

nursing excellence structural empowerment
exemplary professional practice
new knowledge, innovations, and improvements
transformational leadership empirical outcomes



Nursing Report 2022





Message from the CNO

Recently I read a quote by Mary Robinson, the first female President of Ireland, which stated, “Nobody can go back and start a new beginning, but anyone can start today and make a new ending”. After overcoming a multitude of obstacles over the past two years, we are now in a better place with understanding COVID, but remain confronted with workforce shortages, health care worker burnout, and financial constraints. As much as we would like to “go back and start a new beginning” in a world without COVID, we cannot. So how do we “start today and make a new ending”? One strategy is uniting and working together, on our identified opportunities, that are critical for us to provide exceptional and safe care to our patients. This is accomplished by ensuring our Nursing Strategic Plan has a strong focus on supporting our nursing staff along with providing high quality care, exceptional service, and financial stewardship.

Several months ago, Frederick Health nurse leaders, began reviewing the current Nursing Strategic Plan to validate the components in the plan were still relevant and robust. This is important, because a robust strategic plan is a critical component to ensure exemplary patient care and to provide a clear direction for us to follow. A total of 11 strategic goals and 22 strategic initiatives based on the core components of the Magnet Recognition® program were identified to guide the nursing division for the next three years. Some of the goals included:

- Promoting workplace diversity, equity, and inclusion.
- Strengthening clinical nurse advocacy for resources specific to nurse well-being.
- Investing in leadership development that emphasize nurses as leaders at every level.

- Improving patient outcomes by ensuring nurses participate in interprofessional decision-making groups.
- Promoting continuous learning and professional growth for a highly skilled nursing workforce.
- Improving the delivery of nursing care and outcomes through the promotion of research and evidencebased practice (EBP) in our nursing culture.
- Establishing nursing innovations through a supportive EBP and research environment.

This is such an exciting time for nursing as we tackle obstacles using innovation, evidencebased practice, and our shared governance structure. The work we will be doing aligns with the American Nurses Association’s (ANA) theme for the 2022 National Nurses Week, ‘Celebrating Nurses Who Make a Difference’. As we look at how we are going to “start today and make a new ending”, every nurse at Frederick Health will need to ‘make a difference’ by bringing ideas, suggestions, and feedback on how to tackle the obstacles of workforce shortages and health care worker burnout.

We know the next couple of years will have its challenges. We will need to stay focused on our strategic goals, unite, and work together on our strategies and tactics to achieve the best outcomes for our patients and families, our workforce, and our community. Thank you for all that you do to serve our patients and I look forward to working with you to “make a new ending”.



Diane McFarland, DNP, RN, NEA-BC

Our Accreditations and Accolades

Our mission is to positively impact the well-being of every individual in our community. To provide quality, award-winning care, our dedicated team constantly reviews our practices and performance to ensure that you have access to exceptional care close to home.

We have been awarded numerous accreditations, designations, and recognitions including:

MAGNET Designation - The program provides a roadmap to nursing excellence, which benefits the whole of an organization.



2022 Women's Choice Award Winner

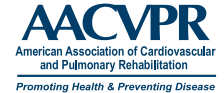
- Best Comprehensive Breast Center
- Best Breast Center



2023 Best Places to Work Award

- Presented by Frederick County Chamber of Commerce, City of Frederick, and Frederick County
- Awarded based upon our supportive culture, dedication to staff, and overall success

American Association of Cardiovascular and Pulmonary Rehabilitation Accreditation



American Heart Association 2023 Awards:

- Mission: Lifeline® Receiving Center Gold STEMI Award
- Mission Lifeline® Receiving Center Gold NSTEMI Award
- Get with the Guidelines: Stroke Gold Plus Award
- Target: Stroke Honor Roll ELITE Award
- Target: Type 2 Diabetes Honor Roll Award



MIEMSS Designation - Cardiac Interventional Center (CIC)



2023 College of American Pathologists Accreditation



Our Accreditations and Accolades, cont.

VON Award

- Awarded based on successful completion of standardized universal education and training to improve outcomes for infants and families

National Accreditation Program for Breast Centers (NAPBC)

- This award gives Frederick Health a three-year accreditation for prestigious care



American Association of Critical-Care Nurses Beacon Award

- Awarded based on excellence in improving the lives of patients



Blue Distinction + (BlueCross and BlueShield):

- Maternity Care
- Bariatric Surgery
- Knee and Hip Replacement



MBSAQIP Comprehensive Center for Bariatric Surgery



Frederick Health President and CEO
Thomas Kleinhanzl

Transformational Leadership

At Frederick Health, we understand that achieving excellence in today's complex healthcare environment takes a different kind of leadership. It is no longer adequate to solve immediate problems using existing systems and tried-and-true methods. What is needed today are bold, innovative approaches that transform an organization's values, beliefs, and behaviors, thereby creating a whole new vision for the future.

New Leadership Positions for Nurses at Frederick Health

Lisa Spencer-Smith, BSN, RN; 3G Nurse Manager

Emily Delauter, BSN, RN; 3A Nurse Manager

Michelle Parker, MSN, RN, PMH-BC Manager of BHU, Crisis and Clinical Nursing Services

Christopher Allen, RN, PMH-BC; Behavioral Health Clinical Specialist

Kasey Zern, BSN, RN; Oncology, Observation, and Float Pool Clinical Specialist

Sara Rogers, MSN, APRN-CNS, RN, ACCNS-AG, CEN, CPEN; Manager/CNS of the Clinical Education Center

Lauren Huzzy, MSN-Ed, RN, NPD-BC, CCRN, Critical Care Clinical Specialist

Patti Buckmaster, MSN, RN; Director for Medical Surgical Services

Kim Moser, BSN, RN, CMSRN; Manager, 4G/ Progressive Care Unit

April Fogle, MHA, BSN, RN, CSSGB; Lean Program Director

Angela Nasti, BSN, RN CEN; Manager of the Intensive Care Unit (ICU)

Barry Fleming, MSN, RN; Director of Emergency Services and Pediatrics

Patient and Family Centered Care

We believe that the best care for our patients happens when staff and families work in partnership following the principles of patient and family centered care. Our patients and their families are at the center of everything we do, and all our interactions with them—as well as with each other—revolve around:

The Patient & Family Centered Care Award

Dignity and Respect

We listen to and honor patient and family perspectives and choices. Patient and family knowledge, values, beliefs, and cultural backgrounds are incorporated into how we plan and deliver care.

