

Nurse Residency Program

News for Nurse Residents

December 2023



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Letter from Evy Olson, MSN, MBA, RN VP, Nursing Programs

Dear Nurse Residency Program colleagues,

Greetings Nurse Resident Program members and nurses! I hope this finds you all doing well and getting ready for the holiday season and another New Year. It is hard to believe we are heading into 2024 – and another year of new nurses entering our profession. I hope it is a great year for you all and all our nursing colleagues.

First off, I want to thank you all for the work you are doing and to take a moment to recognize the great impact you have on our profession and the patients receiving care. We work in an emotionally and physically exhausting and yet rewarding profession. As I think about that, and the toll it takes on us as nurses, it reminds me how important the work we are doing is. Thank you again for all you are doing!

As I look past over the last year – it is exciting to reflect on the great work being done by all of you. This year we have over 32,000 nurse residents in the program, at over 700 sites across the country. That is a lot of lives you are touching - you all are the future – and making such an important difference on the profession of nursing and in healthcare overall. The impact you all are having on our profession is real and massive!

The stories featured in this issue demonstrate how we're learning from each other and our patients, as well as sharing new insights toward how to achieve high-quality, compassionate care. Your commitment to the nursing profession, your patients and your colleagues is palpable in these articles. I am truly inspired by the work being done by everyone.

I wish you all a very happy holiday season and a blessed new year, along with much joy and happiness in your work and in your lives. Please take care, be safe and know we are here to work together as our new nurses transition into our profession. Please do not hesitate to reach out to anyone on our team with suggestions for the program.

Gratefully and humbly,

Evy

Evy Olson MSN, MBA, RN
Vice President, Nursing Programs



Daisy Award Winners

Children's Health

Submitted by: Tiffany Montgomery, MSN, RN, NP-D-BC
 Director, Transition to Practice and Clinical Onboarding

Nurse residents and residency alumni at Children's Health in North Texas continue to make a difference in the lives of patients and families, as well as with their peers and colleagues.

Carina Arias, BSN, RN, October 2022 nurse residency graduate in the pediatric ICU, received the DAISY Award in 2023 from a patient nomination. Carina's ability to make her patient feel at ease and laugh when they are battling a life changing diagnosis sets her apart.

Liliana Marquez Ocampo, BSN, RN, February 2022 nurse residency graduate on the acute care specialty unit, received the DAISY Award from a patient nomination. Liliana's kindness, smile, and time spent coloring to help them feel more comfortable set her apart and made her standout.

Peyton Hasse, BSN, RN, February 2022 nurse residency graduate in the pediatric ICU, was received the DAISY Award in 2023 from a patient family nomination. Peyton was a listening ear, created an environment supporting rest, and provided exceptional care that allowed a family to feel comforted and at ease.

These exceptional nurses continue to embody the essence of the mission of Children's Health to make life better for children. The compassionate care that they deliver provides a nurturing environment in critical and challenging situations.



Liliana Marquez Ocampo, BSN, RN



Carina Arias, BSN, RN



Peyton Hasse, BSN, RN

Daisy Award Winner

Capital Health Medical Center, Hopewell

Submitted by: Kim Coleman, MSN, RN, APN-C, ACNS-BC
Clinical Nurse Specialist

The DAISY Award is a prestigious recognition program that honors and celebrates the extraordinary work and compassionate care provided by nurses. The award was established by the DAISY (Diseases Attacking the Immune System) Foundation and provides a platform for patients, families and colleagues to express their gratitude. Ciara Nicholson was the recipient of this award because of the positive impact she had on a patient's care. The family wrote the following:

"Ciara was the last nurse to care for my grandma in her lifetime. My grandmother is my best friend on this planet. I spoke with Ciara and asked her to make sure my grandmother was comfortable through the night. I heard her keep her promise all night while I was sleeping when she kept coming in to check on my grandmother. When she passed, Ciara hugged me and told me she would stay with me. Because of Ciara, my grandmother passed peacefully and without pain or anxiety. I can never thank her enough for her help. Thank you so much Ciara."

Thank you, Ciara, for all of the hard work, dedication and compassion you provide your patients on a daily basis.



