

Nurse Residency Program

News for Nurse Residents

July 2023



Inside this Issue

 Letter from Evy Olson, VP Nursing Programs	3
Daisy Award Winners: And the Award Goes To.....	4
Cedar Sinai Medical Center	4
Northwest Hospital, Randallstown	4
Nursing Excellence – Alumni Shines, Sentara Anne Princess Hospital	5
Nursing Excellence – Alumni Honorable Mentions, Sentara Anne Princess Hospital	6
Beginning Practitioner of the Year, Sentara SRMH Medical Center	7
NRP Spotlight, Colquitt Regional Medical Center	8
Unsung Hero: My Why, Memorial Hermann Health System.....	9
Congrats! Nurse’s Week Award Winners, UPMC Children’s Hospital of Pittsburgh ...	9
Rising Star, Penn Medicine Princeton Health	9
STOP Before You EPIC Chat, NYU Langone Health	10
Raising The Bar and Making a Difference, New York – Presbyterian Westchester ...	11
Building Community, Capital Health Regional Medical Center	12
Highlighting EBP, Sierra View Medical Center Porterville	13
Making A Difference, South Georgia Medical Center	14
Congratulations NRP Graduates, Grady Memorial Hospital	15
Medication Safety, Meritus Medical Center	15

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

Dear Nurse Residency Program colleagues,

Greetings Nurse Residents and Nurse Residency Leaders! I hope this finds you all doing well and getting ready for graduation season. It is an exciting time as we welcome thousands of new graduates to our nursing profession.

As I reflect about graduation season and all those new nurses coming into our organizations, it is exciting to think about the resources and support you are bringing through your programs. This year we have over 37,000 nurse residents in the program across 47 states. While the vast majority of new to practice RNs continue to begin their careers at a bedside setting, the number of nurses starting their careers in spaces outside acute care is growing. As a result, the Vizient/AACN Nurse Residency Program™ resources to support the program across care settings are being expanded to meet your needs.

The stories featured in this issue demonstrate how we are 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.

As we welcome summer and all that busyness it brings with it, I want to thank you all for the work you are doing and to take a moment to recognize the significant impact you have on our profession. Remember to follow the advice we give to our new nurses: take time for yourself, focus on your well-being and use what works for you as you manage stressful times. Above all else – have some fun and enjoy life. Thank you again for all you are doing!

I wish you all a great summer and a successful welcome to your new spring graduates. 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



And the Award Goes To.....

Daisy Award Winner

Cedars-Sinai Medical Center, Los Angeles

Submitted by: Charisse Murakami, MSN, RN, NPD-BC

Nursing Professional Development Practitioner, Nursing Education

A new graduate RN, Nena Maldonado has achieved many great accomplishments in her previous roles in Cedar-Sinai: a medical assistant in the surgical department, a nursing student, and new graduate RN. She continues to demonstrate excellence in human caring in her current role as a Clinical Nurse III in ICU by being an active participant in Cedars-Sinai's Shared Leadership Council and a Caritas Coach in training. Nena shares:

"I began my Cedars-Sinai journey as a medical assistant in a surgical department then as a PCU new graduate RN during the pandemic. My mentors during these times helped fuel my passion for patient care and professional ownership. In 2022, I received the Daisy Award in recognition of my compassionate patient care. Inspired by the Caritas Processes, I led a unit-based Mindfulness Mandala project to foster caring and healing at work. This project was adopted in other units. I continue my commitment to professional ownership by fulfilling my goals of becoming a trauma ICU RN and a Caritas Coach."



Maria Elena "Nena" Maldonado, BSN, RN,
PCCN
Clinical Nurse III

Daisy Award Winner

Northwest Hospital, Randallstown

Submitted by: Alexia Plummer, MSN, MS, RN

Nurse Residency Program Coordinator



Brianna Rodski, BSN, RN

Brianna Rodski graduated nursing school and has begun her nursing career at Northwest Hospital in July 2022. Brianna works dayshift in the very busy Emergency Department. On May 17, 2023, she was awarded with the Daisy Award. An award that so many work their entire career to earn, Brianna has displayed every characteristic of recipients within her first year of nursing. Brianna excels daily to provide safe and compassionate care to every patient. Resident Success! Congratulations Brianna.