Collaboration

We collaborate with patients, families, other healthcare providers, and hospital leadership regarding policy and program development, implementation and evaluation, health care facility design, professional education, and in the delivery of care.

Information Sharing

We communicate and share complete and unbiased information with patients and families in ways that are affirming and useful. Patients and families receive timely, complete, and accurate information in order to effectively participate in care and decision-making.



Participation in Care Decisions

We encourage and support patients and families in participating in care and decision-making at the level they choose.

This award provides an opportunity for our patients, families and employees to honor a staff member of Frederick Health who displays dedication and commitment to our goal of providing patient and family centered care. The recipient goes above and beyond their job responsibilities to make a difference in the lives of our patients, their families or healthcare team.

2022-2025 Nursing Strategic Plan

Frederick Health Nurses: Committed to Excellence

Demonstrate Transformational Leadership

- Promote workplace diversity, equity, and inclusion
- Strengthen clinical nurse advocacy for resources specific to nurse well-being
- Invest in leadership development that emphasizes nurses as leaders at every level of the organization
- Support nurses' well-being by strengthening clinical nurse participation in discussions and activities

Strengthen Structural Empowerment

- Improve patient outcomes by ensuring nurses participate in interprofessional decision-making groups
- Promote continuous learning and professional growth for a highly skilled nursing workforce
- Support nurses at all levels to engage in population health and outreach activities

Establish a Culture of Exemplary Professional Practice

- Strengthen professional practice through advancing clinical nurse participation in decision making groups and input into the professional practice model
- Promote initiatives that enhance nursing engagement
- Promote a positive patient experience environment through advancing Patient & Family Centered Care and Culture of Safety

Facilitate a Culture of New Knowledge, Innovations, & Improvements

- Improve the delivery of nursing care and outcomes through the promotion of research and evidence-based practice in nursing culture
- Establish nursing innovations through a supportive culture of evidence-based practice and research
- Establish a research-based review process for nursing practice related policies

Structural Empowerment

Structural empowerment in Magnet means nurses throughout the organization are involved in shared-governance and shared decision making committees and other structures and processes that guide and establish standards of practice. In addition, they are integral to process improvement initiatives. Information flows up in many directions so that nurses at the bedside have open communication with leadership, interprofessional teams, and the Chief Nursing Officer. Frederick Health senior leadership team are transformational leaders who foster an innovative internal environment. Based on a solid infrastructure, a framework of powerful processes, and a forward-thinking strategic plan, our organizational structure supports excellence and allows our mission, vision, and values to come to life every day. To further improve patient outcomes and support the health of the Frederick community, we have also developed strong relationships and dynamic partnerships with the Frederick County Health Department, March of Dimes, Mission of Mercy, Community Action Agency, Maryland Institute for Emergency Medical Services, law enforcement agencies, and other community organizations.



STRUCTURAL
EMPOWERMENT

Nurses Have a Voice: Shared Governance

STRUCTURAL
EMPOWERMENT

Quality, EBP, and Research Council

Evidence-Based Practice
Policies/Procedures
Research
Journal Club

Patient Experience Council

Patient Experience
Patient Education
Nursing Communication
Patient/Family Centered Care

Clinical Informatics and Technology Council

Evidence-based Clinical Documentation
Clinical Data Governance
Technology Integration
Informatics Competencies

Professional Development Council

Clinical Ladder
Professional Development
Peer Review
Retention/Recruitment
Recognition
Certification

Manager Council

ANA Code of Ethics
ANA Scope of Practice for Leaders
Staffing/Scheduling/Budget
Patient Experience
Charge Nurse Academy
Process Improvement/EBP
Nurse Satisfaction/Engagement

Advanced Practice/Clinical Expert Council

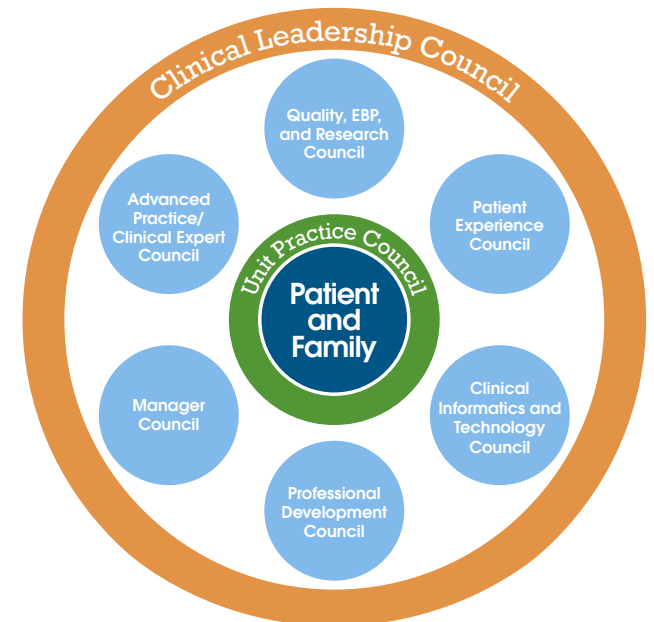
MHACs/Patient Outcomes
Patient Experience
Nurse Sensitive Indicators
Professional Development Orientation
Community Involvement
Supply/Product Evaluations
Culture of safety
Interprofessional Collaboration

Unit Practice Council

Nurse Satisfaction
Peer Review
Nursing Practice/EBP
Autonomy
Patient Safety
Patient Experience
Professional Development
Unit Goals/Plan
Nurse Sensitive Indicators

Clinical Leadership Council

Shared Governance Support
Nursing Strategic Plan
Annual Report
Peer Review
Care Delivery & Outcomes
Professional Practice Model
Interprofessional Collaboration



Nurses Have a Voice: Shared Governance, cont.

Quality, Evidence-based Practice, and Research Council

Vision:

Frederick Health Nurses provide excellent evidence-based care to patients and families using the nursing process (assessment, planning, intervention, and evaluation). Professional nurses define nursing practice in collaboration with nursing leaders and clinical experts. The nurses at Frederick Health contribute to the body of nursing science through evidence-based practice (EBP) and research.

Council Purpose:

The purpose of the Quality, Evidence-Based-Practice, and Research (QEBPR) Council is to define, implement, and maintain standards of clinical nursing practice at Frederick Health that are consistent with national, regional, and community evidence-based standards. These standards of nursing practice are clearly defined and provide a framework for all nursing clinical activity. The council provides education and support to nurses on searching the literature, research methods, EBP projects, and in the

conduct of research and outcomes measurement. Council activities drive delivery of the highest quality nursing care for patients and families, and directly contribute to interprofessional teamwork, and optimal outcomes.