Ciara Nicholson, BSN, RN, BSPH

Making A Difference

Safety SuperHERO

UW Health, Madison

Submitted by: Molly Daniels, MSN, RN, MCSRN
Nursing Education Specialist -Transition to Practice

Theresa Reineking, Corporate Communications
Strategist

Lia Kaluna, BSN, RN, member of the August'22 cohort at UW Health in Madison, WI was recently recognized by UW Health for being a Safety SuperHERO. HERO stands for "health event reporting online" and is the platform used at UW Health for reporting patient or staff safety events. Lia was caring for a patient that was started on an IV drip medication related to the presence of a blood clot. Lia monitored the patient's medication level, per protocol and found that the patient was sub-therapeutic, which required intervention. A PRN dose and rate change were ordered. Lia followed the medication algorithm and calculated the dose based on the weight programmed into the IV pump and in doing so discovered there was a discrepancy in the weight being used for the continuous infusion and PRN dose.

Lia immediately notified the provider of the discrepancy, and they reordered the continuous infusion based on the accurate weight. The modified order facilitated the patient achieving a therapeutic level quicker than safe from complications related to the blood clot. Lia demonstrated exceptional nursing judgement, and we are so honored to have a real live Safety SuperHERO in our ranks.

Nursing Excellence – Clinical Coach to a Nurse Extern

UW Health, Madison

Submitted by: Molly Daniels, MSN, RN, MCSRN
Nursing Education Specialist -Transition to Practice

In the summer of 2022, UW Health reestablished a nurse extern program to help support nursing students having a more successful transition to practice by “trying on” on nursing at the bedside before they graduate. Nurse externs come from all over the country to UW Health in Madison, Wisconsin to work in all three of our hospitals as well as clinics throughout southcentral Wisconsin. Each nurse extern is paired with a clinical coach who they work alongside for the duration of the 10-week program. The clinical coach is asked to directly supervise all nursing care, co-sign documentation, and share personal insights and experiences from their practice. The relationship is meant to be symbiotic; the clinical coach has a built-in helper for the summer and the extern gets to soak up all their goodness!

Katelyn Collins, BSN, RN who works on a general internal medicine floor, at UW Hospital in Madison, Wisconsin was selected to serve as a clinical coach for Olivia Kirschbaum, nurse extern, this past summer. Katelyn was an excellent mentor for Olivia—both women felt they benefited from the experience.

Katelyn and Olivia were one of many preceptor/preceptee pairs highlighted in the “CNO Week in Review” newsletter for a series titled, “The Power of the Preceptor”. Over the course of a few months, a new pair of nurses were featured each week and asked to reflect on their experience as a preceptor/preceptee. Katelyn shared, “Having the opportunity to be a clinical coach this summer has been not only fun, but also so rewarding...” (McClure, 2023). Olivia shared, “She (Katelyn) has a great way of empowering me to do things on my own and become more independent as I grow in my nursing career.” (McClure, 2023).

For Katelyn, and other nurse residents who served as clinical coaches this past summer, this opportunity was a bridge to precepting as they also got to “try on” precepting in a low stake setting. After this experience (and sometimes during!), many, including Katelyn, elected to go on for additional preceptor training within the UW Health Nursing Professional Development Department. Taking on this role during her first year of practice is an excellent example of leadership. As for Olivia, she chose to stay on at UW-Health as a student nurse assistant at The American Family Childrens Hospital (AFCH) and accepted a nurse resident position on the same unit where she worked after the extern program. We love these “full circle” moments and are so grateful for the support our current nurse residents can provide to our future nurse residents!

References: McClure, M. (2023). CNO week in review: university hospital: week of July 31st, 2023.



Katelyn Collins, BSN, RN
Olivia Kirschbaum, Nurse Extern

Utilizing Animal-Assisted Therapy

Helping Nurse Residents Deal with Anxiety and Stress

Capital Health Regional Medical Center, Hopewell

Submitted by: Kim Coleman, MSN, RN, APN-C, ACNS-BC

Clinical Nurse Specialist

Resilience in nursing is a crucial quality that helps healthcare professionals effectively cope with the challenges, stressors and demands of their profession. It is common knowledge that stress and anxiety impact the nurses' ability to remain engaged, nonreactive, and constructive, which may affect the ability to stay in the profession. Animal-assisted therapy (AAT), used for many years in the patient sector, is now being used to benefit new graduate RNs¹.