Nursing Excellence – Alumni Shines

Sentara Princess Anne Hospital

Submitted by: Elizabeth Russell, MSN-Ed, RN, ONC

Nursing Professional Development – Generalist

Kelly Lemieszek's peers tell me that ever since she first started working at Sentara Princess Anne Hospital (SPAH) as a nursing care partner, she has always been a bundle of energy and been loved by all of her patients. I didn't meet her until after she had already completed her degree, but I was blessed to be present while she began her nursing career.

Even when she started as brand-new graduate nurse, I could tell that she was going to be an excellent nurse, and she has yet to disappoint me. Everything she does exemplifies our nursing vision to "create an environment of Health and Healing." She participated in her nurse residency cohort. While still participating in her nurse residency she began to ask for more responsibilities, including wanting to precept new hires, actively participating in her unit's partnership council, and serving as a hospital acquired infection (HAI) champion.

Within her first year of practice, Kelly has precepted her first new hire (an experienced nurse new to Sentara) and did an excellent job. By the time she graduated from her nurse residency program she had completed the System Preceptor Class and was starting to precept her first new graduate nurse and her orientee had nothing but stellar things to say about her experience.

She is a team player, often coming in to help the unit even if it just for a few hours. She does this with a smile on her face (even when it was covered with a mask you could tell she was smiling) and she is always sure to go out of her way to greet me when she sees me on the unit (even if she doesn't need me for anything). She was instrumental in the design for the unit's team tee shirt as well.

She never hesitates to ask a question if she isn't sure of something, she is always motivated to learn. She is compassionate when caring for her patients as well as her work family. You can always count on her to put a smile on your face if you are having a bad day. She also takes care of her community by continuing to volunteer with EMS while still working as an RN.

As a HAI champion she assisted her unit create an educational video on CAUTI prevention that was informative and funny. She also assisted with validating her peer's competencies with the new blood culture collection process, being proactive and seeking out individuals who needed to be validated still. She was also involved with the creation of her unit's HAI Education bulletin board. I can always count on her to help me pass along education to her fellow nurses when needed.



Novice Category Winner
Kelly Lemieszek, BSN, RN



Nursing Excellence – Alumni Honorable Mentions

Sentara Princess Anne Hospital

Submitted by: Joanna Fernandez, MSN, RN, NPD-BC
 Nursing Professional Development - Specialist

Nominees who continue to shine....

NOVICE Category

Nina Peveler, 4A cohort 13
 Kristin Hopkins, 4D cohort 11
 Claire Martin, 4D cohort 10

TRANSFORMATIONAL LEADERSHIP

Lauren Allred, ED cohort 2

EXEMPLARY PROFESSIONAL PRACTICE

Rachael Knight Resource Pool cohort 3

NEW KNOWLEDGE, INNOVATIONS, AND IMPROVEMENTS

Maria Estabillo, 4A cohort 9
 Abigail Manuel, RN cohort 8
 Jessica Yuzon, 4A cohort 7



Beginning Practitioner of the Year

Sentara SRMH Medical Center

Submitted by: Deborah B. Kile, DNP, RN, NE-BC, CPHQ

Nurse Residency Coordinator

Quality Improvement Coordinator

Sabrina Foltz, BSN, RN is currently enrolled in our nurse residency program at Sentara RMH Medical Center in Harrisonburg, VA. She recently won the “Beginning Practitioner of the Year” award during our annual Nurse’s Week celebration. This award is given to an outstanding new nurse, practicing less than 18 months. I will be sharing her peer nomination:

“Sabrina has excelled in her first year as a novice RN in her critical thinking, time management, and nursing judgement skills. As she started on her own, she has made several great calls for patient safety, escalating concerns, and getting them to a higher level of care. She always strives to learn all she can and ensures she delivers excellent quality care. She is one of the most recognized staff members on night shift by her peers and her patients.”

Sabrina diligently follows organizational policies and procedures. If she is unsure, she demonstrates a questioning attitude, advocates for her patient needs and uses her resources to ensure safe care is provided. Sabrina always has a positive attitude. Each night, she comes in with a smile on her face. She does not complain when she has had a hard night and helps her peers when they are busy. Her patients praise her bedside manner and professionalism.

From her start, she has made it known she is here for her patients. She is mentioned daily in leader rounds for the care she delivers. She understands the nursing bundles as evidenced by her patients always understanding their plan of care for the day. She leads by example to ensure hourly rounds and bedside shift report is done with intent.