Patient Experience Council

Vision:

Frederick Health provides the highest quality health care to patients and families in our community. Nurses are actively involved in on-going, systematic and responsible data gathering to continually improve care for patients and families.

Council Purpose:

The Patient Experience Council (PEC) identifies, coordinates, monitors, trends and reports patient satisfaction and education measures/ indicators and outcomes across all units and departments where nursing services are provided. The Council defines and recommends nursing and interdisciplinary strategies designed to improve patient care and patient education based on analysis of data.

Advanced Practice/ Clinical Expert Council

Vision:

A Clinical Nurse Specialist (CNS) is an advanced practice registered nurse (APRN). CNS work aligns with the mission, vision, and goals of the organization so that all CNS work is positively impacting the outcomes of the Quadruple Aim.

Council Purpose:

CNSs develop plans of care for, treat, and provide ongoing management of complex patients. They also provide expertise and support to bedside nurses, help drive practice changes throughout the organization, and ensure the use of best practices and evidence-based care to achieve the best possible patient outcomes.

CNSs collaborate with others to lead system-wide improvements and change in this very complex healthcare environment. They advance nursing practice by providing inter-professional, system-wide leadership to achieve organizational goals. Their leadership will be

Nurses Have a Voice: Shared Governance, cont.

Advanced Practice/Clinical Expert Council cont.

essential as we take on the challenges that are presented with improving outcomes and cost-efficiency, healthcare reform, and our journey to ANCC's Magnet recognition. This council serves to support the CNS/APRN team as they strive to achieve optimal outcomes.

Clinical Informatics and Technology Council

Vision:

Frederick Health provides nurses at all levels of the organization with a structure for shared decision making and the ability to affect change. Our vision is the development of an engaged, collaborative and professional nursing workforce that is focused on achieving exceptional clinical outcomes and supporting patient safety initiatives. Informatics supports nurses, consumers, patients, the interprofessional healthcare team, and other stakeholders in decision making in all roles and settings to achieve desired outcomes. This support is accomplished through the use of information

structures, information processes, and information technologies. The goal of nursing informatics is to improve the health of populations, communities, families, and individuals by optimizing information management and communication. The true potential of technology to support nursing and health care will be realized only when it is both ubiquitous and transparent.

Council Purpose:

The Clinical Informatics Technology Council (CLINTEC) provides a forum for intradepartmental discussion and decision making related to information structures, information processes and information technologies that impact clinical care and systems at Frederick Health. This includes the use of information and technology in the direct provision of care, in establishing effective administrative systems, in managing and delivering educational experiences, in supporting lifelong learning, and in supporting nursing research.

Nurse Manager Council

Purpose:

The Nurse Manager Council provides a forum

for the development and support of nursing leaders to influence the work of others in their department, to enhance the shared vision of Frederick Health. They strive to create a culture of quality and safety in care delivery through advocacy, leadership, shared vision, knowledge of clinical and business practices, and accountability. They collaborate with others to provide a multidisciplinary approach to improving care for patients and their families.

Nursing Professional and Educational Development Council

Vision:

Frederick Health provides nurses with career development, professional growth, and an environment in which to practice autonomously.

Council Purpose:

The Nursing Professional and Educational Development Council (NPED) creates, reviews, and evaluates professional nursing development across all units and departments where nursing services are provided.

Nursing Professional Development Council

Nursing Professional Development Reimbursement

The commitment to professional development for nurses, both new and veteran, is significant updating skills and competencies to effectively and safely meet changing population health needs. Lifelong learning and ongoing professional development impact multiple areas: nurse competency, patient care and outcomes, and contributes to a healthy work environment. Participating in professional development activities and learning opportunities were especially of importance this year related to high stress time of COVID-19.

Sharing new knowledge with peers is an important aspect of professional and educational development. Extending newfound knowledge helps our nursing professionals adapt to rapid change in practices, equipment, and technology which in turn contributes to safe and expert patient care.

Frederick Health offers the benefit of nursing professional development reimbursement.

Purpose: To assist with the professional and educational development of Registered nurses in direct care roles; and encourage RNs to actively contribute to the professional development of peers.

Scope: Conferences, continuing education, and professional organization memberships that apply to your current position. If

in doubt, obtain preapproval from your manager. Note: Tuition reimbursement and certifications are covered under other programs. (Tuition reimbursement – Policy HR 440; National certification reimbursement – Policy HR441) This program will cover nonrequired recertification.

Amount: Up to \$200 per fiscal year for fulltime RNs; Up to \$100 per fiscal year for part-time RNs.

Eligibility Criteria: Benefit-eligible RNs who work 20 or more hours per week (.5 FTE) who have completed their 90-day probationary period. RNs budgeted at .4 FTE (32 hours per pay period) prior to 2/1/2013. RNs must have competent and satisfactory level of work performance and attendance.

Nurses that take advantage of this benefit gain enhanced knowledge that impacts their patient care.

Nursing Quality, Evidence-Based Practice, & Research Council (NQERC)

The Nursing Quality, Evidence Based Practice, and Research Council (NQERC) holds meetings the 4th Wednesday of every month at 1:30.

Representatives from nursing disciplines throughout Frederick Health meet with the goal to encourage clinical inquiry that will improve patient outcomes. Members are excited to share projects that have been identified on their individual units that will improve practice. Evidence-based practice (EBP) is the cornerstone for creating a highly-reliable organization. At the unit level our members ask, how can our unit focus care on the patient and positively impact outcomes? Members are provided mentorship through member discussion, individual review of projects and shared information.

Journal Club

EBP is supported by scientific evidence. Each quarter NQERC hosts a Journal Club, following the regular monthly meeting. All nurses are encouraged to attend and participate. The Journal Club allows nurses the opportunity to gain experience in reading and analyzing the quality of research literature. Critical appraisal skills can be developed in a relaxed atmosphere with guided discussion. The article reviewed is pertinent to general nursing practice and you will receive one contact hour for participation.

Congratulations Graduates!

On behalf of the NPED council we would like to Congratulate and Recognize our recent graduates here at Frederick Health. We appreciate their commitment to learning and their many contributions to Frederick Health, our patients, and the nursing profession!