Capital Health Medical Center at Hopewell started implementing AAT in its monthly Nurse Resident sessions. During this session, the animal's handler discusses the advantages of using AAT with the nurses. Petting or spending time with animals can trigger the release of endorphins and oxytocin, which are natural mood enhancers and stress reducers. In addition, the presence of animals can provide a sense of companionship and comfort, which can be especially valuable for nurses dealing with emotionally challenging situations. When nurses take breaks to engage with therapy animals, it provides a valuable distraction from the demands of their work. This break can help them recharge and return to their duties with a clearer mind. This positive effect can extend to their patients as well. Nurses who are less stressed and more emotionally balanced may provide better care, leading to improved patient outcomes.

The handler encourages the nurses to contact the AAT office for an AAT visit to their unit. Situations regarding when to utilize this service, such as a debilitating outcome during a code or a death of a patient, can boost mental wellbeing and reduce the effects of burnout. This session has received positive feedback from the nurse residents and has seen an increase in request for AAT services for both nurses and patients.

Reference: ¹Soto, J, Ohlendorf E, Cinnamon A, Ellis T, Ondrey M, Bartuch P. A correlational study exploring nurse work anxiety and animal-assisted therapy. *JONA*. 2022;52(9):48-502.



Jaimie Rue BSN, RN, Summer 2022 Nurse Resident Cohort, enjoying meeting with Gibbs, Capital Health Medical Center at Hopewell therapist dog.

NRP Spotlight

South Georgia Medical Center

Submitted by: Shaknequa A. Pleas, MSN, RN
Nurse Residency Program Manager

Carly Williams ASN, RNC is a current Labor and Delivery nurse at South Georgia Medical Center in Valdosta, Georgia. She is a graduate of Abraham Baldwin Agricultural College and currently has her Associate of Science in Nursing. Carly is planning to start, within the next year, furthering her education to obtain her Bachelor of Science in Nursing. She was in Cohort 2 of the Vizient Nurse Residency group that started July 2020 and she graduated in June 2021. During residency, she was always engaged, attentive, and open to advocate for what was right for both patients and staff. Since completing residency, she has advanced herself professionally by obtaining two certifications. She is a Certified Registered Nurse in Obstetrics (RNC-OB) and also is certified in Electronic Fetal Monitoring cc-EFM).

Carly began her nursing career as a Postpartum nurse with a desire for Labor and Delivery. She states that her time on Postpartum helped her gain knowledge, experience, and overall taught her how to become a new nurse. After being on Postpartum for approximately a year and a half, Carly decided that she was ready to make the move to Labor and Delivery (L&D). She has now been on L&D for a little over a year and a half.

Carly is currently serving as co-chair on Labor and Delivery's Unit Based Council. She is also the High Reliability Influencer for Labor and Delivery. During her time at SGMC, she has obtained a total of six DAISY Award nominations. One of the nominations is pictured.

Carly truly enjoys her job and states, *"I cannot adequately express the joy that comes with helping a family bring a new life into the world. It is such a blessing to play a role in such a monumental time in a person's life. Some days are hard, but being there for a patient and her family and providing care and support when they need it most is above all my top priority."*



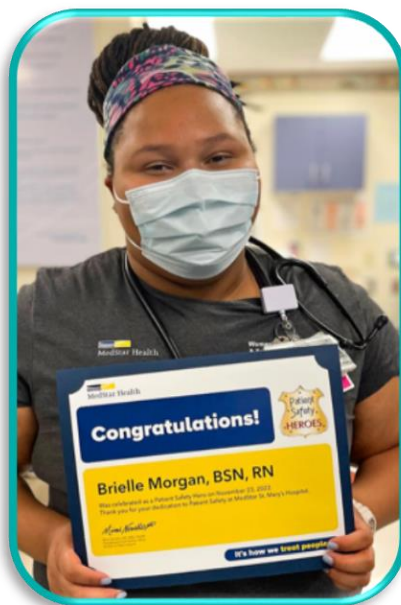
Carly Williams, ASN, RNC

NRP Spotlight

MedStar St. Mary's Hospital

Submitted by: Jeanne Hill, MSN, RNC, CNE, C-EFM
Nursing Professional Development Specialist
Nursing Residency Program Coordinator

