



# Nursing Annual Report

**Fiscal Year 2025**



2025



Dear Nursing Colleagues,

This past year has been one of significant change at UVA Health University Medical Center — and through it all, your commitment, compassion, and innovation have inspired us. As you read through this report, we hope you see that it is more than a record of what this nursing organization has accomplished. It is a celebration of who we are: a community of nurses and nurse leaders that lift each other up and never stop striving to improve the care we provide to our patients and families.

Together, we have reached major milestones. We welcomed hundreds of new nurses, strengthened our teams and our processes, advanced our nursing strategic plan, and achieved Magnet® redesignation. These accomplishments were not possible without your input and engagement through professional governance, research, professional development, and countless moments of leadership at the bedside and beyond.

We are incredibly grateful that you always prioritize evidence-based clinical excellence while also making room for creativity, collaboration, and compassion. And we are proud that you continue to show up — for each other, for your patients and families, and for this community.

Thank you for everything you've done — and all you continue to do — to raise the bar for what nursing excellence looks like. Your work is improving outcomes, inspiring nursing teams across the country, and influencing the way care is delivered around the world. It is our greatest honor to work alongside you and witness the difference you make, day in and day out. Because of you, UVA Health is known as a place where nursing truly shines.

With deep appreciation,

Kathy Baker, PhD, RN, NE-BC, FAAN  
Chief Nursing Officer

Veronica Brill, MSN, RN, NEA-BC  
Associate Chief Nursing Officer

Karin Skeen, PhD, RN, NEA-BC  
Associate Chief Nursing Officer

To My Nursing Colleagues,

What a joy it has been to serve as our Nursing Professional Governance Organization President-Elect for 2024, and President for 2025. The opportunities I've had in these roles — to sit at various tables across the organization, hear about the inspiring work being accomplished, and participate in conversations to address our struggles and find solutions — have been humbling and inspiring. I've witnessed so much passion for providing excellent care, not only to our patients, but also to the teams we work alongside. I have seen the dedication of our leaders as they strive each day to best support our organization as a whole and the individual teams they lead.

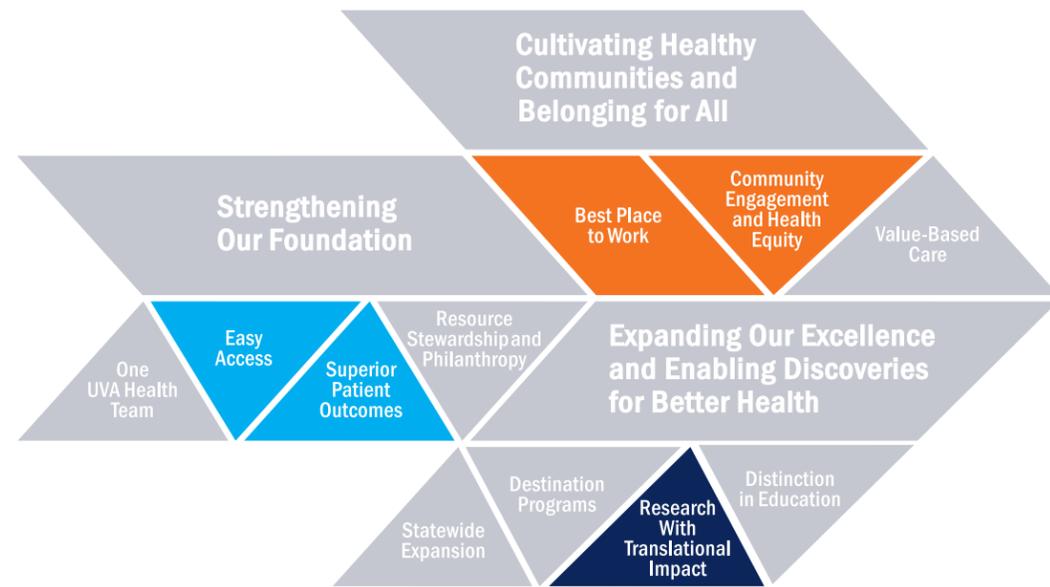
At the 2024 Nursing Summit, I shared how the word “legacy” kept swirling around in my mind. I hoped we all could see that it's our everyday decisions — to give our best effort and do the right thing — that shape the legacies we leave behind. Every day, we contribute to those legacies in the lives of our patients and their families, as well as within our personal lives and our work teams at UVA Health. The leading quote I shared with the attendees comes from Edward Everett Hale, who said, “I am only one, but I am one. I cannot do everything, but I can do something. And I will not let what I cannot do — interfere with what I can do.”

Together, we've already accomplished so much — from collectively developing our nursing strategic plan and achieving Magnet® redesignation, to improving central orientation, reinvigorating our evidence-based practice process, and expanding the clinical nurse leader role. These achievements are a direct reflection of your passion, your advocacy, and your unwavering commitment to this nursing organization. I hope we can carry this momentum forward in the months and years ahead. As we build our legacy as UVA Health nurses, let's not be discouraged by what we cannot do, but instead be energized by the things we can do every day to make a difference for every patient and colleague we encounter.

With gratitude,

Danita Massie, MSN, RN, CNL  
Clinician 4 | Cardiac Transition Unit

# Nursing Strategic Plan



The 2025 Nursing Strategic Plan is aligned with the 2022-32 UVA Health Strategic Plan | One Future Together: Health and Hope for All. The colors on the image above indicate where UVA Health University Medical Center nursing strategically contributes to the UVA Health Strategic Plan. The goals and initiatives are led by our Chief Nursing Officer, with key stakeholders and leaders facilitating the work with direct feedback and involvement of nurses from across the organization.

## Cultivating Healthy Communities and Belonging for All

- Reinvigorate our workforce by cultivating their sense of purpose and belonging.
- Exceed Magnet® standards and achieve redesignation.
- Facilitate professional engagement and community-building opportunities within the nursing workforce.

## Strengthening Our Foundation

- Stabilize the nursing workforce with innovative, flexible solutions.
- Achieve top-tier performance in nursing-sensitive clinical outcomes using our Nursing Professional Governance structures.
- Optimize clinical care delivery through enhancing operational relationships.

## Expanding Our Excellence and Enabling Discoveries for Better Health

- Expand Nursing Research, EBP, and Performance Improvement to ensure optimal care delivery.
- Strengthen academic partnerships between University Medical Center and UVA School of Nursing.
- Optimize Advanced Practice.

# Professional Practice Model



## University Medical Center Professional Practice Model

Professional Practice Models (PPMs) provide a visual representation of nursing’s contribution in an organization. The model includes values and goals that define the professional nursing identity — capturing the professional elements and relationships that define the complex role of the nurse.

Our registered nurses developed University Medical Center’s Professional Practice Model (PPM). Our care delivery system, Relationship-Based Care, serves as the anchor at the center of the model — identifying the three relationships at the core of the patient experience: relationships to self, to colleagues, and to patients and families. The elements within our PPM partner perfectly with the organizational goals and values.

# Workforce Statistics

Total RNs  
**4,058**  
registered nurses employed  
by University Medical Center

Reduction in RN  
Traveler FTEs  
**69%**

International RNs  
**117** total hired  
**79** working on-site

**100%**  
Retained following their  
3-year contract completion

RN Voluntary  
Turnover  
**11.1%**

New Graduate  
Nurses Hired  
**353**

APP Overall Turnover  
**8.6%**

# Magnet® Redesignation

**The Document** | We submitted our Magnet® document October 2024.

**91** required standards **735** pages of written narrative

**418** graphs **436** team members featured in the narratives

**2,704** pages of supporting evidence

**The Site Visit** | Our Magnet® site visit was held in person from February 24 to 27, 2025.

**115** sessions with RNs and team members **1,266** total participants in sessions

**Magnet® Redesignation** |

We received our redesignation from the ANCC Commission on Magnet® May 2025!



## Coveted Recognition

In 2025, UVA Health University Medical Center once again earned Magnet® recognition — the highest national honor for nursing practice — from the American Nurses Credentialing Center (ANCC) for quality patient care, interdisciplinary collaboration, nursing excellence, and innovation in professional nursing practice. Magnet® is the leading source of successful, evidence-based nursing practices and strategies worldwide. University Medical Center also earned this coveted recognition in 2020, 2015, and 2006.

The exemplars of University Medical Center nursing care — the best of the best of Magnet® organizations — cited by Magnet® appraisers included:

- How our nurses improve the patient experience for inpatients.
- The impact of our nurses on high-quality patient outcomes in outpatient clinics.
- High percentage of our nurses with professional board certifications and advanced nursing degrees.