Ashley Olszewski, 3B, MSN, Drexel

Holly Herald, 3A, BSN, University of Maryland School of Nursing

Jeb Gibson, ED/NPD, MSN, University of South Alabama

Jill Fritsch, 3B/Endo, MSN, Walden

Kathleen Larcom, L&D, BSN, University of Texas Arlington

Kayla Boyd, Family Center, BSN, Western Governors University

Melinda Davis, L&D, BSN, American Sentinel College

Pamela Wood, ED, BSN, Towson

Sharron-Rose Kisalu, 3G, BSN, Trinity Washington University

Darren Boas, BHU, BSN, Frostburg State University

Imelda Timonera, Observation, MSN, University of Maryland, Baltimore

Jean Dinterman, IVOP, BSN, Frostburg State University

Jessica Auge, IVOP, BSN, Frostburg State University

Kristin Deck, Family Center, BSN, Liberty University

Mary Ellen Callura, 3B, BSN, Western Governors University

McKenzie Glotfelty, 4B, BSN, Chamberlain College of Nursing

Michelle Wivell, Surgical Services-OR, BSN, Frostburg State University

April Fogle, Program Coordinators, MHA, Mount St. Mary's University

Jenna Wolford, 4B, MSN, Walden University

MaryBeth Gammill, Pediatrics, MSN, Frostburg State University

Meghan Speiser, NPD, MSN, Chamberlain University

Nicole Elser, Family Center, BSN, Western Governors University

Stephen Nicewarner, 2B Observation, MSN, Chamberlain

Zandra Marsico, ED, BSN, Liberty University



Advancing Practice Through Credentialing

March 19 is recognized as Certified Nurses Day – the day when nurses celebrate their nursing certification. On this day, Frederick Health honored the dedication and service of certified nurses.

Certified nurses make a difference in the lives of their patients every day. They work incredibly hard to improve patient outcomes and be extraordinary health care providers. They exemplify professionalism, dedication, expertise, and service to nursing and their patients.

Frederick Health is proud to have



Patricia M. Abate
CMSRN, NPD-BC

Gerald W. Adcock CEN

Lois E. Ahalt
COHC, COHN-S, CRNP

Yvette Aidoo-Forson
COCN, CWCN

Christopher J. Allen PMH-BC

Nicole E. Allen PCCN

Rodnara L. Allen FNE A/P

Susan E. Archer
APRN-CNS, CCRN

Elizabeth A. Arnone CRNP

Tracy A. Asbury CN-BN

Jessica J. Auge OCN

Janice L. Babe ACM, CCM

Susan A. Baldwin CDCES

Ashley N. Balsley ACM-RN

Claudia C. Barahona CMSRN

Norma J. Bard CCRN

Melissa A. Barnhart PMH-BC

Francine Basciano CNOR

Cristy C. Bates CNOR

Bonnie L. Baust CNOR

Sandra K. Beal PMH-BC

Melissa Beck CRNP

Janice Beekman RN-NIC

Abby B. Belay CMSRN

Teresa R. Belcher PMH-BC

Heather M. Benjaminson
CMSRN, PCCN

Alexandra J. Bennett PMH-BC

Rebekah M. Bentz CMSRN

Suzette M. Berlin RNC-OB

Regina L. Bindas CMSRN

Jaclyn G. Bocchetti RNC-OB

Natalie M. Bonsby OCN

Heather K. Borek CNOR

Rachel Bosco CCRN

Stephanie M. Brennan CMSRN

Jessica T. Brewer CCRN

Karen A. Brodich
CPST, RNC-MNN

Carolyn N. Brown CNOR

Alexandra M. Browne CCRN

Amanda L. Bruce CMSRN

Rebecca L. Burall CCRN

Martine M. Burns CMSRN

Jennifer L. Burrier CMSRN

Dana L. Burriss CMSRN

Nicole D. Bussard
CMSRN, PCCN

Iralys E. Buttrum CCRN

Jessica L. Campbell CMSRN

Angela P. Caruso
C-EFM, RNC-OB

Kristin P. Cash PMH-BC

Seth C. Chapelle CEN

Judith A. Christopher CEN

Patricia D. Chuey
CHPN, HPCC

Carolyn W. Ciervo RNC-NIC

Cheryl L. Cioffi
ANP-BC, NEA-BC

Jamie L. Coburn CMSRN

Karen A. Coghill NPD-BC

Ashley N. Coleman
CPN, NPD-BC

Tara L. Collins PCCN

Allison M. Covell PCCN

Charli R. Crawford CPN

Katie E. Culler CEN

Kristen A. Custer CRNP

Karen G. Dacey IBCLC

Angela M. Daly
CMSRN, Ons/Oncc

Mary A. Dameron CRNP, FNP-BC,
PMHNP-BC

Cheryl A. Daniluck CMSRN

Kevin J. Dant CMSRN

Lori M. Davies
C-EFM, C-ONQS, RNC-OB

Kristin R. Deely CRNP

Daniel A. Delauter CRNP

Lemuel Carlo L. Deleon CRNP

Constance M. Derosa CRNP

Katie D. Dietrich CMSRN

Hema H. Dimaggio
CCRP, OCN

Jean M. Dinterman OCN

Cristelle P. Dipita PCCN

Debra K. Disbrow
ONC, PCCN

Kalilou Djobo PCCN

Michelle L. Dmuchowski CEN

Joann M. Doherty CNE

Melanie Doolittle CGRN

Janice A. Drass CDCES

Charles A. Drummond PMH-BC

Advancing Practice Through Credentialing, cont.