Brielle Morgan, BSN, RN is a January 2023 graduate of the Nurse Residency Program at MedStar St. Mary's Hospital (MSMH) who works in the Women's Health & Family Birthing Center. A few months ago, Brielle was conducting a routine assessment of a newborn baby when she noticed an abnormal heart sound, called a murmur. While murmurs can be common in newborns, Brielle noticed that this murmur was unusually loud and suspected that there could be a problem with the heart's anatomy. Brielle performed a routine screening done on newborns to help detect the possibility of heart defects, called the Critical Congenital Heart Disease (CCHD) screening test. Despite the murmur, the CCHD was negative on repeated attempts. Brielle, still concerned about the murmur, escalated her concerns to the pediatrician on service in the newborn nursery. An ultrasound of the heart was performed and showed a serious anatomical defect known as Tetralogy of Fallot, which requires surgery to reroute oxygenated blood to the correct side of the heart. A neonatal cardiologist was consulted at the referral pediatric center and helped to guide the baby's follow-up care. The newborn had the required surgery within the first week of life and is thriving. Brielle trusted her assessment and did not rely on the negative test alone to disregard her concern. Brielle received the MedStar Health Patient Safety Hero Award for her good catch!



Brielle Morgan, BSN, RN

Rising Star

Sentara Norfolk General Hospital

Submitted by: April O'Conner, BSN, RN, CCRN

Nursing Professional Development
Generalist



Jasmine Faulkner, RN

Ms. Jasmine Faulkner, RN advocated for her patient with atypical symptoms of a STEMI. She was taking care of a patient admitted for spontaneous pneumothorax. He started to complain of tingling in his arm and not feeling well but denied chest pain. She immediately asked the provider for assistance, and they ordered a stat chest X-Ray. She still had that "nursing feeling" and used her critical thinking skills to perform a 12 lead EKG. When she performed the EKG, she immediately notified the provider, as the patient had ST elevations. As soon as the provider saw the EKG, he instructed Jasmine to call a STEMI alert, and emergently brought the patient to the cath lab. He had 100% occlusion of the right coronary artery! They were able to stent and clear the occlusion and he was later discharged home without complications. Without Jasmine, this patient may have had a poor outcome!

Jasmine shows her commitment to both Sentara and her practice by displaying a questioning attitude and paying attention to detail. She asked for additional testing and listening to her nursing intuition. She continues to grow and fine tune her nursing skills and is an asset to our incredible team here at Sentara. We are so proud of how she has blossomed and is on her way to becoming an expert nurse!

NRP Spotlight

NYU Langone Health, Long Island

Submitted by: Manjula Stanislaus, MSN, MHA, NPD-BC, CV-BC, CCRN, CMC
Nursing Residency Program Coordinator
Vincenza Coughlin, PhD(c), MS, RNC-MNN, CNE, NPD-BC, NEA-BC
Director of Education & Training and Community Wellness
Woodlyne Pierre-Lallemend, MSN, RN, MEDSURG-BC, GERO-BC,
NPD-BC, CNL, PMGT-BC, LNC
Nursing Professional Development Specialist



Bianca Paul, BSN, RN

Bianca Paul, BSN, RN is a Nurse Clinician on a 42-bed Surgical/Orthopedic Unit at NYU Langone Hospital - Long Island (NYULH-LI). Bianca began the NYULH-LI Nurse Residency Program in August 2021 after graduating from Mercy College in New York. As a Nurse Resident, Bianca completed a comprehensive literature review and Evidence Based Practice project about improving the electronic health record workflow in the provision of patient care titled "How Could a More Focused Epic Flowsheet Affect Postoperative Patient Outcomes."

Bianca is in continued pursuit for professional development and leadership, for example serving as her unit's Geriatric Resource Nurse (GRN). The role of the GRN is to serve as a direct resource on the clinical unit supporting age-friendly, patient-centered nursing practices and promoting health outcomes for patients aged 65 and older. The role of the GRN is in alignment with the NYU Langone Nursing Strategic Plan as well as the Nurses Improving Care for HealthSystem Elders (NICHE) framework.

Bianca has been an active and supportive member of her clinical unit and of NYULH-LI professional development initiatives. She serves in roles such Unit Champion for Hospital Acquired Conditions, preceptor, member of the Nursing Professional Advancement Program (NPAP) Committee, and member of the Clinical Practice and Operation Council. As an active participant of the Clinical Practice and Operation Council, Bianca leads efforts through shared governance in promoting care delivery models through review of nursing standards, endorsement of clinical resources, and evaluation of utilization and operations. As a NPAP Committee member, Bianca participates in peer review of clinical ladder promotion applications and panel discussions.