Sabrina is recognized by her peers for always being willing to help. Her peers recognize her often in employee check-ins as someone who is helpful, respectful, and an excellent team player. She picks up extra shifts when able and flexible to help her peers when shift trades are requested. I could not be prouder of this nurse and all she has accomplished in her first year of nursing. I am eager to see her continued growth as she is a true asset to the nursing profession.”



Sabrina Foltz, BSN, RN



NRP Spotlight

Colquitt Regional Medical Center, Moultrie

Submitted by: Kayla Long, BSN, RN
Nurse Residency Coordinator

Hope Dorsey began her nursing career at Colquitt Regional in 2021, where she quickly established herself as a reliable and knowledgeable nurse. During the Nurse Residency Program, she was able to take part in a range of activities and initiatives that helped her to develop greater clinical competency and confidence. This included gaining greater knowledge of the healthcare system, carrying out evidence-based practice, and participating in interprofessional collaboration and communication. She has worked in a variety of settings, from the ED to inpatient and outpatient dialysis and has gained a wealth of knowledge and expertise in her field. She was also able to build strong relationships with her patients and their families, providing them with the support and care they needed.

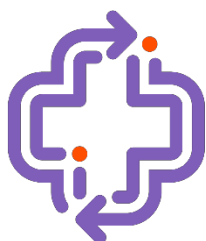
As Hope's career progressed, she transitioned to a charge role in the inpatient and outpatient dialysis setting. She was an instrumental part of the care team, providing both physical and emotional support to her patients. She is highly knowledgeable in the latest treatments and protocols, and she is always willing to share her knowledge with her fellow nurses.

Hope's experience in the nursing field has also enabled her to become a leader in her field. She has served as a mentor to many of her fellow nurses and has created a safe and supportive environment in the workplace. These are qualities that made Hope the ideal candidate for the recent promotion of Assistant Nurse Manager of Dialysis. What an amazing accomplishment.

Hope Dorsey is a highly qualified and experienced nurse, and her career is an inspiration to many. Her dedication to her profession and her commitment to providing quality care to her patients have made her a leader in the nursing field and has earned her the respect of her peers. Her experience is a valuable example of the positive impact that nurse residency programs can have on individuals and healthcare systems.



Hope Dorsey, RN



Unsung Hero: My Why

Memorial Hermann Health System, Katy Campus

Submitted by: Cynthia Rittenhouse, DNP, RN, NPD-BC, EBP-C
Education Resource Specialist III

Megan Poindexter is an IMU Nurse resident at Memorial Hermann Katy Hospital. She started the Memorial Herman Health System (MHHS) Nurse Residency Program in July 2022. Since then, she has had many accolades from patients and recognition by her peers. One story she shares is from an experience while on vacation with her husband and how that experience solidified why she became a nurse:

"We were in Wyoming visiting Yellowstone for a few days but staying a few hours away in Idaho. We drove to the park, sightseeing along the way. When we were almost to the park, Danny (my husband) noticed a trooper that looked as though he was wrestling a man on the ground in a gas station parking lot. Danny then realized that he was doing CPR and quickly pulled over. I jumped out and yelled over to the trooper that I was a nurse and relieved him from doing compressions. He had already been working on the man for about 20 minutes or so. EMS arrived not long after we did and started ACLS protocol. I did 4 rounds of compressions and switched out to bagging occasionally. Unfortunately, even after 2 doses of epi we had no shockable rhythm and couldn't get him back. First time I've ever done CPR on a person, and it was just so surreal because I didn't hesitate for an instant. My training kicked in and I knew exactly what to do, confidently. I can honestly say that this is the first time I feel 100% proud of myself and finally feel like a real nurse... I'm doing exactly what I'm meant to be doing."