Cassandra D. Dryman CMSRN, NCBC	Mary-Joan Garcy RNC-MNN	Stephanie A. Harrison CMSRN	Karla Hull IBCLC	Kaitlyn K. Koslosky RNC-NIC	Michelle C. Lor PCCN
Leroy K. Eckenrode Jr. ACM-RN, CCP	Katrina J. German RNC-NIC	Kristen M. Hartwig CPN	Dana J. Hutchison PCCN-K, CPXP	Liene Krasta CMSRN	Kelly J. Lynott CMSRN
Kirsten D. Edler CRNP	Lisa Gerwig RNC-OB	Laura Hassett PCCN	Lauren M. Huzzy CCRN, NPJ-BC	Yvette M. Kreitz NE-BC, NEA-BC	Kelly A. Mackley CMSRN
Nicole M. Elser CMSRN	Joshua E. Gibson ACCNS-AG, APRN-CNS, CEN	Jamie L. Heflin OCN	Laura L. Jackson NEA-BC	Patricia L. Kruger On/Oncc	Lia Magidson PCCN
Carey L. Evans CPHQ	Leah Gleiberman RNC-MNN	Judith Heflin CMSRN	Suzanne G. Jacobson CEN	Deborah L. Kundu RNC-NIC	Susan L. Manny CPN
Naomi E. Everett CWS	Sariah Glosenger CMSRN	Marianne L. Hiles ACNS-BC, APRN-CNS, C-EFM, RNC-LRN	Theresa M. Jardeleza CPN	Anna T. Kurupas On/Oncc	Lisa M. Marchesani COHC
Kimberly E. Fabry CPN	Mckenzie J. Glotfelty CMSRN	April S. Hiller RNC-MNN	Stephanie J. Jenks PCCN	Kathleen A. Kyle HCS-O	Michael P. Marchone CRNP
Jeanne M. Fahrner IBCLC	Melissa J. Golden CPI, RN-BC	Suzanne Hilton CWOCN	Theresa A. Johnson CNE	Debra A. Laferte CMSRN, PCCN	Virginia R. Marrone HACP
Michelle C. Ferguson CMSRN	Victoria E. Granai De Guzman CMSRN	Lisa R. Hogan CCP	Debra K. Jorae NE-BC	Kathryn G. Landis-Bogush HACP, PCCN-K	Gail J. Martin CMSRN, PCCN
Grace R. Finny CRNP	Elena Griffis C-EFM, RNC-OB	Tiffany K. Holcomb-Brodock CMSRN, PCCN	Ashley A. Jordan CMSRN, OCN, On/Oncc	Dana A. Lapier PCCN	Kimberly S. Masser ACM-RN, CCP
Maura C. Fitzpatrick COCN	Carrie M. Grimes CMSRN	Diane M. Holland CDCES	Sophy K. Kamau CMSRN	Jana Lashmit CMSRN	Shanda J. Matthias CPHQ
Marlee Flook CMSRN	Nadene A. Grissen RNC-OB	Rachel Hollis RNC-NIC	Evonne Kaniecki NE-BC	Dina L. Leahy CRNP	Sean R. Mattingly CRNP
Vanessa K. Flowers ACM-RN	Mona Guilfoil CRNI, OCN	Tania K. Holmes CHPN	Shelley M. Kaplan AGCNS-BC, APRN, PCCN	Amanda M. Leal CCRN	Stephanie E. Maxwell PMH-BC
Claire T. Floyd RN-BC	Meredith L. Gusman RNC-OB	Pamela S. Holtzinger AFN-BC, CEN, SANE-A, SANE-P	Shelley A. Kapp CCM	Natalie L. Leberz CMSRN	Tracy A. Mccauley OCN
Jane D. Fox CCRN	Rachel L. Guy CMSRN	Angela E. Hooper RNC-NIC	Terri P. Kemmerer CRNP	Joelle M. Lepone ACM-RN, RN-BC	Kimberly A. McCormick CCP
Danielle K. Fraley CMSRN	Taylor D. Guyer CRNP	Emily J. Horn C-EFM	Candace J. Kemper CNOR	Caitlyn R. Lewis CMSRN	Leisa C. Mcdaniels CCRN-K, CHPN, CWOCN
Ashley L. French CMSRN	Jodi L. Hall CRNP, FNP	Carissa M. Houck CMSRN	Elizabeth J. Kinley CPHQ	Cathy J. Ligsay CPN	Jerome A. Mcdonald CMSRN
Jill E. Fritsch CMSRN	Ingrid P. Halvorson CRNP	Maureen A. Housam PMH-BC	Jennifer L. Kliphouse CWS	Jessica M. Ligsay CPN	Diane M. McFarland NEA-BC
Kira C. Froude CNOR	Carolyn R. Hanlin PMH-BC	Pamela S. Howe PMH-BC	Samuel L. Knight Jr. CMSRN	Lori Lingg RN-BC	Amanda C. McGee RNC-NIC
Debra M. Fuller OCN	Diane M. Harman CCM	Barbara L. Hrabowski CPHQ	Kathryn L. Konapelsky CPN	Kelly L. Llewellyn CRNP	Elizabeth A. McKee CCRN, CEN, CPI
Savannah E. Fulton CMSRN	Kelley L. Harmon PMH-BC	Rebecca C. Hudson CPON	Janet M. Kopp CPAN	Brittany T. Lookingbill CCRN	Randie R. Mclaughlin CRNP
MaryBeth Gammill CPN	Lori A. Harper CMSRN, OCN				Danielle L. McMahon CPN

Advancing Practice Through Credentialing, cont.

