicine (FCCM), are listed near the end where they will stand out.

**6 Other:** Finally, any non-nursing certifications or additional non-technical skills (e.g., Emergency Medical Technician (EMT)) that are critical to your role are listed last.

The only credential you must list on all medical legal documents is your licensure. For any other professional documents, you can list as many credentials as you have earned. However, a general rule of thumb is to choose wisely and stick to the credentials that are most relevant to your position.

REFERENCE:  
American Nurses Credentialing Center (2013). *How to display your credentials*. American Nurses Association.



# 2023 Clinical Practice Summit

CULTIVATING A SPIRIT OF INQUIRY AND INTER-PROFESSIONAL TEAMWORK

## September 22 – 29, 2023

### SUBMIT YOUR ABSTRACT

We will be accepting abstract submissions for virtual poster presentations at the 2023 Clinical Practice Summit. The summit will focus on research, evidence-based practice, and performance improvement projects that have been conducted by UMMS nursing and patient care services team members. Projects can focus on any topic, including professional development and patient safety.

### SUBMISSION DEADLINE: MAY 1, 2023

Submit all abstracts through the Clinical Practice Summit Smartsheet dashboard at [umms.org/cps-smartsheet](https://umms.org/cps-smartsheet) or by scanning the QR code. Resources are available here for successful abstract writing, poster displays, and oral presentations.



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### NOTIFICATION OF ABSTRACT ACCEPTANCE

All abstract submissions will be reviewed and those that are accepted will receive timely feedback for professional poster design.

**Acceptance Notifications Emailed: June 12, 2023**

**Poster Due: June 30, 2023**

If you are interested in becoming a mentor or have any questions, contact [nrebpc@umm.edu](mailto:nrebpc@umm.edu).



In 2017, a friend asked me to join them in feeding the homeless under the I-83 bridge with Generosity Global, a non-profit organization that is using the power of generosity to positively impact people by providing access to showers, food and clothing. From that day forward, I was hooked. I watched so many people who had so little, light up, smile, dance, and enjoy life; not focusing on what they didn't have, but being appreciative of what they did.

The energy, vibe, and atmosphere was unlike any other. It did something to my soul. On television, radio, or social media you hear about negativity, violence, and how people are mean toward one another. This was the complete opposite. It was every walk of life coming together to show kindness, gratitude, and enjoy life. This is what being human is about! That day I went home feeling more valuable and fulfilled than I have in such a long time.

This work is about being human – treating people that are often ignored or looked down upon, and giving them back hope and human dignity. When asked why I prioritize it every month, I respond with Gandhi's words, "Be the change you want to see in the world." ♦

**Jennifer Ball**, CHESP, T-CHEST, T-CSCT, CMIP, CPXP (top photo),  
Director, Patient Experience, Patient Advocacy, Interpretation Services,  
Guest Relations & Volunteer Services