

# Virginia Nurses Today

The Official Publication of the Virginia Nurses Foundation

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We are pleased to provide every registered nurse in Virginia with a copy of Virginia Nurses Today. For more information on the benefits of membership in of the Virginia Nurses Association, please visit [www.virginiannurses.com](http://www.virginiannurses.com)!

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## Reflections on the Nancy Vance Award



Teresa Haller

It is a great honor to be this year's recipient of the Nancy Vance Award. When I read the biography of Nancy Vance, I am in awe of her character and the contributions she made to improving children's health in Virginia. Looking at the list of previous award recipients, I realize that these are the giants of nursing in Virginia. I am honored and humbled to be standing among them.

I've asked myself, how did I get here?

Like many of you, I always knew I would be a nurse. Being the oldest of four children, I possessed the caretaking gene from a very early age. I bandaged and made imaginary tea for my stuffed blue dog. I became a volunteer candy-striper at a local hospital, and I was hooked. My story isn't really that different from many of your own. I am truly fortunate to have pursued a profession that allowed, and at times demanded that I not only care for patients, but that I also care for nurses.

As an associate's degree student at Hudson Valley Community College in Troy NY, to BSN student at the State University of New York in Plattsburgh, and then starting my career at the University of Virginia Medical Center in 1980, I was influenced by several strong and passionate nurses who instilled in me the value of belonging to your professional association. I always thought of my involvement as a way of giving back to the profession that provides me with such rich and meaningful experiences. This passion has fueled my soul throughout my career.

In my time with the Virginia Nurses Association, I have served in a variety of roles and recruited many colleagues to join. In the fall of 2000, I completed an executive Master of Business Administration program at the College of William and Mary. In February 2002, I was diagnosed with cancer - a lymphoma - and I went through the spring and summer receiving chemotherapy. For the first time in my life, I was on the receiving end of nursing care, and experienced the value of care coordination and nurse navigators. Nine months after

**Nancy Vance Award continued on page 14**

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## Nursing's Role in Addressing the Opioid Epidemic

April 20, 2018 | The Place at Innsbrook



VNAs 2018 spring conference, *Nursing's Role in Addressing the Opioid Epidemic*, is designed to give Virginia nurses the tools to prevent, treat, and manage opioid addiction.

Programming includes an update from the Virginia Office of the Secretary of Health and Human Resources on the work our state is doing to address the epidemic, as well as the work that will need to be done in the future. Attendees will also learn about the work of the Virginia Action Coalition's (VAC) Access to Care Workgroup on Chronic Pain Management focused on the CDC's *12 Recommendations for Chronic Pain Management*, developing and implementing alternative pain management strategies, and the community health implications of naloxone's availability at local pharmacies.

Our conference is being planned with nurses at all levels of practice in mind. Since each region is experiencing the crisis differently, we'll be highlighting best practices for treating opioid addiction across the state. You will have access to resources to help support you in identifying and addressing opioid addiction, as well as providing mental health support to patients struggling with addiction.

Every region in Virginia is impacted by the opioid crisis. It's crucial that all Virginia nurses to have access to this information. That's why, for the very first time, VNA's 2018 Spring Conference will be streamed to satellite locations in Southwest and Northern Virginia. The cost to attend the conference at these satellite locations will be the same as the cost to attend in person: \$125 for VNA members and \$150 for nonmembers.

Join us on April 20 to learn what you can do to address the Opioid Crisis in your region!

Register now at [www.tinyurl.com/VNAopiod](http://www.tinyurl.com/VNAopiod)



# President's Message

VNA elections are over, but it doesn't mean that it's a time to take a holiday! Our executive board needs you now more than ever before. After our productive Nurse Staffing Summit, we are aware of even more challenges ahead.