Megan Poindexter, RN, BSN

Congrats! Nurse's Week Award Winners

UPMC Children's Hospital of Pittsburgh

Submitted by: Alison Stanish, MSN-Ed., RN
Clinical Education Specialist

2023 Preceptor Award

Katelyn Eustice, BSN, CCRN (PICU) – 2022 NRP Graduate

2023 Scholarship Recipients

Ashley Shor, BSN, RN (Nursing Services) – 2021 NRP Graduate

Natalie McKinley, BSN, RN (Emergency Department) – 2022 NRP Graduate

2023 LeMoyne Award for Nursing Excellence Nominees

Ashley Yurkovich, BSN, RN, CPEN (Emergency Department) – 2020 NRP Graduate

Leanna Plunkett, BSN, RN, CPN (Ortho/Neuro/Trauma) – 2019 NRP Graduate

Malia Rosenfeld, BSN, RN, CPN (CICU) – 2018 NRP Graduate, 2020-2023 NRP Facilitator

Rising Star

Penn Medicine Princeton Health

Submitted by: Sayo Sannoh, SN
Allison Healy, MSN, GERO-BC
Wendy Luca, MSN, RN, OCN
Caylee Wolf, MSN, RN, CCRN, CHSE

Tori noticed a rise in aspiration pneumonia and completed her Nurse Residency project on aspiration precautions. After Nurse Residency, she collaborated with a team to create several unit initiatives for screening and prevention. The project won 1st place in the quality improvement category at the 2022 Annual Penn Medicine Research and Evidence-Based Practice Conference. Tori has since been awarded the Helen McClelland Award for Research and Innovation, which recognizes nurses who utilize best practice to enhance patient care in an innovative way



Victoria "Tori" Norton, BSN, RN

STOP Before You EPIC Chat

NYU Langone Health, Long Island

Nurse residents making a difference through Implementing EBP strategies to improve physician-nurse communication-increase face-to-face communication, reduce delays in patient care and improve patient outcomes

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



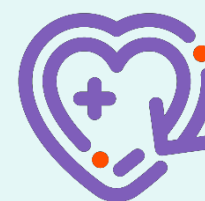
Matthew Avella, RN, BSN



Nailah Moore, RN, BSN



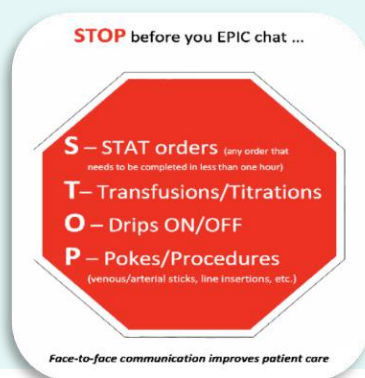
Marisa Dennis, RN, BSN



New nurses implemented "STOP before you EPIC chat" EBP, improving collaboration and patient outcomes in Critical Care. The goal of the project was to promote patient safety through effective communication. Matthew Avella, Nailah Moore and Marisa Dennis (pictured above) were awarded the 2023 Nurses Week Evidence Based Project Award based on their excellent work on this initiative. PICO: Is delayed patient care more common for adults in the ICU when healthcare professionals lack face-to-face communication than when they have it?

Methodology: To enhance the education and awareness of the nursing staff, nurse residents carried out pre- and post-surveys. Through collaboration with Nurse Residents, leadership, nurse managers, nursing professional development specialists, and Critical Care attending and residents, we implemented visual signage and training.

STOP before EPIC chat Visual Signage created at the Physician work stations.



PRE implementation Survey:

88.9% of the clinical staff agreed that a delay in communication led to a poor outcome for the patient. 100% strongly agree that Face-to-face verbalization of new orders will decrease the time patients receive Care. 66.7% of staff agreed that 30 mins at maximum are the longest they have gone without being notified of a STAT order.

Post-implementation: 71.4% of staff agreed that doctors currently utilize the face-to-face to communicate time-sensitive orders. 71.4% strongly agree that STOP before EPIC chat effectively decreases communication delays between providers and nursing staff. 57.1% strongly agree that STOP before EPIC chat has improved patient outcomes. There has been increased face-to-face communication since the implementation of STOP before the epic chat.

In summary, the nurse residents examine current evidence on the impact of depersonalization of communication with technological advancements.

Identify factors that impact physician-nurse communication in critical care settings.

Implement strategies to improve physician-nurse communication increase face-to-face communication reduce delays in patient care improve patient outcomes.