Margaret M. Mcneill
CCNS, CCRN-K, CPAN, NE-BC, NHDP-BC, TCRN

Sarah C. Mcnicholas IBCLC

Tamara Medina PMH-BC

Jenn Delene M. Mejia CCRN

Melissa S. Messinger CNOR

Angela D. Mills CCP

Monica E. Mills RNC-MNN

Eleonora I. Mirano CMSRN

Jane A. Misulia OCN

Nancy Mitchell-Hoffmann CNOR

Stacey L. Moore PCCN

Sarah A. Morgan CMSRN

Allison Morin C-EFM

Anne M. Morris CPAN

Kimberly M. Moser CMSRN

Christina L. Mougey CEN, PMH-BC

Linda C. Muehl ANP-BC

Nicole B. Mullendore CRNP

Erica D. Myers CHPN

Monica R. Myers-Mcclary CMSRN

Linda A. Naddeo CHPN

Jennifer C. Needle CPN

Aparna Nelson CMSRN

Kimberly A. Nelson OCN

Tracey Nichols RNC-OB, C-EFM

Ellen S. Nicodemus CPEN, CPN

Brittney E. Norris IBCLC

Meagan Norris C-EFM

Tracey A. Nuse CEN

Frank C. Oben Nguembou
ACNPC-AG, CRNP

Anne M. Obrique CMSRN

Michelle Ochoa RNC-MNN

Gbemisola Ogundeyi CMSRN

Thomas Olivero CNOR

Ashley O. Olszewski CMSRN

Melanie F. Ondrejko CRNP

Heather J. Orndorff CRNP

Denise A. Owen NPJ-BC

Anne L. Palmer CPN

Ngun H. Par Thang CMSRN

Michelle D. Parker RN-BC

Alexis A. Paules CCRN

Michelle L. Paulus CHPN

Doreen L. Paynter CRNP, CWCN

Rose M. Pearl CRNP

Colleen R. Pearre CMSRN

Joy E. Perry RNC-NIC

Michael E. Peters OCN

Christine J. Phillips CVRN-BC

Tabatha B. Phipps CMSRN

Keith R. Pickron CPPS

Jennifer C. Plumadore CRNP

Cathleen M. Pomato CMSRN

Caitlin Poole CMSRN

Heather A. Premo CMSRN

Lynn D. Price CMSRN

Sarah H. Proulx NPJ-BC

Jeanne P. Queen CENP

Christina A. Quin C-EFM, RNC-OB

Mollie L. Radonovich CPAN

Jamie M. Rea CNOR

Dana R. Rensburg CCRN

Deidre M. Repass CMSRN

Kimberly M. Rhoderick
C-EFM, RNC-OB

Savannah J. Rhoderick SCRNP

Patricia A. Rice
AGANP-BC, ANP-BC, CRNP

Linda S. Richards CMSRN

Michelle Ricucci PMH-BC

Jeremy Ritenour CMSRN

Melissa R. Roberts RNC-NIC

Rachel E. Rogalski AGACNP-BC, CRNP

Sara E. Rogers
ACCNS-AG, APRN-CNS, CEN, CPEN

Michele D. Romsburg C-EFM

James M. Rucker Jr. CPN

Diane L. Ruckert CRNP

Cynthia K. Russell RN-BC

Ellen M. Russell CCRN

Fafali A. Sant'Anna WCC

Amie Sarr CCRN

Jane D. Scanlon CCRN

Erin M. Schaeberle CCRN

Lindsay A. Schrader CMSRN

Beth L. Schroeder CMSRN

Jennifer L. Schroeder CNOR

Christie Y. Schubel CRNI, VA-BC

Jacqueline M. Scire CPAN

Erica E. Seibert C-EFM

Robin K. Seidel PCCN

Josie Semelsberger CMSRN

Brianne C. Shankle CNOR

Kara N. Sheely
C-EFM, C-ONQS, CPHQ, RNC-OB

Nilima Shrestha CRNP

Jennifer L. Simmons RNC-NIC

Debora Sines OCN

Mary V. Singleton OCN

Erika N. Slebodnik CMSRN

Rebecca E. Smith CRNP

Cassandra B. Sofley CMSRN

Jennifer L. Southers CMSRN

Sarah E. Sowers CCRN

Megan E. Sparks RNC-NIC

Meghan R. Speiser C-EFM, RNC-OB

Meredith A. Stafford CPI

Sara H. Stears CNOR

Stephanie S. Stone CWOCN

Kayla E. Struck CMSRN

Dolly N. Sullivan CNOR(E), CPXP

Marla J. Sulmonte CNOR

Jane L. Susi CPAN

Caitlin E. Swartz SCRNP

Kyra D. Szugye CMSRN, SCRNP

Michelle L. Talley CEN

Holly J. Tammaru RNC-MNN

Lori A. Taylor CMSRN

Elizabeth Tennant CPN

Advancing Practice Through Credentialing, cont.

Kristin E. Tignall CMSRN

Imelda B. Timonera CMSRN

Diane M. Tomasky CCP

Judith K. Trentini OCN

Brittany R. Tritsch CMSRN

Kathryn B. Troupe
ACNP-BC, ANP-BC, CRNP, GNP-BC

Kellie A. Trout Ons/Oncc

Carrie A Turner CEN

Amber B. Vance CRNP

Katherine M. Vann OCN

Tisha M. Varghese CRNP

Michelle A. Verbus CMSRN

Theresa Vetter-Habighorst OCN

Marie B. Villanueva RNC-NIC

Nina L. Volz CNOR

Ketsoudachanh Vongnaraj CMSRN

Rita Warner CEN, CMSRN

Sherryl L. Watkins CMSRN, PCCN

Shayna H. Webb C-EFM, RNC-OB

Paige R. Weber C-EFM

Laura C. Wedertz CRNP, FNP

Tiara Y. Weedon PCCN

Katie C. Weisgerber CMSRN

Brandy L. Weishaar CMSRN

Elizabeth L. Welch CCRN

Jamie B. White NEA-BC

Mary Joy B. White CMSRN

Susan Wiggins
CHL, CIS, CNOR, CRCST, HACF

Christine M. Wiles
CBCN, OCN, ONC, Ons/Oncc

Caryn L. Willard CMSRN

Whitney M. Willet OCN

Jennifer S. Williams RN-BC

Michele I. Willis COHN-S

Cheryl B. Wilmer CNOR

Susan L. Windsor CCRN

Ann M. Winklbauer SANE-A, SANE-P

Stacy D. Winters CRNP

Kelly M. Wissinger PCCN

Jenna S. Wolford CMSRN, PCCN

Abigail N. Wright OCN

Kristina S. Wright CEN

Amanda C. Yinger
ACNP, APRN, CCNS, CRNP

Diana L. Yurich CPN

Catherine C. Zemba
IBCLC, RNC-MNN

Leslie A. Zimmer RN-BC,



APRN/Clinical Expert Council

The members of this Council include Clinical Nurse Specialists, Clinical Specialists, and Nurse Practitioners. The council works to improve care delivery and outcomes through evidence and practice in the three spheres of impact: the patient, the nurse, and the system.

Vision/Value/Voice

Clinical Nurse Specialists:

EXPERTS in clinical practice, education, research, and consultation

IMPACTING patient and families, nurses, and the healthcare system

- Clinical Quality
- Evidence-based Practice
- Patient Safety
- Professional Development

How does the CNS enhance the clinical environment?

- Advocates for cost effective and quality patient outcomes
- Promotes patient safety
- Serves as a patient advocate
- Facilitates use of evidence-based practice
- Leads in attaining Magnet status
- Assists with staff retention through mentoring
- Raises the standard of patient care
- Reduces costs through decrease in admissions and complications
- Assures compliance with federal/state healthcare guidelines

When do you call a CNS?

When you have questions related to Education, Practice, Research, or any Clinical issues

Consultation:

- Participates in progression rounds for complex patients when needed
- Addresses questions regarding the management of complex patients
- Is an evidence-based practice expert

Education:

- Medications
- Diagnosis
- Standards of Care
- Competencies

Practice:

- Equipment related to specialty
- Quality improvement issues
- Professional development through mentoring and coaching

Research:

- Benchmark data
- Standards of care
- Evidence-based practice
- Clinical questions
- IRB/Research ethics review

The DAISY Award: Celebrating Extraordinary Nurses

Frederick Health is excited to continue its participation with the DAISY Foundation in presenting the internationally recognized DAISY Award.

Created in 1999, this award is given to direct care nurses to acknowledge their extraordinary and compassionate care to their patients. Currently, 4,800 healthcare facilities in 29 countries participate in the program.