Bianca's most current quality improvement initiative, "Out by Noon Protocol", includes a renovated checklist that allows nurses to preemptively prepare patients for discharge 24 hours in advance.

This protocol is designed to increase efficiency, enhance interdisciplinary communication, close the gaps in missing information before discharge, optimize the patient for discharge in education, medication review, and equipment access. This initiative has led to an increase in discharge before noon rates for the unit and increased patient satisfaction through HCAHPS scores through the domains of Discharge information, Communication with Nurses and Care Transitions.

Bianca demonstrates remarkable success in scholarship presenting professionally both internally and externally. As a McNair Research Scholar Poster presenter, she highlighted research summaries related to social justice issues such as equitable access to healthcare for minorities during the COVID 19 pandemic and the plight of pregnant African American women and their mortality rates. Bianca is a member of Sigma Theta Tau International Nursing Society and has participated in many volunteer programs such as camp nursing within her neighborhood.

Bianca is an exemplary graduate of the NYULH-LI Nurse Residency Program. In Bianca's words, "*I believe nursing is a flower, you can plant a seed but for the flower to flourish and blossom to its greatest potential, we must feed it knowledge, constantly work at its growth, and allow its source of sunlight to be evidence-based. This is what keeps me motivated throughout my journey.*"

Team Building

UW Health, Madison

Submitted by: Molly Daniels, MSN, RN, CMSRN

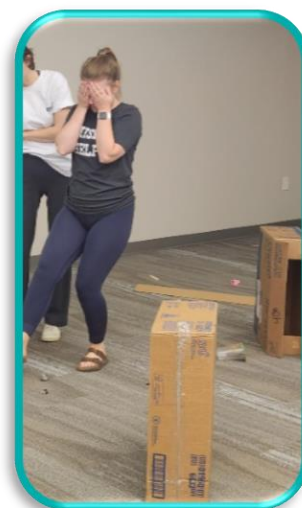
Nursing Education Specialist-Transition to Practice

Clinical Program Coordinator 5 North, Nurse Residency Program

In the Fall of 2022, the inpatient UW Health NRP program in Madison, WI moved their classes out of the hospital into a larger office building due to space limitations. This change allowed NRP classes to change from hybrid to all in-person. With this change to in-person, we noticed that cohort bonding had been impaired related to nurses attending class virtually up to this point. For example, a February'22 nurse resident attended her first in-person class in October of 2022 and whispered to me on arrival, "Who are these people?!", referring to her cohort colleagues! This was a very clear message to us that we needed to reacquaint the cohort! Beginning in November of 2022, we implemented team building activities for all cohorts to re-introduce the groups that had, in some cases, not seen each other since orientation. Along the way we discovered that these activities should continue beyond month 1 or 2 and could be used for learning as well. We created a variety of activities that encouraged them to work together as well as draw on the knowledge they have gained in practice or from NRP content. Activities include, but are not limited to:

- Family Feud
- Connect-4
- Landmine
- Time management board game
- Headbands
- Scattergories
- NRP Escape Room

Teambuilding activities are now offered nearly every month and are well-received by the nurse residents!



Pictured: Shaun Barry (August'22 Cohort) working through our "Land Mine" communication activity



Pictured: Margaret Harrington, Olivia Mabry, and Summer Kuhn from the September'22 Cohort playing Connect-4



Making A Difference

University of Maryland Medical Center

Submitted by: Robin Price, MSN, RN

Manager, Nurse Residency Program & Nursing Retention

Ramsha Ajaz, BSN, RN from the University of Maryland Medical Center in Baltimore, Maryland started her journey into nursing in July 2021. As with many, she began a nurse residency program in August 2021 during very uncertain times as the world was facing the Covid pandemic. During this unprecedented time, Ramsha met the extraordinary demands providing tireless hours of care to numerous patients all while coming into her own as a brand-new nurse in the Surgical Intensive Care Unit (SICU). Despite the challenges of completing a virtual nurse residency program due the pandemic, Ramsha and team were able to complete and present an impressive final evidence-based practice project entitled "Nursing-led Interventions to Decrease Iatrogenic Anemia among Adult Surgical ICU Patients" in July 2022.