The ANCC Commission on Magnet® Executive Summary Report also touted noteworthy clinical programs and strategic achievements, including:

- Center for Advanced Practice (CAP)
- Transition to Practice
- Earn While You Learn
- Wisdom and Well-Being
- Mobile Care

Concluding the site visit, the lead Magnet® appraiser asserted:

**Magnet® is not a badge, it's a culture — and you've demonstrated that.**



# Magnet® Redesignation

“Seeing our UVA Health team shine during our four-day visit with the four Magnet® appraisers was such a joy! The stories and examples shared during this visit are a testament to the excellence and passion we see every day in the care provided to our patients and collaboration with each other.”

Veronica Brill, MSN, RN, NEA-BC  
Associate Chief Nursing Officer



“Our Magnet® site visit was like none I have ever experienced! The energy and excitement from the teams who met with the surveyors were electric. It was great to see the team so proud and eager to share how great it is to be a UVA Health nurse!”

Karin Skeen, PhD, RN, NEA-BC  
Associate Chief Nursing Officer



“Our nurses are committed to the very best, evidence-based standards for a highly professional nursing practice environment.”

Jennifer T. Hall, MSN, RN, CNL, NEA-BC  
Director Nursing Professional Practice and Magnet® Recognition Programs

“The entire Magnet® recognition process made me proud to be a UVA Health nurse. I was so proud to see our teams connect with the Magnet® appraisers and demonstrate that we provide exemplary care, have outstanding nurses all across UVA Health, and are deserving of Magnet® recognition.”

Kathy Baker, PhD, RN, NE-BC, FAAN  
Chief Nursing Officer



“The pride and joy I felt during the Magnet® site visit was indescribable. Ambulatory nurses not only showed up — they were engaged, excited, and passionate about the incredible work they do for our patients every day! They spoke with such clarity and confidence, fully owning their practice and demonstrating the true impact of our efforts.”

Rachel Nauman, DNP, RN, NEA-BC, Administrator, Ambulatory Nursing



Proud to be Magnet!



Proud to be Magnet!

# Expert Caring



## Three UVA Health Nursing Teams Honored With Prestigious Beacon Award for Excellence

Three units earned a Beacon Award from the American Association of Critical Care Nurses, recognizing the teams' work to promote a healthy work environment, a supportive nursing workforce, and excellent patient outcomes. UVA Health University Medical Center Chief Nursing Officer **Kathy Baker, PhD, RN, NE-BC, FAAN**, commends nurses and nurse leaders in the three units. "This is an outstanding achievement that demonstrates the commitment of these teams to high-quality and excellent patient care. After a 10-year hiatus, we now have three Beacon Units to celebrate! I am so proud of this accomplishment."



## Advanced Practice Providers Continue to Lead the Way With New Programs

**Warfarin Clinic: From Pilot to Proven Success in Transforming Cardiac Patient Care** | Launched as a three-month pilot in July 2024, Warfarin Clinic quickly became a transformative solution for cardiac surgery patients at UVA Health. Led by **Rhoda Shulaw, MSN, RN, ACNP-BC**, the clinic stands as a model of nurse-led innovation and collaborative, patient-centered care.

**Bringing the Care to the Community With the New Mobile Care Unit** | The Mobile Care Unit brings essential health care directly to underserved Central Virginia communities. Funded by federal support, the unit offers primary care, chronic disease management, women's and pediatric services, and lab testing. Staffed by a multidisciplinary team, it reduces barriers such as transportation and cost, and it reflects UVA Health's commitment to accessible, community-centered care.



# Quality Achievements

Nurse-sensitive clinical and patient experience outcomes are reflective of the exemplary professional practice demonstrated by UVA Health University Medical Center nurses, in collaboration with interprofessional colleagues, to drive quality improvement and deliver care aligned with our Professional Practice Model.

## FY25 Nurse-Sensitive Clinical Outcomes

Percentage of units that **outperformed** the national mean

### Inpatient:

- Injury assaults on nursing personnel **72%**
- Catheter-Associated Urinary Tract Infection (CAUTI) **88%**
- Central Line-Associated Bloodstream Infection (CLABSI) **75%**
- Patient falls with injury **86%**
- Hospital-Acquired Pressure Injury (HAPI) Stage 2+ **86%**

### Ambulatory:

- Patient burns **100%**
- Patient falls with injury **91%**
- Surgical errors **100%**

\*Benchmarks provided by the National Database of Nursing Quality Indicators®

## FY25 Patient Experience Outcomes Related to Nursing

Percentage of units that **outperformed** the national mean

### Inpatient:

- Care coordination **68%**
- Courtesy and respect **78%**
- Patient education **72%**
- Patient engagement **72%**

### Ambulatory:

- Care coordination **81%**
- Courtesy and respect **78%**
- Responsiveness **75%**
- Service recovery **87%**

\*Benchmarks provided by Press Ganey

## Raising the Bar for Ambulatory Care

This year, UVA Health launched the Ambulatory Quality Collaborative (AQC): a bold, enterprise-wide initiative designed to raise the bar for outpatient care delivery and outcomes. Co-led by nursing, physician, operational, and quality leaders — the AQC unites efforts across UVA Health to align priorities, close care gaps, and reduce variation in practice across outpatient settings.

Early work focused on foundational clinical quality measures critical to both patient health and value-based care performance, including:

- High blood pressure screening
- Tobacco use screening and cessation interventions
- BMI screening

With even more enhanced data visibility and dashboard development underway, care teams now have more actionable insights to inform and standardize care. Building on this foundation, multidisciplinary teams are forming to target interventions for AQC added priorities: Glycemic Control and Hypertension Control. Simultaneously, reporting on **assaults on nursing personnel in ambulatory settings** launched this year — reinforcing our commitment to a safe, supportive work environment for every team member.

The AQC has resulted in a unified, data-driven approach — grounded in interprofessional collaboration, operational realism, and sustainable change. Nursing plays a key role in this transformation, helping to lead system-level efforts that improve access, advance equity, and deliver excellence in every ambulatory encounter.



# Empowered Leaders



## Nursing Professional Governance | Purpose and Belonging

Our Nursing Professional Governance Organization (NPGO) provides the mechanism for the discipline of nursing to establish, uphold, and communicate its values and standards within UVA Health University Medical Center. Our structure is designed to serve two stakeholder groups: patients and nurses.

Nursing Cabinet is the governing body of NPGO and includes the Chief Nursing Officer and representatives from a cross-section of nursing practice settings. NPGO Nursing Cabinet provides oversight for Central and Regional Committees and their sub-committees.

For the patient-focused committee side, local committee chairs serve as members of the regional committees, and regional chairs serve as members of the Central Clinical Practice Committee. For the team member-focused side, central committees include representative members from each practice region.

The structure is annually reviewed to support ongoing evolution as the organization and nursing workforce grow and change. This past year, changes included moving the Nursing Education Coordinators to a central committee, reestablishing the Staffing and Scheduling Committee as a central committee, and updating the NPGO bylaws.

Additionally, the Center for Advanced Practice's Council formalized its structure, including charter updates across the committees. The committee structure mirrors the NPGO structure with a focus on professional development, innovation, advocacy, professional practice, and engagement.

## Strengthening Professional Governance at the Local Level

Nursing Professional Governance Organization (NPGO) hosted a nurse leader and committee chair planning workshop on Dec. 12, 2024. More than 300 nurses attended this event to kick off the new year for local governance committees. Throughout the workshop, participants reviewed the NPGO structure and goals of the Nursing Strategic Plan, compared shared governance with professional governance, and considered local opportunities to leverage the champion model.

Organizational resources, monthly agenda topics and discussion guides, and committee planning materials were provided to participants. Leaders and chairs identified strengths and opportunities to leverage in the upcoming year through local governance committees during a practice environment assessment focused on promoting excellent patient outcomes and supporting team member engagement.

### New resources for governance chairs shared at the event included:

- Toolkit with monthly agenda topics and discussion guides for patient-focused and team member-focused outcomes.
- Newly launched Nursing Center for Excellence website.
- New Champion Icons and updated Champion resources.
- Document with QR codes to organizational resources and tools for professional governance.



# Empowered Leaders



## Elevating Ambulatory Nursing: Innovative Roles, Lasting Excellence

FY25 celebrated the formal integration of Clinical Nurse Leaders (CNLs) into UVA Health's ambulatory leadership structure, a role not typically seen in outpatient settings. Led by **Rachel Nauman, DNP, RN, NEA-BC**, Administrator for Ambulatory Nursing, and supported by the Chief Nursing Officer, **Kathy Baker, PhD, RN, NE-BC, FAAN**, and nursing leadership, this innovative model is advancing nursing practice and improving patient outcomes within UVA Health's ambulatory clinics and across the care continuum.

Through the Ambulatory Role Delineation initiative, a differentiated staffing model was established that clearly defines and operationalizes the partnership between RN Navigators and RN Care Coordinators, enabling each role to practice at the top of scope while meeting the unique needs of ambulatory populations. Now, this integrated model is being implemented across high- and rising-risk clinics to strengthen care coordination, optimize workforce utilization, and enhance team member engagement and satisfaction.