Raising The Bar and Making a Difference

NewYork–Presbyterian Westchester

Submitted by: Alex Aningalan, DNP, RN, CWON

Nurine Chodsh, MSN, RN, CPAN

Clinical Program Coordinator 5 North, Nurse Residency Program

The Nurse Residency Program (NRP) at NewYork-Presbyterian Westchester (NYPW) offers a valuable platform that can catapult new-to-practice nurses toward reaching greater career heights. Thanoon Thabet, BSN, RN, WTA-C has significantly raised the bar of excellence and is continuing to trailblaze the potential benefits of graduating from the NRP at NYPW.

Thanoon earned his BSN with Latin Honors (Summa Cum Laude) at New York's Lehman College in 2021. He entered the NRP at NYPW in February 2022. His NRP project explored the impact of nurse-physician bedside rounding on interdisciplinary communication and patient satisfaction. It was pilot tested on his unit and is on track to become a hospital standard.

Thanoon's commitment to excellence is evident from day one as he accomplished innumerable feats during his first year of nursing practice. He published a heartfelt poem at Sigma Theta Tau Honor Society's Nursing Centered platform entitled "Spread Your Wings." It captures the joys and trials of a novice nurse, while highlighting the value of mentorship in future nursing success. Its global publication turned Thanoon into a local celebrity at his institution as colleagues recognized the impact of his poem.

Thanoon's zest toward excellence continued throughout 2022. After graduating from the NRP Program, he was paired with the hospital's Manager for Wound and Ostomy Care, as part of NYPW's Mentorship Program. He then discovered his potential career as a wound and ostomy care specialist. He became his hospital's first Wound Treatment Associate Certified (WTA-C) earning the certification less than a year into practice. This rigorous certification is provided by the Wound, Ostomy, and Continence Nursing Certification Board

(WOCNCB), considered the gold standard in that specialty nursing certification. He published several articles for WoundSource, considered the world's number one source for wound information. He also presented a poster at the Symposium on Advanced Wound Care (SAWC) in March 2023, earning a top 15 nomination out of more than 500 submissions globally.

Through a hospital-wide election, Thanoon was elected as the campus chair for Skin Care & HAI Council and is actively involved in both unit and campus-wide councils. One of the hallmark projects he co-authored is a quality

improvement project utilizing a delirium prevention bundle that significantly decreased patient falls in an acute geriatric medical-surgical unit, setting an unprecedented patient safety standard on his campus.

Thanoon's successes earned him a peer-awarded Nursing Excellence award, as his hospital's Rising Star that during Nurses Week 2023. More recently, his article on the utilization of artificial intelligence as a non-pharmacological approach to wound pain was featured on video by HMP Global, a leading provider of wound care education to interdisciplinary clinicians.

At present, Thanoon is actively pursuing tri-specialty education and certification in wound, ostomy, and continence care, while also enrolled in an MSN program. One can say that Thanoon's career is just starting, but he is poised for an exponential career rise. Year to date, Thanoon has accomplished more in a year and a half than most have accomplished in their lifetime.



Thanoon Thabet, BSN, RN, WTA-C



Building Community

Capital Health Regional Medical Center

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

Clinical Nurse Specialist

Kaylee Hammond BSN, RN, nurse resident, Winter 2022 cohort, at Capital Health Medical Center at Hopewell, was the first speaker invited to participate in the New Jersey Collaborating Center for Nursing's Podcast. The purpose of the Podcast is to connect and build a community with other nurses and infuse hope into our daily conversations about nursing. The goal is to educate, inspire and share with others in the nursing profession, as well as all the people who work with, are helped by, want to support and are curious about nurses.

This first Podcast was geared toward making others aware of the need for medical/surgical nurses as it is the largest nursing specialty in the United States. Kaylee represented Capital Health proudly and spoke on such topics as why she became a medical/surgical nurse along with the challenges and rewards of nursing. In addition, she told stories of nurse mentors who are supporting her, experiences and support within the nurse residency program that have assisted with her transition from student to professional nurse and what drew Kaylee to be a medical/surgical nurse.

During the podcast, Kaylee explained to the podcast listeners and host, that nursing was a second career for her. Before she was a nurse, she was a licensed massage therapist for ten years and worked with many clients who experienced chronic pain. Because of her interest in pain management and after having a positive experience with nurses during her surgery for an ACL injury, she chose to pursue a career in nursing.