The EBP projects completed by these nurse residents are associated with efforts to identify best practices for nursing as well as other disciplines raising the bar for clinical practice and advocating for increased accountability and improved patient outcomes. Ramsha and team continued with these efforts and presented their work during our hospitals' accreditation site visit with the Commission on Collegiate Nursing Education (CCNE) in October 2022. The incredible work produced by this group of new nurses was truly impressive and mentioned during the visit by the evaluation team.

Ramsha continued implementation of this project by teaming up with another previous new grad from the Medical ICU to continue developing a process to standardize blood waste. They successfully presented the project in many different hospital-wide forums to share best practices including the University of Maryland Medical System Clinical Practice Summit in September 2023.

Ramsha continues to be an exceptional leader who is making a difference demonstrating many leadership skills within her first two years of becoming a nurse in the SICU.

Ramsha is also very engaged in both unit-based and hospital-wide committees, earning her spotlight recognition awards from her peers and managers in Compassion, Innovation, Excellence, Teamwork and Collaboration, as well as Nurse's Week awards on her unit including Rookie of the Year in 2022 and Rising Star in 2023. She participates in her unit-based retention and mentorship committees further fostering a supportive environment for the SICU staff.

"Ramsha continues to be an exceptional leader who is making a difference demonstrating many leadership skills within her first two years of becoming a nurse in the SICU."

She is currently the chair of her unit-based Professional Development Council, co-chair of her unit-based Operations Council and is actively involved in the hospital-wide Professional Advancement Council, Magnet Champion subcommittee and the Diversity and Inclusion Council. She also creates her unit's quarterly newsletter which includes both personal and professional information from our interdisciplinary team and is used as a tool to share information about our staff, unit, and hospital initiatives.

Ramsha continues her work with her evidence-based practice projects through her Cardiac Nursing Fellowship and is currently turning her project into a hospital-wide policy change. She successfully precepts new graduate nurses and serves as a small group facilitator for our hospital-wide nurse residency program to help mentor current new grads completing the program and making their transition into their new roles.

We are honored to recognize Ramsha who is making a difference in so many ways throughout our organization.



Ramsha Ajaz, BSN, RN

NRP Spotlight

Sentara Princess Anne Hospital

Submitted by: Joanna Fernandez-Rosacia, MSN, RN, NPD-BC
Nurse Residency Coordinator

Claire Martin is a certified registered nurse currently working at the Cardiac Telemetry Unit of Sentara Princess Anne Hospital. She completed her Nurse Residency Program last April 12, 2022, and continued to grow professionally. She has been described as a natural bedside nurse with great intuition, respectful, thorough, and she has an impressively in-tune critical thinking mindset who strives to go above and beyond for her patients and fellow staff. She describes herself as someone who never stops learning. She had recently completed her certification in Cardiac Vascular Nursing. She currently represents her unit to the Hospital Partnership Council and the Congestive Heart Failure Committee. According to her *"I enjoy being a part of something that can make positive impacts on our patients and work life."*



Claire Martin, BSN, RN

NRP Spotlight

Penn Medicine – Pennsylvania Hospital

Submitted by: Elise Turnbach, MSN, RN, CEN
Nurse Residency Program Coordinator

Ariel is a dynamic, engaged, and passionate Clinical Nurse II in the Emergency Department at Pennsylvania Hospital, Penn Medicine. Ariel graduated with a Bachelor in the Science of Nursing from Drexel University in 2021. She started her career within the organization in 2021 and has taken several opportunities to further her professional development and improve the patient experience. While Ariel was a nurse resident on a telemetry inpatient unit, she noticed an increase in *Clostridioides difficile* (C. diff) infections and was curious about contributing factors, including patient hand hygiene. What started as a nurse residency evidence-based practice project turned into a larger initiative. She accepted a nursing research fellowship at Penn Medicine and completed a literature review about patient hand hygiene before meals. This work was an exemplar used when Ariel received a Care, Lead, Innovate Award at Pennsylvania Hospital in May 2023. Ariel regularly shares her experience with new cohorts of nurse residents as a panelist in a Penn Medicine Nurse Residency panel highlighting recent graduates and their program experiences.