## NPGO Night Shift Committee | Building Nocturnal Leaders

Meeting monthly at 2 a.m., the NPGO Night Shift Committee is designed for and led by passionate nightshift team members. Committed to bringing organizational resources and opportunities to the night shift and escalating night shift-specific practice issues, this committee continues to enhance and empower the night shift.

### Highlights and Special Events

- Participated in the Annual Fall Back Celebration during the fall time change.
- Hosted multiple flu vaccination rounding events during the night shift.
- Revised the Night Shift Survival Guide for full-time and rotating night shifters — promoting healthy sleep, eating, and wellness strategies.
- Advocated for night shift-friendly education opportunities.
- Relaunched the Night Shift Clinical Leader Mentorship program.
- Collaborated with Employee Health to offer night shift-friendly scheduling for respiratory-fit testing and training.
- Championed recognition of full-time and rotating night shifters.



# Empowered Leaders



## Empowering Nurses as Statewide Advocates Through an Innovative Model

The Nursing Advocacy Initiative (NAI) formally launched in December 2024 to provide a platform for University Medical Center’s registered nurses to engage in professional, nurse-led, data-driven, nonpartisan advocacy to advance health care and the nursing profession. NAI initially focused on state-level advocacy relating to maternal health and health care workforce development.

NAI program facilitators **Jennifer T. Hall, MSN, RN, CNL, NEA-BC**, and **Leanne Fox, MPP**, received significant and pivotal support from UVA Health University Medical Center Chief Nursing Officer **Kathy Baker, PhD, RN, NE-BC, FAAN**, and UVA Health Chief External Affairs Officer **Jennifer Siciliano, MA**, for professional nurse advocacy — demonstrating the confidence in the influence UVA Health’s exemplary nurses can have in external forums.

### Key Milestones:



- Multiple NAI training sessions hosted on nurse advocacy, health policy, legislative process, communications skills for advocates, and coalition-building strategies for new nurse ambassadors.
- Nurse ambassadors met with multiple legislators and staff during January’s Advocacy Day in Richmond.

- Registered nurses spoke in support of a bill that ultimately was passed by the Virginia General Assembly and signed into law.
- Established an internal Nurse Narrative Database to compile narratives to be delivered to legislators in support of legislation that advances healthcare and the nursing profession.
- Presented at the Virginia Nurses Association’s Spring Conference.
- Presented a poster at internally hosted 2025 Evidence-Based Practice Symposium.

Nurse ambassadors are looking ahead to more advocacy opportunities as this program continues to grow.

**The Clinical Career Ladder (CCL) program** supports nursing retention and professional growth — recognizing increased leadership accountability and clinical expertise of direct patient care nurses throughout the organization. CCL behaviors are based on the American Nursing Association (ANA) Scope and Standards of Practice (4th ed.) and the 2015 ANA Code of Ethics for Nurses with Interpretive Statements. The behaviors are organized into categories aligned with our UVA University Medical Center Nursing Professional Practice Model. Patricia Benner’s “From Novice to Expert” model serves as the theoretical foundation for advancing through the ladder levels.

**We celebrate the following clinicians who advanced on our clinical career ladder between July 2024 and June 2025!**

### Clinician 3 Advancements

Frankie Allen  
Austyn Bessette  
Katelyn Blatnik  
Sophia Boyd  
Alicia Cash  
Moonkyu Choi  
Lianna Coppola  
Raven Curtis  
Ricardo Diaz  
Colleen DiCesare  
Justin Falls  
Stephanie Fiandaca-Strickler  
Wesley Gass  
Aleena Gula  
Brittany Haga  
Jessica Harlow  
Dianna Hays  
Virginia Hopper  
Brianna Jacobs  
Catoria Jefferson  
Gena Johnson  
Alyssa Johnston  
Ana Jokic  
Antonio Lambio  
Sarah Lourenzo  
Toni Macklin  
Kelly Maggio  
Elizabeth Massie  
Christopher Mayberry

### Clinician 3 Advancements

Wynifred McKenzie  
Danielle Merrill  
Kate Messineo  
Allison Ochoa  
Tracy Ohlinger  
Gail Owens  
Paul Papadatos  
Tiffany Payne  
Andrea Penrod  
Joseph Pescatore  
Hailey Ponton  
Jasmyn Powers  
Jeri Pugh  
Jennifer Rademacher  
Nancy Rojas  
Meghan Schultz  
Michaela Shobe  
Sabrina Staten  
Melissa Stokes  
Heather Taylor  
Michael Wald  
Audrey Walker  
Jessica Walsh  
Kyle Webb  
Cheryl Weems  
Meg Wightman  
Kaitlyn Williams  
Heather Zirkle

### Clinician 4 Advancements

Virginia Anderson  
Amy Blackman  
Laurie Crookenden  
Elizabeth Jones  
Caitlin Lowman  
Samantha Loya  
Morgan MacKenzie  
Holly Nicholson  
Margaret Pohl  
Allison Vestal  
Angela Wharam

# Lifelong Learning



## A Robust Program Driven to Support New Graduate Nurses

With the workforce strategy to onboard more than 300 new graduate nurses, Nursing Professional Development Services launched a bold, transformative initiative to help stabilize University Medical Center’s nursing workforce by supporting new graduate nurses and enhance the delivery of evidence-based patient care. This plan focused on the onboarding and orientation of newly licensed RNs, and a welcoming environment where experienced nurses could provide focused skills validation and preceptorship. This vision became a reality through broad collaboration across departments and the leadership of **Ronni Rothwell, DNP, RN, CNE**, who manages the Nurse Residency Program (NRP), accredited by the ANCC. As a result:

NRP celebrated an impressive

**96.15%**

12-month retention rate of new graduate nurses — a strong testament to the program’s effectiveness and the dedication of our clinical teams.

**363**

Clinician 1s were hired into the NRP in FY25 — and 130 classes were facilitated.

## A New Home for Central Clinical Orientation

Nursing Professional Development Services (NPDS), led by **Mary Coffey, PhD, MPH, RN, NEA-BC**, Director of Nursing Professional Development, and the NPGO Nursing Education Coordinator (NEC) Committee, chaired by clinical nurse **Karen Scott, BSN, RN, CMSRN**, redefined Central Clinical Orientation and nursing competency at University Medical Center. They took the challenge of needing to physically relocate initial orientation and onboarding for all clinical team members and turned it into an opportunity.

With support from nursing and administrative leaders, the team reconceptualized unused space and developed a clinical learning and professional development environment to support expert patient care. The facility, Northridge NPDS, now provides orientation for nursing and allied health team members, and validates more than 40 initial competency statements in a realistic hospital environment simulation space. Team members leave orientation competent and confident with foundational skills — arriving at their departments more prepared than ever before.

In addition to orientation, Northridge NPDS supports more advanced simulation needs, including department and regional competency validation events, clinical instructor workshops, the Patient Care Technician program, and the transition to practice program for internationally educated nurses.

The development of Northridge NPDS exemplifies how innovation, collaboration, and leadership can turn logistical challenges into lasting advancements. The facility stands as a beacon of excellence in clinical education — empowering team members with the confidence, skills, and support they need to deliver world-class care from day one.

## 2024 NPGO Nursing Summit: Creating a Legacy to Inspire

An engaged audience of more than 330 nurses attended the Annual Nursing Summit on Nov. 14, hosted by the Nursing Professional Governance Organization’s (NPGO) Summit Planning Committee at the Doubletree by Hilton Hotel in Charlottesville, Virginia. The event’s purpose: to promote awareness of how nurses — across all practice areas and roles — can influence the legacy of nursing that will inspire them, their colleagues, and future nurses to harness their power and create their own legacies.

Keynote speakers **Dan Weberg, PhD, MHI, RN, FAAN**, Executive Director, Nursing Workforce Development and Innovation, Kaiser Permanente; **Renee Thompson, DNP, RN, FAAN, CSP**, CEO and Founder, Healthy Workforce Institute; and **Min Lee, MBA, MHA**, Chief Operating Officer, UVA Health University Medical Center, provided tools for participants to leverage — challenging them to take active parts in building the nursing profession’s legacy on both small and large scales.

**Danita Massie, MSN, RN, CNL**, 2024 NPGO President-Elect, delivered opening and closing remarks:

“Every time we care for our patients and work alongside our colleagues, we have the opportunity to choose what kind of legacy or long-lasting impact we want to leave. And we can do this not only in our personal lives, but also in our professional lives — as nurses in our individual practice areas and as a collective UVA Health nursing team. It’s the accumulation of the small, everyday decisions we make that lay the foundation for us to create a legacy that inspires!”

## UVA Health APP Fellowship Program Earns Top National Accreditation

This spring, the UVA Health Advanced Practice Provider (APP) Fellowship Program, led by **Michelle Dawson, MSN, APRN, AGACNP-BC**, earned Accreditation with Distinction from the American Nurses Credentialing Center, the highest recognition for APP transition programs. “We join just a handful of organizations around the country that have earned this credential, which reflects the quality of the program curriculum and the caliber of the people who’ve made it a success,” says **Bill Lombardi, DNP, APRN, AGACNP-BC, CCRN**, Administrator for Advanced Practice.