Guided by our strategic goals and mission, we are putting forth the following initiatives: a succession planning task force, chapter leader summits, and a forum to promote sustainability of the organization. As we advance our support for the health of all Virginians, we seek to strengthen our relationships with other health professions. As the saying goes, "If you don't have a seat at the table, bring your own chair. If you are not at the table, you may be on the menu." We plan to be at the table and invite you to join us.

As we begin another fiscal year, three topics loom large in the profession: nurse staffing, workplace violence, and full practice authority for nurse practitioners. Our professional issues have implications for the health and well-being of the citizens of the Commonwealth, which have been



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### Under investigation by the Virginia Board of Nursing?

*Is your nursing license at risk?*

Eileen M. Talamante, Esq., R.N., represents Virginia nurses regarding licensing, investigations, and disciplinary matters before the Virginia Board of Nursing. Our team at Goodman Allen Donnelly also includes Charles Sipe, Esq., who represents nurses in criminal matters that may accompany a Board inquiry.

outlined in Virginia's Plan for Well-Being. Nurses have a major role in each of these areas.

How can VNA members support Virginia's Plan for Well-Being? Of the four aims, Aims 3 (Preventive Actions) and 4 (Systems of Healthcare) are presently in the most distressing state. Three areas in which we have observed declines are the percent of people who did not participate in any physical activity during the last 30 days, percent of adults who receive an annual influenza vaccine, and average years of disability. With Aim 4, we saw increases in mental health and substance use disorder hospitalizations. We are aware of the consequences of absence of well-being. The negative health effects related to inadequate care and services are evident in the health outcomes of different populations across the state. These four aims align with the mission of VNA, which make it increasingly essential that we embrace the plan. I challenge each of you to raise your voices for nurses all across the Commonwealth.

Finally, our hearts go out to our many members and their families - our fellow Americans - in Puerto Rico, as well as all those impacted by this year's hurricanes, fires in the Northwest, the destructive earthquakes that so affected Mexico, and the victims of the horrific shooting in Las Vegas. These events remind us of how important it is to maintain an active emergency workforce. The Virginia Medical Reserve Corps is a dedicated group of volunteers who stand ready to assist in the event of a public health emergency. Have you registered? Once registered, you can be quickly mobilized where your valuable skills are needed. All health professionals no matter your practice specialty are encouraged to volunteer. I am grateful to those many nurses and other first responders who prepare on an ongoing basis to respond to the unthinkable - they are our heroes. Despite the many challenges we face in both the nursing profession and society at large, this was, I believe, a productive year.

Sincerely,  
Richardean Benjamin, PhD, MPH, ANEF, FAAN  
President, Virginia Nurses Association



Richardean Benjamin



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[www.VirginiaNurses.com](http://www.VirginiaNurses.com)  
[admin@virginiannurses.com](mailto:admin@virginiannurses.com)  
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The opinions contained herein are those of the individual authors and do not necessarily reflect the views of the Foundation.

**Virginia Nurses Today** reserves the right to edit all materials to its style and space requirements and to clarify presentations.

### VNF Mission Statement

The mission of VNF is to continue programs of support and innovation for nurses and nursing in the Commonwealth.

### VNT Staff

Janet Wall, Editor-in-Chief  
Kristin Jimison, Managing Editor

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# CEO Report

## We're Giving Members CE...for Free!

We've got a lot brewing and I'm excited to share two particularly exciting pieces of news with you.

**First**, all of the great continuing education programs we're developing (see page 18 article), many in partnership with Virginia's schools of nursing, will **now be available FREE to VNA members!** You let us know, via our annual education planning survey, that we needed to provide more CE at a lower price point...or free. *We listened.* You will be able to access this free programming in several ways:

- Our online video library
- Web-streamed to your personal computer
- At quarterly meetings of participating chapters

What's more, beginning with the February 2018 issue of *Virginia Nurses Today* – and also at your request – we will be publishing articles each quarter that can be utilized for continuing education contact hours. Also FREE to VNA members!

Contact hours will be awarded for all CE programs and articles. Non-members will also be able to access these CE programs and articles at a rate of \$15/hour, or join VNA to take advantage of this new member benefits.