Ariel is a dedicated advocate to patient safety and disseminated her findings on the importance of patient hand hygiene to her nursing peers. But it is not just a passion for quality and safety that makes Ariel exceptional, it is her compassion and empathy seen at the bedside. A colleague writes of Ariel, *"Whether it's holding their hand during a difficult procedure or taking the time to listen to their concerns, Ariel understands the importance of empathy in building strong relationships with her patients. Her genuine compassion shines through every interaction, offering solace and support to those who need it the most. Optimism is a driving force in Ariel's approach to both*



Ariel S. Kamen, BSN, RN

her personal and professional life. Despite the challenges she may face, she always maintains a positive attitude and believes in finding silver linings even in the darkest of situations. The innate optimism not only uplifts the spirits of her coworkers but also fosters a sense of hope among her patients."

Ariel's nursing care delivery embodies the tenants and vision of Penn Medicine, including leading with humanity and uplifting our community. For her commitment to living and delivering compassionate, quality care, Ariel received the Penn Medicine Experience Advocacy Award in October 2023. She is a sister, daughter, friend, passionate community member, and an uplifting member of the nursing team at Pennsylvania Hospital.

Highlighting EBP

Children's Health

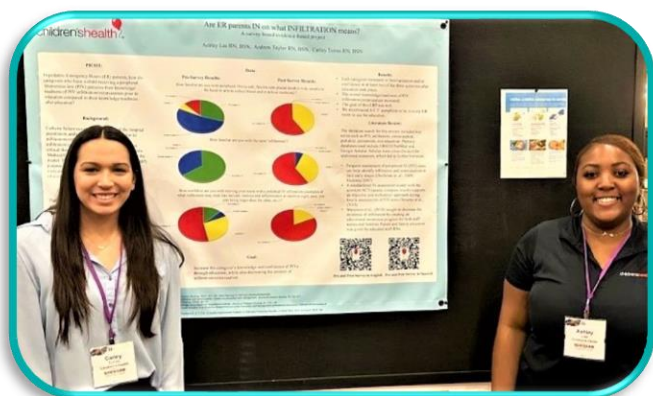
Submitted by: Tiffany Montgomery, MSN, RN, NPD-BC

Director, Transition to Practice and Clinical Onboarding

The NRP at Children's Health enculturates nurses to be evidence-based practice practitioners at the very beginning of their careers. At the conclusion of residency, the nurse residents present their year's long evidence-based practice projects to colleagues and leaders during graduation. This foundation of discovery and dissemination of findings gives these new nurses the confidence to continue to disseminate outside of Children's Health and even on the national level.

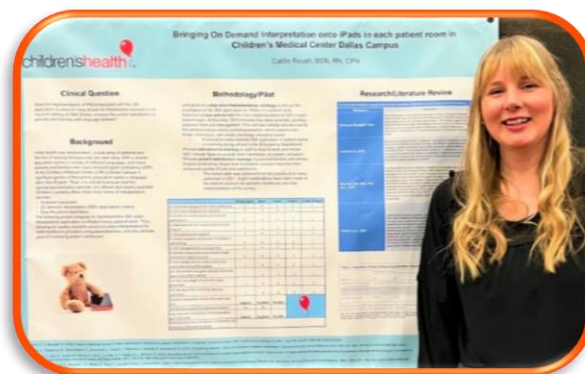
The Society of Pediatric Nursing Annual Conference is a national event in which pediatric nurses share new knowledge and skills and network with nurses from around the country. In 2023, three groups of nurse residency alumni shared their evidence-based practice projects via poster presentations at this event.

Andrew Taylor, BSN, RN, Ashley Lee, BSN, RN, and Carley Torres, BSN, RN, July 2022 nurse residency graduates, shared their project, "Are ER Parents IN on What INFILTRATION Mean?" In this project, patient families were surveyed on their familiarity with what an IV device is, familiarity with what infiltration means, and confidence in being able to alert their child's nurse if they suspected an IV infiltration. Families were then educated on IV infiltration and demonstrated an increase in knowledge and confidence in reporting suspected infiltration post implementation.



Carley Torres, BSN, RN and Ashley Lee, BSN, RN

February 2022 nurse residency graduate, Caitlin Roush, BSN, RN, CPN shared her project, "Bringing On Demand Interpretation onto iPads in Each Patient Room in Children's Medical Center Dallas Campus." Her project sought to remove barriers for the 20% of our patient population who do not list English as their preferred language. By providing on-demand interpretation devices, a trusting relationship is formed between this vulnerable patient population and hospital staff.