Founded in 2020, the fellowship offers tracks in Critical Care, Neurology, and Primary Care, blending clinical experience with didactic and professional development. With multiple cohorts graduated and new specialty tracks underway, the program continues to lead nationally in APP training and innovation.





**77** summer 2024 RN externs

**57%** accepted a permanent position following the completion of their externship

**48%** of RNs hold a professional board certification

**82%** of RNs have earned a baccalaureate or higher degree in nursing

**80** instructors at Northridge for Central Clinical Orientation

**1,782** RN orientees supported by Nursing Professional Development Services (NPDS)



# Relationship-Based Care



## Lifelong Learning Highlights

- The NPGO Professional Development Committee hosted the **2024 Healthcare Education Fair** in October, connecting more than **100** team members with programs to earn a certificate or degree in a health care role of interest.
- A **seventh mentorship program** launched this year, adding **Self-Discovery** to the comprehensive RN Mentorship Program portfolio. These seven unique programs are available to future and current UVA Health nurses — each tailored with a clear purpose and outcome for the target audience and led by fellow nursing colleagues.
- The American Academy of Ambulatory Care Nursing (AAACN) RN Telephone Triage course was implemented as a standard within Primary Care RN onboarding, and expanded for all ambulatory nurses who perform triage to access.
- Programmatic support of professional board certification continues to build upon its **strong foundational culture** across the organization. Efforts included:
  - Quarterly Certification Champion Boot Camps and Virtual Champion Networking Events hosted by the NPGO Professional Development Committee.
  - A full-day, in-person review course for Ambulatory Nursing Certification.
  - Online review course for Nurse Leader certification.
  - A two-day, in-person, certification review course for home health clinicians.
  - Enhanced library of free, on-demand, virtual review courses.
  - Rounding, gifts, and an annual bonus to celebrate National Certified Nurses Day.
- **66 nurse leaders** completed the Press Ganey Nurse Leader Development Program, designed to elevate nursing leadership skills across the organization while supporting the transition of new leaders and preparing experienced leaders for national nursing leadership certification.
- A total of **\$90,000** in scholarships was awarded to **86** team members seeking entry-level and higher nursing degrees to support the ongoing growth and lifelong learning of our nursing workforce.
- In May 2025, University Medical Center and UVA School of Nursing announced the launch of the **Synergy Center** — a hub designed to strengthen collaboration across education and clinical practice by focusing on four key career touchpoints: Transition to Practice, Professional Growth, Career Transitions, and RN's Legacy.

## 2025 National Nurses Week

The Nurses Week Planning Workgroup spent time thoughtfully planning a variety of events and activities to celebrate nurses across the organization who work 24/7 and in multiple counties throughout central Virginia. While the annual Evidence-Based Practice Symposium and Nursing Excellence Awards Ceremony were featured events, there were several opportunities to recognize nurses throughout this special week, including:

- Two drop-in celebrations, hosted on a weekday night shift and a weekend day shift, recognized individual and collective achievements throughout the past year.
- The second annual Nurses Week Food Truck Friday offered tasty lunch options from four local businesses.
- Late-night hours at Higher Grounds Coffee were sponsored daily throughout the week.
- Our amazing canine and human volunteers provided 16 hours of pet therapy rounding.
- More than 60 hours of rounding throughout Main Hospital campus featured games, prizes, and treats for day shifts, night shifts, and weekends.
- Five days of off-grounds ambulatory clinic visits extended the celebration through Nurses Month to distribute treats and celebrate our teams working across central Virginia.
- The Legacy RN Hall of Fame recognized 80 registered nurses with 35+ years of continuous service.
- Colleagues participated in a Nurses Week Giveaway and Virtual Scavenger Hunt, available anywhere, anytime during the week.
- Two local news channels presented spotlights featuring two RNs who shared why they chose UVA Health after serving as travel nurses.
- The South Tower was illuminated in red as a part of the American Nurses Association's #NursesLightUpTheSky campaign, highlighting the nursing profession across the country.

# Relationship-Based Care



## 2025 Nursing Excellence Awards

The UVA Health University Medical Center 2025 Nursing Excellence Awards ceremony took center stage at the Doubletree by Hilton Hotel in Charlottesville on May 8 during National Nurses Week. The theme: magic — fitting for the 25th annual event, which featured a record number of nominations and a local magician who entertained the audience with sleight of hand.

“Our goal for this magical night is to make each and every one of you feel special, appreciated, and celebrated,” says NPGO President-Elect **Clara Winfield, MSN, RN, CAPA, CNL**. “Thank you, nominators, for taking the time to recognize the nurses, advanced practitioners, physicians, and interdisciplinary colleagues who demonstrate kindness, excellence, and dedication that support our patients every day,”

Chief Nursing Officer **Kathy Baker, PhD, RN, NE-BC, FAAN**, called the ceremony “a time to pause and recognize the nurses who not only meet the highest standards — they set them.” She adds, “It’s one of my greatest honors each year to stand before you and celebrate the heart of UVA Health: our nurses. I truly feel privileged to lead the best nursing organization out there! Each of you brings extraordinary skill, innovative thinking, and deep compassion to our patients and families.”

## Nursing Excellence Award Recipients

- Beginning Practitioner of the Year | **Hali Morris, RN**, Infusion Procedural Center
- Excellence in Advanced Practice Nursing | **Stephanie Kidney, MSN, APRN, AC-PNP, PNP, CNL**, Advanced Practice – ICU
- Excellence in Knowledge Development and Expansion | **Austyn Bessette, BSN, RN, EFM, VA-BC**, IV Team
- Excellence in Relationship-Based Caring | **Kaitlin Vannatter, BSN, RN**, Newborn ICU
- Exemplary Clinical Practice | **Justin Holnbeck, RN, CCRN**, Medical ICU
- Nurse of Distinction | **Jessica Duke, BSN, RN, CMSRN**, 3 Central
- Preceptor of the Year | **Jen Yowell, BSN, RN**, 5 West
- Transformational Leader | **Mimi Pohl, MSN, RN, OCN**, Infusion Procedural Center
- Licensed Practical Nurse of the Year | **Thea Bierbaum, LPN**, Cancer Clinics
- Excellence in Interprofessional Collaboration | **Dwayne Pitre, BS, OTR/L**, Occupational Therapy
- Exemplary Resident/Fellow Physician | **Chelsea Miller, MD**, HCP Resident, Sixth Year, Interns and Residents
- Friend of Nursing (Physician) | **Danny Theodore, MD**, Anesthesiology
- Friend of Nursing (Nonphysician) | UVA Health Pharmacy Medical Safety Team – **Mary Pat Thomas, PharmD**; **Rachael Schortemeyer, PharmD**; **Kara Thornton, PharmD, M.Ed.**; and **John Parker, PharmD, MS**
- Eloise Dodge Gould Pediatric Nurse Education Award | **Laura Doshi, RN**, Ambulatory RN Care Coordinators
- Thomas Buckley Memorial Endowment Fund | **Ashley Walters, MSN, RN, CNL**, Evidence-Based Practice Programs

## UVA School of Nursing Outstanding Student Preceptors

- BSN Students | **Erin Fenerty, MSN, RN**, Pediatric ICU
- CNL Students | **Aradhana Khubani, MSN, RN, CNL**, 7 Acute
- APRN Students | **Dina Hood, MSN, APRN, ACCNS-AG, CEN**, Advanced Practice – Emergency Department



# Relationship-Based Care



## Ongoing Commitment to Patient Education

The past year was filled with exciting advancements for patient and family education with a strong focus on improving access, standardization, and usability of our education resources for patients, families, and team members. **Shari Stanley, MSN, RN, CMAC, ACM**, leads this work and introduced a new platform to the organization for the internal Patient Education Repository. This work reflects our ongoing commitment to providing high-quality, easy-to-access patient and family education to those we serve, and includes:

- Access to more than 1,200 custom documents created by our internal subject matter experts.
- A dedicated search engine to access materials quickly and easily.
- Tools to maintain up-to-date content.

## Celebrating Our Advanced Practice Providers

The UVA Health 2024 Advanced Practice Provider Recognition Awards ceremony, held on Grounds Sept. 27, celebrated APPs across the organization for National Advanced Practice Provider Week. **Dorrie Fontaine, PhD, RN**, Dean Emerita, UVA School of Nursing, and **Tracy M. Downs, MD, FACS**, UVA Health Chief Community Engagement and Health Outcomes Officer, provided words of encouragement and celebration. Nominees and recipients of the six awards highlight the contributions APPs make to patient outcomes across central Virginia, and their impact on current and future colleagues.