Upon graduation, Kaylee chose to work on a medical/surgical unit because she wanted to build a broad background in nursing. Kaylee felt this would give her a strong backbone in nursing if she chose to transition to a specialty unit later in her career. She currently works on a surgical unit and feels medical/surgical nursing is a specialty among itself. Seeing a wide range of surgical procedures including gender confirmation surgery has broadened her knowledge and skills in different areas of nursing care. Being on a medical/surgical unit along with what she learns through the nurse resident program has assisted in her development in organization, time management, prioritization, assessment and communication skills.

Kaylee's hope is that after listening to her story, new graduate nurses will develop an interest in medical/surgical nursing

“Being on a medical/surgical unit along with what she learns through the nurse resident program has assisted in her development...”



Kaylee Hammond, BSN, RN

Highlighting EBP

Sierra View Medical Center Porterville

Submitted by: Christine A. Williams MSN, RN, CCRN, PHN
Nurse Residency Coordinator and Clinical Educator

Interdisciplinary collaboration is essential for healthcare workers to provide safe-quality patient care. This collaboration is defined as “multiple health workers from different backgrounds working together with patients, families, caregivers and communities to deliver the highest quality of care” (World Health Organization, WHO; O’Connor, W. Nov 4, 2019). This partnership has also been shown to improve patient outcomes, reduce medical errors, expedite treatment and reduce costs by fostering staff relationships and satisfaction.

The Nurse Residents at Sierra View Medical Center (SVMC) in Porterville, California used their evidence-based curriculum, to collaborate and partner with the Graduate Medical Education (GME) Internal Medicine Residents on an EBP project called Stethoscope Hygiene. Both groups frequently use stethoscopes in patient assessments and care. The stethoscope has often been referred to as “The 3rd Hand” in reference to hand hygiene protocol. In defining stethoscope hygiene, the Nurse Residents explained by giving a great example using a comparison to hand washing. Just as we wash our hands between each patient, clinicians should disinfect their stethoscopes after every patient assessment using a proper cleansing protocol. By doing so, we are preventing the spread of cross contamination of pathogens that may cause further health issues and infections in patients. Pre- and post-implementation surveys were administered, culture swabs were taken from the GME Resident doctor’s stethoscopes, education and training on an approved cleaning protocol was developed and finally, the protocol process was implemented. Post implementation data was collected. The Nurse Residents were the “secret shoppers” for the surveillance and data collection with a focus on post implementation compliance. Their EBP project was successfully presented. This EBP project demonstrated the importance of true teamwork and communication. As a result of this relationship, the Stethoscope Hygiene Protocol is being established as a process throughout the organization. This cohort group of Nurse Residents completed their one-year program by April 2023.

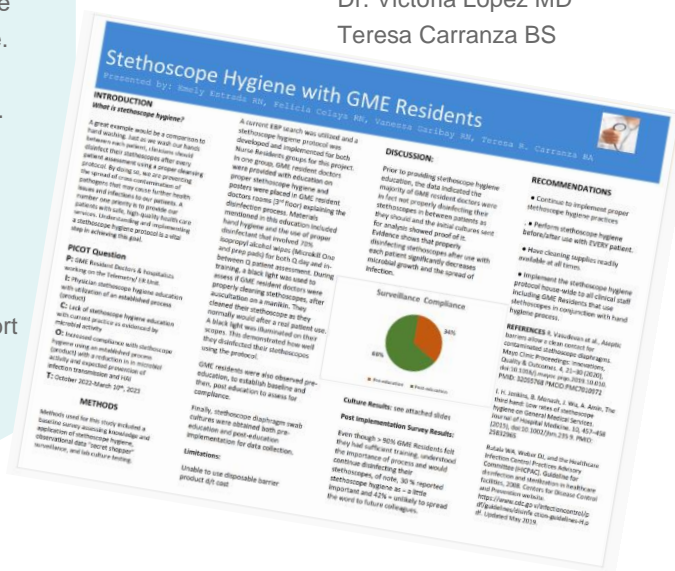
Thank you again to these two groups for all their hard work and effort in providing safe-quality patient care at SVMC.