Nomination Details

Frederick Health direct care nurses can be nominated by patients, families, or colleagues. This includes nurses delivering care at any of our locations, including Frederick Health Hospital, Frederick Health Medical Group provider offices, Frederick Health Home Care, and Frederick Health Hospice.

To receive the award, nominees are reviewed by a committee of their peers. Each honoree will receive a certificate commending

them as an “Extraordinary Nurse” along with a special DAISY pin and a hand-carved Healing Touch sculpture.

DAISY Honorees 2022

- McKenzie Shaffer, L&D, January 2022
- Louisa Martinez, 4B, January 2022
- Melissa Messinger, Surgical Physician Practice, April 2022
- Celeste LaJoie, Family Center, April 2022
- Michelle Maturo, 4B, June 2022
- Helen Frank, 3G, July 2022
- Allison Wivell, 2C, October 2022
- Tina Lerch, Hospice, October 2022



“Frederick Health is proud to be among the hospital systems participating in the DAISY Award program.”

– Diane McFarland
Chief Nursing Officer

DAISY 2022 Nominees

Noah McLaughlin, 3B
Shay Hughes, Family Center
Sandra Beal, BHU
Kelly Hilty, 4G
Kelly Wissinger, 4G
Michele Mature, 4B
Anna Andrews, Labor & Delivery
Terri Kroon, Home Health
Christine Paul, Family Center
Denise Favorite, Family Center
Phylliss Brady, PC Crestwood
McKenzie Shaffer, Labor & Delivery
Jane Misulia, IV Therapy
Janice Gammell, Frederick Health Medical Group
Linda Muehl, Frederick Health Medical Group
Beth Schroeder, 3A
Aaron Delph, ED
Rita Warner, Float Pool
Anne Balko, Frederick Internal Medicine
Sarah Fink, Family Center
Jeremy Ritenour, 3B
Tabatha Phipps, Home Health
Linda Muehl, Frederick Health Medical Group
Lacey Parker, 4G
Nelson Madera, 3B
Lori Taylor, Family Center
Nan Ding, Frederick Health Primary Care- Myersville MD
Kayla Boyd, Family Center

Melissa Messinger, OR
Rebecca Casto, Home Health
Kristina Wright, 4G
Kathy Thang, 4G
Rachel Anthony, ICU
Katie Frank, Labor & Delivery
Laura Borgen, Labor & Delivery
Sue Ladue, 3G
Anne Keyser, 3B
Nathan Musto, IMC
Elena Griffis, Labor & Delivery
Judé Heflin, 3G
Michelle Gass, 4G
Celeste LaJoie, Family Center
Danielle Roos, Labor & Delivery
Sherry Watkins, Float Pool
Samantha Howard, Home Health
Sheilla Magarov, 3G
Anne Carson, Labor & Delivery
Allison Hail, 3G
Autumn Braden, 4B
Crissey Wiles, IV Therapy
Aparna Nelson, 4G
Alexandra Toth, 3B
Erika Slebodnik, 3B
Isaac Whitaker, Float Pool
Damaris Alverado, Family Center
Amy Vallance, 3B

Hellen Frank, 3G
Ashley Meier, 4G
Elena Morris, 3B
Ally Cortez, ED
Dana Lapier, 4G
Leah Gleiberman, Family Center
Kathryn Riddle, Home Health
Maryjo Scangarello, ED
Cathleen Pomato, 3G
Allison Hail, 3G
Lauren O'Malley, Labor & Delivery
Sherry Watkins, Float Pool
Lacey Williams, Labor & Delivery
Ashley Meier, 4G
Jasmine Lee, Labor & Delivery
Sarah Finn, Labor & Delivery
Babette Bellgraph, Hospice
Allison Wivell, 2C
Jamie Flood, 2C
Mary Singleton, 2C
Tina Lerch, Hospice
Taylor Angell, Family Center
Mckenzie Shaffer, Labor & Delivery
Adrianna Gordon, Labor & Delivery
Edith Rodriguez, 3G
Tracy Dalrymple, Labor & Delivery
Margaret Gaston, 4A
Janet Stockslager, Cardiac Cath

Jessica Campbell, NICU
Tiffany Ellis, Labor & Delivery
Kylie Weant, Float Pool
Danielle Roos, Labor & Delivery
Julia Salt, 4G
Paige Weber, Family Center
Kristen Vaughn, Family Center
Shannon Haven, Family Center
Lori Powers, 2B
Taryn Goodwin, Interventional Radiology
Ashley Meier, 4G
Cassandra McClain, 3B
Katelynn Kinzey, 3B
Mayleen Marchany-Valentin, 3B
Sheilla Eachus, 3G
Joanna Jones Goss, 3G
Emily Staley, 3G
Rebecca Leonard, IVOP
Whitney Williet, IVOP
Nina Funderburk, ED
Gillian Carey, FC
Emma McLaughlin, 4A
Lana Voynik, Home Health
Ann BOWINS, ED
Leticia Mora, Observation

Frederick Health Nursing Scholarships Award Announcement

The Nancy Murfin Nursing Scholarship was established in 2018, to provide financial assistance to employees pursuing a career as a registered nurse, or an advanced degree in nursing. In 2015 Mrs. Murfin, a lifetime educator in Maryland, was impressed by the compassion and professionalism of the nurses that cared for her during an extended hospitalization. Due to that exceptional care, she and her family established this scholarship to recognize nursing and say, 'thank you'. The scholarship is to support Frederick Health registered nurses and certified nursing assistants to advance their nursing education.

- One scholarship of \$2,500.00 is available for award to a Frederick Health Nurse enrolled in a Bachelor's, Master's, or doctoral Nursing program.
- One scholarship of \$2,500.00 is available to a Frederick Health Certified Nursing Assistant enrolled in a Registered Nurse (ADN or BSN) entry-level program.

We were saddened to learn of the recent loss of Mrs. Nancy Murfin. Her presence at this ceremony last year was very special to us. We are very appreciative of this gift and the generosity of the Murfin family.

The Nancy Murfin scholarships have been awarded to Kathryn "Katie"

Denney, RN and Thelma Okoro, CNA.

The Frederick Health Auxiliary scholarship was established in 2008 by the Frederick Health Auxiliary for the purpose of supporting Frederick Health registered nurses or other staff that aspire to become registered nurses or to pursue an advanced academic degree.

- One scholarship of \$1,000.00 is available for award to a Frederick Health nurse enrolled in a Bachelor's, Master's, or Doctoral Nursing program
- One scholarship of \$1,000.00 is available to a Frederick Health staff member enrolled in a Registered Nurse (ADN or BSN) entry-level program.