- Diversity, Equity, and Inclusion | **Stephanie McNerney, MSN, APRN, PNP**, Advanced Practice – Pediatrics
- Excellence in Leadership | **Martha Thomas, MS, GC**, Advanced Practice – Genetics
- Exceptional Advanced Practice Provider | **Aimee Strong, DNP, APRN, ACNP**, Advanced Practice – Radiology
- Excellence in Scholarship | **Brittany Harrison, DNP, APRN, AG-ACNP, CNL**, Advanced Practice – ICU
- Interprofessional Collaboration | **Catherine Hite, MSN, APRN, FNP**, Advanced Practice – Cardiac Surgery
- Outstanding Educator | **Theresa Guyton, MSN, APRN, AG-ACNP, CHFNP**, Advanced Practice – Cardiology

## Statewide Recognition for UVA Health Registered Nurses

A record number of University Medical Center nurses were recognized at the 2024 Virginia Nurses Foundation (VNF) Annual Gala — a true highlight of the Nov. 23 event in Richmond! UVA Health University Medical Center and UVA School of Nursing served as premier sponsors of the event, and UVA Health University Medical Center Chief Nursing Officer **Kathy Baker, PhD, RN, NE-BC, FAAN**, co-hosted the evening's awards ceremony. The 2024 VNF Leadership Excellence Awards and Virginia Magnet® Consortium Awards recognized the outstanding impact of professional nurses in a variety of roles and practice settings across the Commonwealth. Congrats to our nominees and award recipients!

### VNF Leadership Excellence Award Recipients

- Direct Patient Care Leader– Patient Experience: **Sarah Hartsock, BSN, RN, CPN**, Continuum Home Health
- Direct Patient Care Leader– Patient Safety: **Megan McDonald, BSN, RN, CNOR**, Orthopedic Center Operating Room
- Nurse Manager/Director: **Kelly Walsh, MSN, RN, CNL**, Evidence-Based Practice Programs
- Nurse Manager/Director: **William (Bill) Lombardi, DNP, APRN, AGACNP-BC, CCRN**, Advanced Practice
- Nurse Researcher: **Claiborne Miller-Davis, MS, BA, BSN, RN**, Office of Nursing Research
- Public Health Nursing: **Elizabeth Carpenter, BSN, RN, AE-C**, International Family Medicine Clinic

### VNF Leadership Excellence Award Trailblazer

- Nurse Manager/Director: **April Howell, MSN, RN, NE-BC**, Heart and Vascular

### VNF Leadership Excellence Award Nominees

- Chief Nursing Officer of a Hospital: **Kathy Baker, PhD, RN, NE-BC, FAAN**, University Medical Center
- Nurse Educator: **Deanna Pototschnik, MSN, RN, CCRN, NPD-BC**, Nursing Professional Development Services
- Nurse Manager/Director: **Catherine Terrell, MSN, RN, OCN**, Oncology

### Virginia Magnet® Consortium Award Recipient

- Nursing Excellence in Exemplary Professional Practice: **Chris Kremer, BSN, BA, RN, CAPA**, Outpatient Surgery Center

### Virginia Magnet® Consortium Award Nominees

- Empirical Outcomes: **Scott Austin, BSN, RN**, Oncology
- New Knowledge, Innovations, and Improvements: **Michele Cousins, BSN, RN, PCCN**, Neuro Intermediate Unit
- Structural Empowerment: **Nicole Henley, MSN, RN, CCRN, NI-BC**, Earn While You Learn Clinical Programs



# Relationship-based Care

## DAISY Award® Celebrations — Honoring Nurses Who Make A Difference

The DAISY Award® — which stands for Diseases Attacking the Immune System — is a meaningful recognition program developed by the DAISY Foundation to honor nurses for the compassionate, exceptional care they provide. University Medical Center adopted the award in 2015, and the program is led by the Nursing Professional Governance Organization’s DAISY Award® Committee. Each month, the committee proudly recognizes two nurses from the University Medical Center, based on nominations submitted from patients, families, and colleagues. Nurse leader and team awards are awarded annually.

DAISY Award® recipients are celebrated for the extraordinary nursing care they provide and are presented with the award by a senior nurse leader and the committee chair during a surprise celebration in the recipient’s department. Each honoree receives a framed certificate, DAISY honoree pin, specially designed “Healer’s Touch” sculpture, and a copy of their nomination(s). We are honored to celebrate the extraordinary registered nurses and teams who received a DAISY Award® this year!

### DAISY Award® Recipients (July 2024-June 2025)

Jessica Jenkins, BSN, RN, CNN, Kidney Center

Joshua Forsyth, BSN, RN, Medical ICU

Catherine Lehman, BSN, RN, CPN, 5th Flr. Battle Bldg.

Emmel Summy, BSN, RN, Mother/Baby

Megan Dobyns, BSN, RN, Cardiovascular ICU

Kate Messineo, BSN, RN, CCRN, Medical ICU

Treasure Hockman, BSN, RN, MEDSURG-BC, 3 North

Elizabeth Lester, DNP, RN, AGACNP-BC, Advanced Practice – Emergency Medicine

Jordan Stamenkovski, RN, Acute Cardiology

Petter Norrlof, BSN, RN, CWON, CWCN, Wound Ostomy Care

Kendall Price, BSN, RN, CPN, 5th Flr. Battle Bldg.