Brent Torres BSN, RN
Vanessa Garibay RN
Emely Estrada RN
Felicia Celaya RN
Alonso Valle Mariscal RN



Christine Williams MSN, RN, CCRN, PHN
Dr. Victoria Lopez MD
Teresa Carranza BS



Making A Difference

South Georgia Medical Center

Submitted by: Shakenequa “Shug” Pleas, MSN, RN

Nurse Residency Coordinator

Kristen Miller BSN, RN was a nurse resident in Cohort 2, July 2020 at South Georgia Medical Center (SGMC). She always had an eager drive of pursuing more and learning. She was able to successfully plan her wedding and get married during her first year of nursing school, during COVID-19, and while attending nurse residency. Kristen’s initial goal after nursing school was to work in the mother/baby department but she accepted a job in cardiac intensive care unit. After a few months in, she experienced some uncertainties about future goals and wanted a change. She professionally leaned on Shug, Nurse Residency Program Manager at South Georgia Medical Center for advice. Options were discussed and encouraged her to be open and transparent with her leader at the time (professionalism). After completing this, she opted to not to leave her unit and continue as she felt her confidence was improving and she was truly enjoying it. In 2022, she decided her personal life was pulling for a change professionally to have more balance. She again reached out to Shug, NRP Program Manager for advice. Shadow time for a new department was arranged by NRP Manager and Kristen LOVED the experience. Future goals were discussed, and she decided to apply for a dayshift job. She accepted the position in IV Therapy and has been excelling since. She has also joined Nursing EHR Enhancement and Development (NEED) council and remains active. Most recently she took the initiation to request to come back and speak with the new nurse residents about IV Therapy. Her presentation included ways to improve the workflow between nursing and the IV Therapy team, type of procedures, type of products, length of time different line types can remain in place, etc. She realized and

appreciated how much she had learned since transferring and expressed she felt new nurses needed to hear the information because they probably were unaware just as she was.

“Kristen also reached out expressing the possibility of adding more skills into nurse residency to decrease anxiety...”

Kristen also reached out expressing the possibility of adding more skills into nurse residency to decrease anxiety and have all new staff learning in the same environment prior to the interacting with skills on the units with veteran staff. She offered to be of any assistance she could to help make this happen. She did an excellent presentation and presented on a separate occasion about work/life balance, particularly adjusting to night shift as a new nurse. She is an excellent individual that has been a joy and remains a constant friend post nurse residency. I am so very PROUD of her!



Kristen Miller, BSN, RN



Congratulations NRP Graduates!

Grady Memorial Hospital

Submitted by: Erica Henderson, DNP, MSN, RN, CCTC
RN Resident Program Manager

The July 2022 cohort has successfully completed the Nurse Residency Program at Grady Memorial Hospital! This cohort initially consisted of 42 RN Residents graduating. In addition to celebrating our RN Residents, the winning group for the Quality Improvement Poster competition was announced. We decided to make the Quality Improvement Poster presentations a little more interesting by turning it into a “friendly competition”. Leaders showed their support by attending the RN Residents’ presentation and voting for the best poster. The winning group was not only announced during graduation but was also presented with a small gift! Graduation is always filled with excitement and provides an opportunity for Grady to celebrate the accomplishments of our RN Residents! Grady Memorial Hospital created a video to honor the July 2022 cohort. To see the video, please contact Dr. Erica Henderson at EVHenderson@gmh.edu.

Medication Safety

Meritus Medical Center

Submitted by: Sonja L. Akers, MSN, RN, CFRN
Nurse Residency Program Coordinator

Jessica Marrs is a second-career RN on the Oncology/Palliative Care floor at Meritus Medical Center. She completed the Vizient/AACN Nurse Residency Program in April 2023. During nurse residency, Jessica so graciously allowed Sonja Akers, Nurse Residency Coordinator a glimpse into the story of her younger sister, Johanna, who suffered a life-altering medication injury at the age of 19. Jessica shares her sister’s journey on her road to recovery and the impact this event had on her family and loved ones. She discusses the immense responsibility nurses have in the safe administration of medications. Possibly even more touching is her poignant reminder to always care for others while remembering that they are more than the disease, illness or injury; they are, “somebody’s somebody”.

Jessica’s video is used in the Nurse Residency Program at Meritus as part of the medication safety curriculum. The video has led to critical discussions among residents not only relating to safe medication administration, but also communication, process improvement, event reporting, self-care, patient monitoring and more. The latter part of the video reminds us all that relationship building and recognizing our patient’s individuality is something we must be intentional about, and is truly the center of the art of nursing.



If you are interested in obtaining a link to this video interview, please contact Sonja Akers, sonja.akers@meritushealth.com.