The Auxiliary scholarships were awarded to Kara Sheely, RN and Jeremy Stiefel.

Two continuing education scholarships of \$250.00 for registration to attend a nursing conference have been



Nominees for 2022 Nurse of the Year include:

Regina Bindas - Direct Care - 2C

Jessica Brewer - Direct Care - ICU

Katie Culler - Direct Care - ED

Jane Fox - Direct Care - OBS

Rachel Guy - Direct Care - 3B

Kaitlyn McQuade - Direct Care - 3A

Aparna Nelson - Direct Care - 4G/IMC

Kimberly Nelson - Direct Care - IVOP

Michelle Ochoa - Direct Care - Family Center

Anne Palmer - Direct Care - PEDS/PEDS ED

Kathleen Pomato - Direct Care - 3G

Christine Scully - Direct Care - 4B

Megan Sparks - Direct Care - NICU

Isaac Whitaker - Direct Care - Float Pool

Kathy Bunn - Indirect Care - ICU

Laura Caruso - Indirect Care - Care Management

Karen Coghill - Indirect Care - Clinical Education Center

Jeb Gibson - Indirect Care - ED

Melissa Golden - Indirect Care - Service Excellence

Stephanie Jenks - Indirect Care - 4A

Dana Lapier - Indirect Care - 4G/IMC

Sara Littleton - Indirect Care - Care Transitions

Leisa McDaniels - Indirect Care - Nursing Professional Development and 3B

Patti Peters - Indirect Care - 3G

Trish Reggio - Indirect Care - Family Center

2022 Nurse of the Year Winners

On May 6th we held our Nurse of the Year event where we had the privilege of celebrating 25 exceptional nurses who were nominated by their peers throughout our health system for this prestigious recognition. We are proud to announce the Frederick Health 2022 Direct Care Nurse of the Year, Anne Palmer from Pediatrics, and 2022 Indirect Care Nurse of the Year, Leisa McDaniels from Nursing Professional & Clinical Development.

"We are very proud of all of our nurses' accomplishments and appreciate the NPED Council's efforts to put on another wonderful Nurse of the Year event."

Diane McFarland, DNP, RN, NEA-BC
Vice President, Chief Nursing Office, Patient Care Services

"The incredible impact nursing has made in our community has never been more evident. I would like to take a moment to thank all our nurses and nursing leaders for getting us to where we are today. "

Cheryl Cioffi, DNP, RN, ANP-BC, NEA-BC, FACHE
Senior Vice President, Chief Operating Officer

"I wish you a Happy Nurse's Day and sincerest appreciation for everything you do."

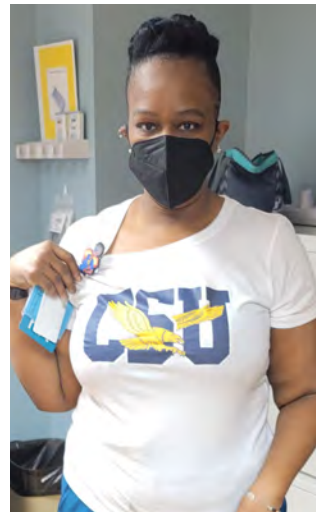
Thomas A. Kleinhanzl
President & CEO



Frederick Health's Indirect and Direct Care Nurses of the Year for 2022

Nurses' Week Celebration

STRUCTURAL
EMPOWERMENT



Nursing, Quality, Evidence-Based Practice & Research Council (NQERC) Update

We co-hosted the annual Frederick/Meritus EBP, QI, and Research Conference on April 22, 2022.

The title of the event was: **Bridging the Gap between Research and Quality.**

Presenters from Frederick Health included Cindy Russell, Elizabeth Kathy Thang McKee and Peggy McNeill.

A session on leadership support of the staff nurse for EBP activities was presented. In addition, research topics included IRB Basics, Evidence-based Quality Improvement, and critical appraisal of research articles.

The following posters were presented by Frederick Health nurses.

Nurse-Driven Mobility Protocol Utilizing Valid Mobility Tools in a Medical-Surgical Unit

- Abby Belay, RN, CMSRN
- Brigitte Gourley, DNP, FNP-BC
- Sarah Morgan, MSN, RN, CMSRN

Interactive Education to Increase CNA Knowledge and Utilization of Harm Event Prevention Techniques

- Lauren Huzzy, MSN, RN, NPD-BC
- Patricia Abate, MSN, RN, NPD-BC
- Karen Coghill, BSN, RN, NPD-BC

Implementation of a Resilience Bundle to Build Resilience and Impact Burnout in Critical Care Nurses

- Lauren Huzzy MSN, RN, NPD-BC
- Dana Remsburg, MSN-ED, RN, CCRN, ICU
- Natalie O'Leary, BSN, RN, ICU RN,
- Erin Schaeberle, RN, BSN, CCRN

Readiness and Response to COVID-19: Perceptions and Experiences of Peri Anesthesia Nurses

- Margaret McNeill, PhD, RN, APRN-CNS, FAAN

Neonatal Oral Feeding Tubes and the Implications on Feeding Intolerance and Necrotizing Enterocolitis

- Heather Orndorff, MSN, CRNP, NNP-BC
- Margaret McNeill, PhD, RN, APRN-CNS, FAAN

Implementation of an Evidence-Based Aspiration Risk Screening Tool in a Community Hospital

- Cynthia Russel, DNP, RN-BC
- Cheryl Daniluck, MSN, RN, CMSRN
- April Fogle, MHA, BSN, RN
- Elizabeth McKee, BSN, RN, CCRN, CEN

Implementation of Fall Tips (Tailoring Intervention for Patient Safety) on Progressive Care Unit and Immediate Care Unit to Reduce Patient Fall Rate

- Kathy Thang, BSN, RN

18 Stress Relief Strategies: Health, Thankfulness, and Relaxation

- Imelda Timonera, MSN, RN, CMSRN

Current council member project topics include the following:

- Improving Nursing notes in BHU
- The impact of chewing gum on postoperative GI function
- Medical-Surgical patients
- Obstetrical patients
- Managing patient refusal of care
- Moral distress/patient rights/teaching points for patient collaboration
- Mobility
- Zen Den impact
- Aromatherapy
- Reinvigorating the ABCDE bundle in critical care
- CNA education and impact on NSIs
- Shared Governance research
- Involving families in Stroke inpatient rehab research