Maureen Harrison, MSN, RN, PMGT-BC, Perianesthesia Main

Wilmer Hernandez, RN, 5 West

Kira Long, BSN, RN, 3 Central

Andrea Williams, BSN, RN, Pediatric ED

Carley Knuckles, BSN, RN, Acute Oncology

Morgan Stewart, BSN, RN, 3 Central

Gui Ping Li, BSN, RN, CPN, 7 Acute

Raven Curtis, BSN, RN, CCRN, NREMT-P, Coronary Care Unit

Faith Delange, BSN, RN, CCRN, Nerancy Neuro ICU

Laura Thompson, BSN, RN, Pediatric ED

Brenda Griswold, MSN, RN, OCN, Infusion Proc. Center

Emily Taquechel, BSN, RN, CCRN, Medical ICU

Kerianne di Stefano, BSN, RN, CCRN, Surgical Trauma CU

### 2024 DAISY Nurse Leader Award

Jennifer Killmer, MSN, RN, CCRN, Cardiac Cath Lab

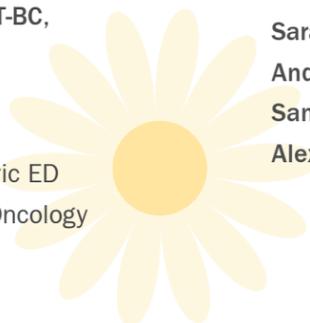
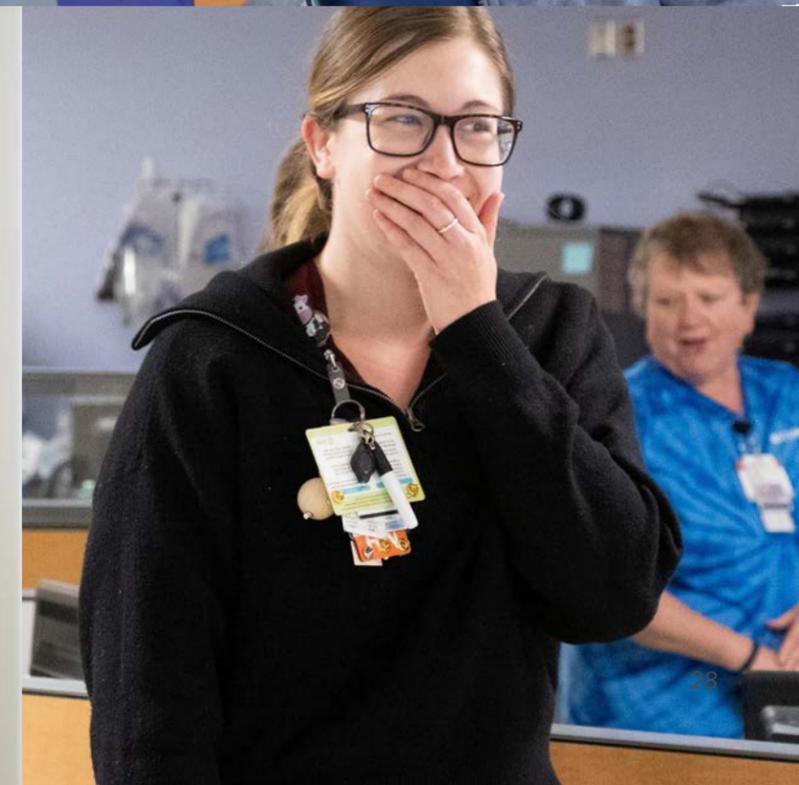
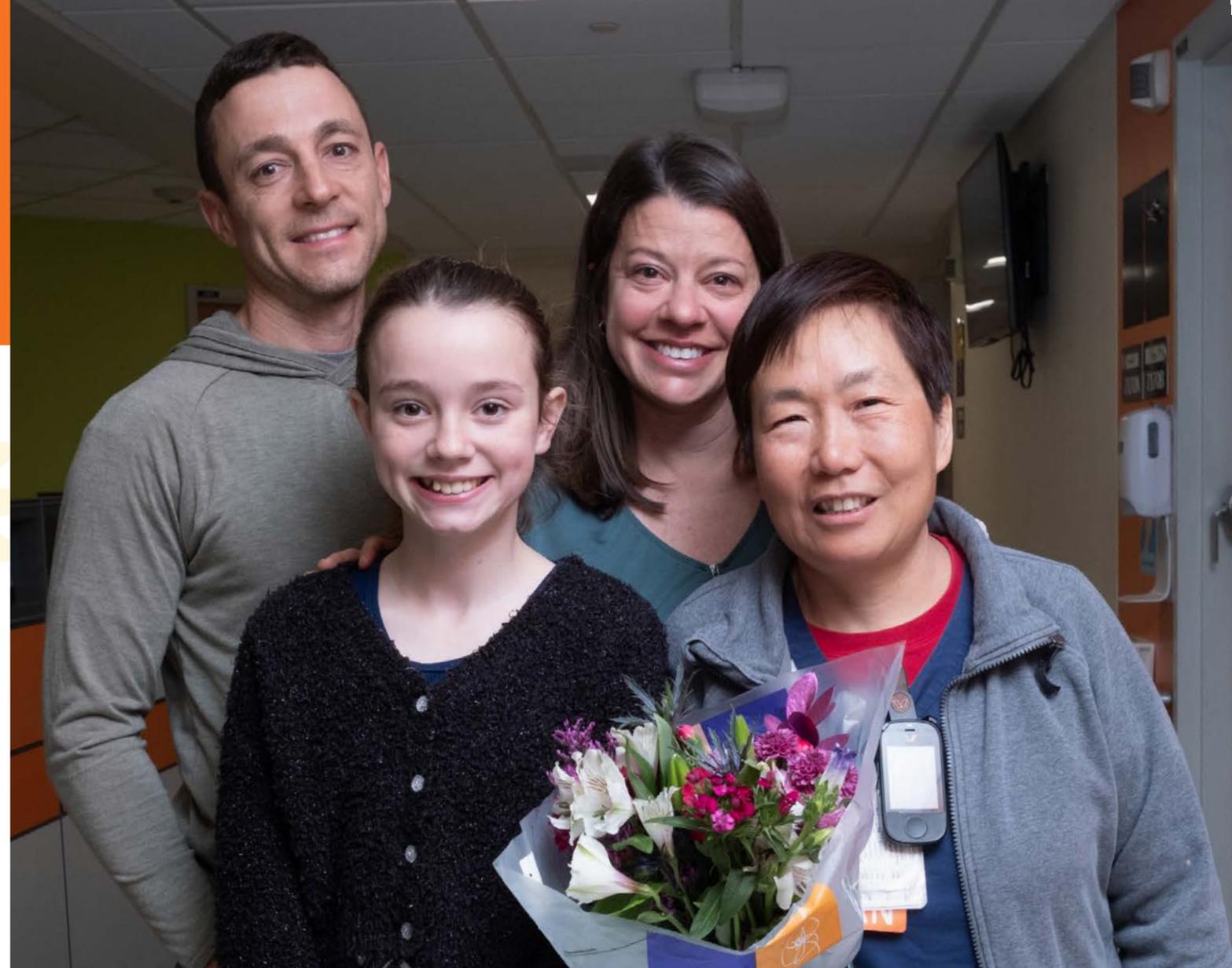
### 2024 DAISY Team Award

Sarah Bast, BSN, RN, CPEN, Pediatric ED

Andria Jack-Springer, RN, CNOR, Operating Room

Sandra Kabagambe, MD, Pediatric Surgery

Alexandra Lohn, RN, Perianesthesia Main



# Innovation



## Research Initiated in FY2025

Anticoagulation for DVT and PE prevention in Lung Transplant Patients. **Rachel Anderson**.

Automated Insulin Delivery for Inpatients With Dysglycemia (AIDING). Pasquel, F.J. (Emory PI), Lal, R. (Stanford PI), and Brown, S. (UVA PI), Role: Sub Investigator, **Kimberly Miller**.

Development, Implementation, and Review of A Mobile App-Based Education Platform for New HeartMate 3 LVAD Patients and Caregivers. **Rita Von Seggern and Theresa Guyton**.

Dispositional Mindfulness and its Relationship to Preoperative Anxiety and Postoperative Pain in Adult Females Undergoing Surgery. **Michael Miller**.

Implementation of an APP-Led Pediatric to Adult Epilepsy Transition Clinic. **Jennifer Schach**.

JACE and Prineo Use to Reduce Wound Complications. **Rachel Anderson**.

Levels of Care Decision-Making for Adult Patients in Acute Care Hospitals: A Scoping Review Protocol.

**Dea Mahanes and Kathleen Rea**.

Transplant Factors Associated With Driveline Exit Site Infections. **Carole Ballew**.

## Evidence-Based Practice Academy

Eleven nurses enrolled in the second cohort of the immersive, 10-month Evidence-Based Practice (EBP) Academy — comprising six, eight-hour classes and personalized coaching of individual EBP projects. The Academy welcomed fellows from across the continuum of patient care, including the emergency department, ambulatory clinics, the Outpatient Surgery Center, inpatient acute care, adult and pediatric critical care, and mother-baby. These nurses also represented various aspects of nursing, including those on the clinical ladder and those in microsystem leadership positions.

Nurses were supported to participate with eight hours of protected time per week for the duration of the EBP Academy, and they received continuing education units (CEUs) for their participation. Six projects were completed through the evidence synthesis stage of the academy, and three projects were implemented. The EBP Academy is an excellent opportunity for any registered nurse who wants to deepen their understanding of rigorous evidence-based practice using a standardized approach.

## 2025 Evidence-Based Practice Symposium

Kicking off National Nurses Week, the Office of Nursing Research held its 2025 EBP Symposium on May 6 at North Fork Research Park in Charlottesville. Associate Nurse Scientist **Katie Platz, PhD, RN**, led the symposium, which included keynote speaker **Laura Cullen, DNP, RN, FAAN**, EBP scientist at the University of Iowa Hospitals & Clinics and author of “Evidence-Based Practice in Action: Comprehensive Strategies, Tools, and Tips from University of Iowa Hospitals and Clinics.”

This year’s EBP Symposium, sponsored by NPGO, focused on the Iowa Implementation for Sustainability Framework and Precision Implementation Approach to help participants learn how to implement EBP at the bedside. Clinical nurse presenters included **Samantha McGuigan, BSN, RN**, and **Elaine Hughes, BSN, RN, CAPA**.

Attendees learned and enhanced EBP skills including:

- Defining the term Evidence-Practice Gap in health care.
- Discussing the application of Change Management, Diffusion of Innovations, and the Iowa Model for Sustainability in enhancing the design and success of EBP projects.
- Creating a clinician questionnaire using the EBP Evaluation Framework.
- Identifying and selecting appropriate implementation strategies using the Precision Implementation Approach.
- Assessing the impact of an EBP pilot by evaluating outcomes and balancing measures.

## Virtual Presentations

Practice, Credentialing, and Role Visibility: Tips for Transitioning to CNS Practice. Presented by **Kimberly Elgin** at the National Association of Clinical Nurse Specialists NexGen. Dec. 11, 2024.

Enhancing Clinician Adherence to Cardiac Surgical Unit-Advanced Life Support Protocols [Doctoral presentation]. Presented by **Brooke Smith** at University of Virginia School of Nursing. March 11, 2025.

Outside the Box: Unique APP Roles in Oncology. Presented by **Kathleen Haden** at Advanced Practice Providers Oncology Summit. April 11-12, 2025.

Glycemic Management in the Perioperative Setting. Presented by **Susan Ketcham and Kimberly Miller** at the Virginia Society of PeriAnesthesia Nurses Spring Conference. May 30, 2025.

## Podium Presentations

Incorporating Competency-Based Education in an End-of-Life Elective. Presented by **Tanya Thomas, Regina DeGennaro, and Samantha Hudgins** at the Virginia State Simulation Alliance, July 29-31, 2024, Williamsburg, VA; American Association of Colleges of Nursing Transform Conference, October 5-7, 2024, New Orleans, LA; and International Meeting on Simulation in Healthcare Conference, Jan. 10-14, 2025, Orlando, FL.

Unlocking the Potential of Clinical Nurse Specialists: Strategies for Optimal Impact in Advanced Practice Nursing. Presented by **Kimberly Elgin** at International Council of Nurses NP/APN Network Conference, Sept. 9-12, 2024. Aberdeen, Scotland, United Kingdom.