Caitlin Roush, BSN, RN, CPN

Madysen Roehrig, BSN, RN and Karen Barajas, BSN, RN, July 2022 graduates of the nurse residency program, shared their project, "LAPS Not Apps: Evaluating the Use of Electronics in a Level 4 NICU". This project focused on promoting an environment for optimal neurodevelopment. These nurses created a quick reference guide/education addressing the use of electronics for NICU patients for NICU staff as well as parent education on the importance of a quiet environment for neurodevelopment. These nurses advocated for designing a quiet environment using quiet signs that act a reminder to keep noise levels low.

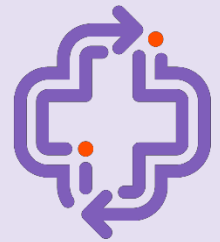
Growing a career of excellence in nursing is reliant on a strong foundation. The NRP at Children's Health continues to empower nurses to develop into their full potential, creating a generation of nurses who are advocates, inquirers, and clinically exceptional nurses.

Making A Difference!

South Georgia Medical Center

Submitted by: Shaknequa Pleas

Nurse Residency Program Manager



Courtney Howell BSN, RN graduated in January 2021 from Valdosta State University and received her Bachelor of Science degree in Nursing. She started her first job at South Georgia Medical Center in Valdosta, Georgia on 5West, Medical Surgical/Oncology unit on night shift as a staff nurse. She started the nurse residency program March 2021 and successfully completed residency February of 2022 with Cohort 4. She transitioned from advanced beginner to competent and she credits nurse residency for her first year transitioning so much smoother. Every meeting was like an outlet to get to talk to my coworkers to see how they were feeling about their positions as new grad nurse. It also helped her gain not only friendships but confidence in herself and her nursing skills.

After working night shift for about two years and building her skills, knowledge, and confidence she accepted a dayshift charge nurse position. Since accepting that position, she and her coworkers were awarded the DAISY Award by a very special patient. She has also received a nomination by one of her coworkers. Her home department, 5 West, has established a Unit Based Council that she currently serves as chair. The unit is working to improve patient safety and build staff morale. Each month a unit meeting is held where we discuss things that are taking place and things we would like to implement. She has learned so much in the short amount of time that she has been a nurse. She loves her job and the impact she has been able to make. She is a great leader on her unit, well respected, and has the sweetest spirit in all she interacts with. Her enthusiasm will only continue to encourage others to join committees and be involved to make the units and organization a better place to work.



Courtney Howell, BSN, RN

Congratulations NRP Graduate!

Johns Hopkins Howard County Medical Center

Submitted by: Stephanie Al-Adhami, MSN, RN, NPD-BC, CAPA

Nurse Residency Program Manager

Sean Choi, BSN, RN (2022 NRP Graduate) was awarded the 2023 Johns Hopkins Howard County Medical Center Rising Star Award. The award is presented to an individual who has worked at the hospital for two years or less and has made a significant different or improvement in care or processes. Sean is a med-surg/oncology nurse. Congratulations Sean!

Congratulations NRP Graduate!

Cedars - Sinai Medical Center

Submitted by: Charisse Murakami, MSN, RN
Nurse Residency Program Coordinator

Kelsey Bauman, MSN, RN, CNL, a 2022 New Graduate RN, already earned a coveted spot as a podium presenter at October's 2023 Magnet Conference. The presentation explored nurse-driven, non-invasive screening mechanisms to prevent cardiovascular disease in postpartum women who suffered an adverse pregnancy outcome.

Kelsey co-presented alongside her mentor, Margo Minissian, PhD, RN, ACNP-BC, NEA-BC, FNLA, FAAN whom she met as a graduate student. Her mentorship with Dr. Minissian allowed her to explore the field of nursing research and learn firsthand how research studies are conducted and disseminated to the scientific community.



Nurse Residents Nationally Disseminate their EBPP Results

University Health

Submitted by: Rebecca Rodriguez, MSN, RN, NPD-BC, CPN
Nurse Residency Program Coordinator

Two nurse residents, now NRP alumni, Kayla Hazel and Elizabeth Veach, designed and implemented an interprofessional EBPP to reduce pressure injuries in the prone critically ill patient, which resulted in improved patient outcomes. Further, their abstract was accepted for a poster presentation in May 2023 at the AACN NTI conference in Philadelphia! Their EBPP work was instrumental in their unit's Beacon application – the unit received the Gold Beacon Award. Strong work, Kayla and Elizabeth!



Kayla Hazel, BSN, RN, CCRN
Elizabeth Veach, BSN, RN, CCRN