A Myriad of Needs: Caring For The Medically Complex Child. Presented by **Sarah Lepore and Joy Miller** at Advancing Professional Growth, Education, and Excellence Conference, UVA Health. Oct. 10-11, 2024. Charlottesville, VA.

Development, Implementation, and Review of A Mobile App-Based Education Platform for New HeartMate 3 LVAD Patients and Caregivers. Presented by **Rita Von Seggern and Theresa Guyton** at Advancing Professional Growth, Education, and Excellence Conference, UVA Health. Oct. 10-11, 2024. Charlottesville, VA.

The Rare Disease Journey From the Diagnosis and Beyond: Insights From Veteran Nurses in the Trenches. Panel Presentation by **Sarah Lepore, Joy Miller, Paula Darradji, and Julia Figueroa** at Advancing Professional Growth, Education, and Excellence Conference, UVA Health. Oct. 10-11, 2024. Charlottesville, VA.

Your Work Has Meaning: Tracking Data for Role Optimization in Advance Practice. Presented by **Suzanne Waters** at Advancing Professional Growth, Education, and Excellence Conference, UVA Health. Oct. 10-11, 2024. Charlottesville, VA.

Survey Study of Procedural Recovery After High-Resolution Anoscopy. Presented by **Yvonne Newberry, Laura Quass-Ferdinand, et. al.**, at 2024 Association of Nurses in AIDS Care, Nov. 14-16, 2024. Indianapolis, IN.

# Innovation



Cardiac Surgical Unit Advanced Life Support Protocol Impacts Survival and Functional Recovery After Cardiac Arrest: A Single Institutional Experience. Presented by **Michelle Dawson, Brooke Smith, et. al.**, at 61st Annual Meeting of the Society of Thoracic Surgeons. Jan. 24-26, 2025. Los Angeles, CA.

Developing Fellow-Faculty Relationships: Mentorship and Coaching Strategies for Success. Panel Presentation by **Michelle Dawson** at Association of Postgraduate PA Programs/Association of Post Graduate APRN Programs Joint APP Fellowship Conference 2025. Jan. 30-31, 2025. New Orleans, LA.

Sharing the Good: Developing an Annual Report for Program Accomplishments. Presented by **Michelle Dawson** at Association of Postgraduate PA Programs/Association of Post Graduate APRN Programs Joint APP Fellowship Conference 2025. Jan. 30-31, 2025.

Current Controversies in EVD Management. Presented by **Dea Mahanes** at the International Stroke Conference Nursing Symposium. Feb. 4, 2025. Los Angeles, CA.

A Journey to Top of License Practice: Navigating and Embracing Challenges. Presented by **Kimberly Elgin** at Virginia Association of Clinical Nurse Specialists Annual Conference. Feb. 21-22, 2025. Richmond, VA.

It Takes a Village: A Multidisciplinary Heart Failure Case. Presented by **Mirna Dickey, Elizabeth Enfield, Theresa Guyton, Pace Morris, and Kirstie Perry** at the 2025 UVA Heart Failure Symposium. February 22, 2025. Charlottesville, VA.

Advances in the Management of Atrial Fibrillation. Presented by **Maheswari Murugesan** at Virginia Council for Nurse Practitioners Annual Conference. March 26-29, 2025. Norfolk, VA.

Nurse Navigation Reduces Time to First Treatment at a Comprehensive Cancer Center. Presented by **Catherine Terrell and Devon Bloxsom** at the 2025 Oncology Nursing Society Congress. April 9-13, 2025. Denver, CO.

Elevating Ambulatory Care Through Collaborative Onboarding Practices. Presented by **Sarah Shreckhise, Deanna Pototschnik, Mary Coffey, and Karen Scott** at Association for Nursing Professional Development 2025 Aspire Convention. April 29-May 2, 2025. Las Vegas, NV.

Implementation of a Vaccine Administration Initiative for RNs, LPNs, and MAs Utilizing a Lean-based Approach in Primary Care. Presented by **Kathryn May Gallanosa and Sarah Shreckhise** at Quality Improvement Patient Safety Showcase, UVA Health. June 10, 2025. Charlottesville, VA.

Reducing Coagulase-negative Staphylococcus Positive Blood Cultures in the Neonatal Intensive Care Unit – A Multidisciplinary Approach. Presented by **Tricia Moran and Ashley Walters** at Quality Improvement Patient Safety Showcase, UVA Health. June 10, 2025. Charlottesville, VA.

## Symposia

UVA Health Center of Nursing Excellence 2025 Evidence-Based Practice Symposium presented by **Katie Platz, Laura Cullen, Elaine Hughes, and Sammy McGuigan**. May 6, 2025. Charlottesville, VA.

## Poster Presentations

Enhancing Clinician Adherence to Cardiac Surgical Unit-Advanced Life Support Protocols. Presented by **Brooke Smith and Michelle Dawson** at Advancing Professional Growth, Education, and Excellence Conference, UVA Health. Oct. 10-11, 2024. Charlottesville, VA.

Full Face Beard Removal Reduces Central Line Dressing Change: A Quality Improvement Project. Presented by **Hillary Bowen** at 2025 International Clinical Nurse Leader Conference. February 13-15, 2025. Charlotte, NC.

Clinical Management of Complex Patients: Spinal Cord Injury. Presented by **Dea Mahanes** at National Association of Clinical Nurse Specialists 2025 Annual Conference. March 10-13, 2025. Boston, MA.

Enculturating an innovative visual display, “Bundle Board,” for patient safety with CNS collaboration and stewardship. Presented by **Cheri Blevins, Gary Jones, et. al.**, at National Association of Clinical Nurse Specialists 2025 Annual Conference. March 10-13, 2025. Boston, MA.

Ethics in Action: The CNS Role in Promoting an Ethical Practice Environment. Presented by **Dea Mahanes** at National Association of Clinical Nurse Specialists 2025 Annual Conference. March 10-13, 2025. Boston, MA.

Organization-Wide Practice Change Using the Iowa Implementation for Sustainability Framework: Saline for Central Line Patency. Presented by **Kristi Wilkins** at National Association of Clinical Nurse Specialists 2025 Annual Conference. March 10-13, 2025. Boston, MA.

Discharging Patients Using Virtual Nursing: A Quality Improvement Pilot on an Acute Care Inpatient Unit. Presented by **Scott Austin, Amy Blackman, Brian Dunn, Carly Frazier, Leigh Gauriloff, Lindsay Greiling, Genevieve Lawless, Lindsay Mallow, and Wendy Novicoff** at the 2025 American Nursing Informatics Association. March 27-29, 2025. New Orleans, LA.

Nurses Belong Where Decision Are Made: Nursing Advocacy 101. Presented by **Leanne Fox and Jennifer T. Hall** at Virginia Nurses Association 2025 Spring Conference. April 9-10, 2025. Virtual.

Building the Next Generation of Oncology Nurses: Competency-Based Oncology and End-of-Life Elective for Undergraduate Nurses. Presented by **Tanya Thomas, Regina DeGennaro, and Samantha Hudgins** at 2025 Oncology Nursing Society Congress. April 9-13, 2025. Denver, CO.

Improved Satisfaction and Retention of Nurse Care Coordinators in the Ambulatory Setting of a Comprehensive Cancer Center. Presented by **Devon Bloxsom and Catherine Terrell** at 2025 Oncology Nursing Society Congress. April 9-13, 2025. Denver, CO.

Investing in the Future: Implementation of a 12-month Onboarding and Mentorship Program for New Graduate Nurses Working on an Inpatient Oncology Unit. Presented by **Tanya Thomas and Jenna Van Hoose** at the 2025 Oncology Nursing Society Congress. April 9-13, 2025. Denver, CO.

Optimizing Infusion Center Utilization: Increasing Capacity by Redirecting Low-Acuity Services to the Clinic Setting. Presented by **Devon Bloxsom, Catherine Terrell, Adrienne Banavage, and Katie Lassiter** at 2025 Oncology Nursing Society Congress. April 9-13, 2025. Denver, CO.

Reducing Falls in Outpatient Infusion Centers: Implementation of the Morse Fall Scale. Presented by **Kelly Morris, Jessica Harlow, Amanda Clements, Katie Lassiter, Adrienne Banavage, and Yara Mahmoud** at 2025 Oncology Nursing Society Congress. April 9-13, 2025. Denver, CO.

Results of a Quality Improvement Project Addressing CLABSI Risk by Standardizing Central Venous Line Selection for Cellular Therapy Patients. Presented by **Margaret Pohl, Brooke Henry, Michael Keng, Judy Kauffman, Carly Grubbs, and John Wagner** at 2025 Oncology Nursing Society Congress. April 9-13, 2025. Denver, CO.

Support Throughout the Care Continuum: Development of Comprehensive Educational and Support Resources for Patients Diagnosed With Acute Leukemia. Presented by **Tanya Thomas and Michael Keng** at 2025 Oncology Nursing Society Congress. April 9-13, 2025. Denver, CO.

Assessment of Pain in Hospitalized Older Adults With Cognitive Impairment. Presented by **Nikki McLamb and Tyree Ashworth** at 32nd National Evidence-Based Practice Conference. April 16-17, 2025. Coralville, IA.

# Innovation



Evidence-Based Practice Pilot to Improve Sedation Assessment in Interventional Radiology. Presented by **Danita Massie** at 32nd National Evidence-Based Practice Conference. April 16-17, 2025. Coralville, IA.

New Graduate Nurse Competence and Confidence on a High Acuity Intensive Care Unit. Presented by Hillary Bowen and Katie Platz at 32nd National Evidence-Based Practice Conference. April 16-17, 2025. Coralville, IA.

Trauma Response Nurse Program: A Full Continuum Quality Improvement Project. Presented by **Ryan Thomas, Alison Okerlund, Jasmyn Powers, Valerie Quick, Jess Alford, Kate Kasen, Gideon Toburen, and Andrew Baxter** at TraumaCon. April 23-25, 2025. Kansas City, MO.

Accelerating Research to Find Treatments and a Cure for Smith-Kingsmore Syndrome. Presented by **Sarah Lepore and S. Dando** at Pediatric Academic Societies Meeting. April 25-26, 2025. Honolulu, HI.

Improving Nursing Care of the Patient Experiencing Miscarriage: Increasing Nurses' Comfort Through Staff and Patient Education. Presented by **Kate Waller** at American Society of PeriAnesthesia Nurses Conference. April 29, 2025. Dallas, TX.

Patient Recovery Following High-Resolution Anoscopy: A Survey Study. Presented by **Yvonne Newberry, Laura Quass-Ferdinand, et.al.** at International Anal Neoplasia Society 2025 Scientific Meeting. June 6-8, 2025. London, England.

Developing Care Pathways for Standardized Follow Up Timeframes of Stable Cardiac Conditions to Improve Timely Access to Care. Presented by **Christa Sharpe** at UVA Health Leadership Institute. Charlottesville, VA.

Complex Medical Care in Congolese Refugee: Cultural Dissonance and Multidisciplinary Collaboration. Presented by **Mirna Dickey, Elizabeth Enfield, Theresa Guyton, Pace Morris, and Kirstie Perry** at 2025 Society of Refugee Health Care Providers Conference. June 27-29, 2025. Halifax, Nova Scotia.

Development, Implementation, and Review of a Mobile App-Based Education Platform for New HeartMate 3 LVAD Patients and Caregivers. Presented by **Rita Von Seggern and Theresa Guyton** at 2024 Virginia Statewide Advanced Heart Failure Symposium. Oct. 26, 2024. Richmond, VA; 2025 International Society of Heart and Lung Transplantation Conference. April 27-30, 2025. Boston, MA; and Quality Improvement Patient Safety Showcase, UVA Health. June 10, 2025. Charlottesville, VA.

## Publications

**DeGuzman, P. B., Cousins, M. N., Miller-Davis, C., and Park, S.** (2025). Securement of tracheostomy collar after free flap surgery for patients with head and neck cancer. *American Journal of Critical Care*, 34(1), 33–40. <https://doi.org/10.4037/ajcc2025794>

**Jain, N., DeGuzman, P. B., and Figueroa, N.** (2024). The impact of nurse-physician relationships on emergency nurses' moral distress. *Journal of Emergency Nursing*, 50(5), 618–625. <https://doi.org/10.1016/j.jen.2023.10.010>

**Joseph, M. L., Williams, M., Reinke, K., Bair, H., Chae, S., Hanrahan, K., St Marie, B., Jenkins, P., Albert, N. M., Gullatte, M. M., Rogers, D. M., Swan, B. A., Holden, T., Woods, E., DeGuzman, P. B., DeGennaro, G., Marshall, D., Hein, M., Perkhounkova, Y., and Huber, D. L.** (2024). Development and Testing of the Relational and Structural Components of Innovativeness Across Academia and Practice for Healthcare Progress Scale. *The Journal of Nursing Administration*, 54(5), 260–269. <https://doi.org/10.1097/NNA.0000000000001422>

**Kane, W. J., Haden, K. R., Martin, E. N., Shami, V. M., Wang, A. Y., Strand, D. S., Adair, S. J., Nagdas, S., Tsung, A., Zaydfudim, V. M., Adams, R. B., and Bauer, T. W.** (2024). Survival benefit associated with screening of patients at elevated risk for pancreatic cancer. *Journal of Surgical Oncology*, 130(3), 485-492. <https://doi.org/10.1002/jso.27784>

**Lin, L. F., Mutter, J., Duffy, K., and Mattos, M. K.** (2025). Feasibility and acceptability of wrist-worn actigraphy to measure frailty in homebound older adults. *Digital Health*, 11, 20552076251335566. <https://doi.org/10.1177/20552076251335566>

**Long, K., Hundt, B., Wiencek, C., and Little, J.** (2025). Impact of a sleep-promoting schedule on sleep quality in the intensive care unit. *Critical Care Nurse*, 45(2), 33–40. <https://doi.org/10.4037/ccn2025288>

**Mazzeffi, M., White, M. P., Wade, A., Jordan, J., Zaaqoq, A., Schneiderman, E., Phillips, T., Davis, C., Dahl, J., McNeil, J., Singh, K., Buckner, J., and Sifri, C. D.** (2025). Interprofessional approach to reducing central line-associated bloodstream infections in a cardiac surgical intensive care unit. *Critical Care Nurse*, 45(3), 11–22. <https://doi.org/10.4037/ccn2025723>

**Platz, K., Cavanagh, C. E., Metzger, M., Park, L. G., and Howie-Esquivel, J.** (2025). Effects of social isolation and loneliness on heart failure self-care: A cross-sectional analysis. *The Journal of Cardiovascular Nursing*, 40(3), 218–227. <https://doi.org/10.1097/JCN.0000000000001123>

**Platz, K., Metzger, M., Cavanagh, C., Park, L., and Howie-Esquivel, J.** (2025). Initiating and continuing long-term exercise in heart failure: A qualitative analysis from the Getting iNTo Light Exercise-Heart Failure Study. *The Journal of Cardiovascular Nursing*, 40(3), E117–E126. <https://doi.org/10.1097/JCN.0000000000001086>

**Riman, K. A., Annis, A., Cámpoli, M., Courtwright, S. E., DeGuzman, P. B., Dixon, J., Lasater, K. B., Montgomery, A. P., Olanrewaju, S., Porat-Dahlerbruch, J., Smith, J. G., Thompson, R. A., Carthon, J. M. B., Lucero, R., Kurtzman, E. T., Agor, D. C., Barrett, J., Brown, N., Iroegbu, C., Smith, J. M.** (2024). Investing in the future of nursing: Insights from the Academy Health Interdisciplinary Research Group on Nursing Issues Preconference. *Journal of Nursing Regulation*, 15(2), 57–60. [https://doi.org/10.1016/S2155-8256\(24\)00056-5](https://doi.org/10.1016/S2155-8256(24)00056-5)

**Simmers, C. W., Teague, M., Letzkus, L., Fang, C., and Stevenson, E.** (2025). Telemedicine visits after hospital discharge in children with medical complexity. *Journal for Nurse Practitioners*, 21(2), N.PAG-N.PAG. <https://doi.org/10.1016/j.nurpra.2024.105285>

**Zhang, J. C., Geba, M. C., Newberry, Y., Quass-Ferdinand, L., Thomas, T. A., and Hoang, S.** (2025). Predictors of resolution and recurrence of anal high-grade squamous intraepithelial lesions in people with HIV. *Journal of Lower Genital Tract Disease*, 29(1), 104–109. <https://doi.org/10.1097/LGT.0000000000000857>

## Evidence-Based Practice and Quality Improvement Projects

Optimizing Blood Culture Utilization in the TCV-ICU: Reducing Unnecessary Testing and Costs. Presented by **Hillary Bowen** at Quality Improvement Patient Safety Showcase, UVA Health. June 10, 2025. Charlottesville, VA.

Reducing Medication Errors in an Intensive Care Setting. Presented by **Aleena Gula** at UVA Health Center for Nursing Excellence 2025 EBP Symposium. May 6, 2025. Charlottesville, VA.

“Scrub 30. Draw 5. Clean Every Time”: Reducing Blood Culture Contamination in the ED With Updated Procedure Guidelines. Presented by **Marcela Munoz** at UVA Health Center for Nursing Excellence 2025 EBP Symposium. May 6, 2025. Charlottesville, VA.

Stop Sticking to Stick: Decreasing IV Insertion Attempts by Identifying Difficult Peripheral Access Beforehand. Presented by **Samantha McGuigan and Elaine Hughes** at UVA Health Center for Nursing Excellence 2025 EBP Symposium. May 6, 2025. Charlottesville, VA.



 **UVA Health**  
University Medical Center

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