**Second**, on behalf of the Virginia Nurses Foundation, I am thrilled to announce that we will be launching a nursing leadership program geared toward middle-management and emerging leaders. Though the formal planning and content development has only just begun, we envision this being a multi-month, multi-modal program that will prepare participants to grow their leadership skills for maximum organizational impact and personal advancement.

Our Steering Committee, led by VNF President Terris Kennedy, PhD, RN, and Treasurer (and incoming VNA president-elect) Linda Shepherd, MBAL, BSN, RN, will meet for the first time in January 2018, and will include nurse leaders from various practice settings throughout Virginia.

The first class will begin in 2018. We will share more information with you as our nurse leadership academy develops, and welcome your questions.



Janet Wall

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# Virginia Nurses Association Holds Nurse Staffing Summit

Hot Springs, VA - Virginia Nurses Association held its Nurse Staffing Summit on November 3 and 4 at the historic Omni Homestead Resort. Nearly 200 nurses from across the commonwealth were in attendance. The summit's premier sponsors were UVA Health System, George Washington University, and the VNA Career Center.

Ahead of the summit, the annual membership assembly brought members together to hear reports from the CEO, Virginia Nurses Foundation president, and VNF treasurer. Newly elected board members were also sworn in. These reports are available for review on VNA's website, [tinyurl.com/VNAannualreports](http://tinyurl.com/VNAannualreports). Members celebrated a successful 2017 and exciting 2018 with a champagne toast.

Throughout the weekend, attendees had the opportunity to hear more about the future of nursing from a lineup of exceptional guests. The summit's speakers encouraged nurses to get involved, advocate for the profession, and lead by example. Keynote speaker Dr. Peter Buerhaus spoke on the challenges facing nurses in the coming staff shortage, as well as the many factors that make nursing well-positioned to thrive in the years to come. Dr. Buerhaus stressed the need for older and younger nurses to work together to share knowledge and build skills, as well as to identify and develop nurse leaders that will carry the torch into the next generation. Following his keynote address, Dr. Buerhaus joined 2017 Nancy Vance Award winner Teresa Haller for a conversation on nurse staffing.

Saturday's session included an address from ANA senior policy advisor Sharon Morgan, who demonstrated ANA's new Nurse Staffing Calculator. Once available, the Nurse Staffing Calculator will be a useful tool for nurse leadership to demonstrate the economic value of proper nurse staffing to their facilities. University of Kansas researcher Dr. Emily Cramer shared her research on the many elements that make up proper nurse staffing, especially the importance of healthy and supportive work environments. Both Ms. Morgan and Dr. Cramer touched on how to reduce nurse turnover and increase workplace safety.

During a working lunch, representatives from VCU Health presented their findings from recent overhaul of their staffing processes. The day concluded with two staffing workshops, where attendees worked together to develop the skills needed to impact change on both the unit and organizational levels.

VNA's Nurse Staffing Summit marked the beginning of an important conversation about nursing's future. This successful weekend is sure to impact positive change for nurses statewide.



Dr. Emily Cramer shares NDNQI data that describes the collective impact of work environment and staffing on quality of care.



Terri Haller interviewing Dr. Peter Buerhaus on his perspectives on nurse staffing.

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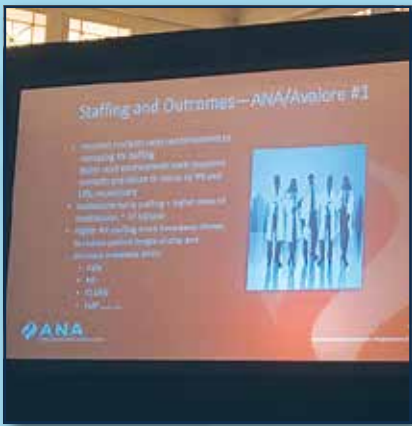
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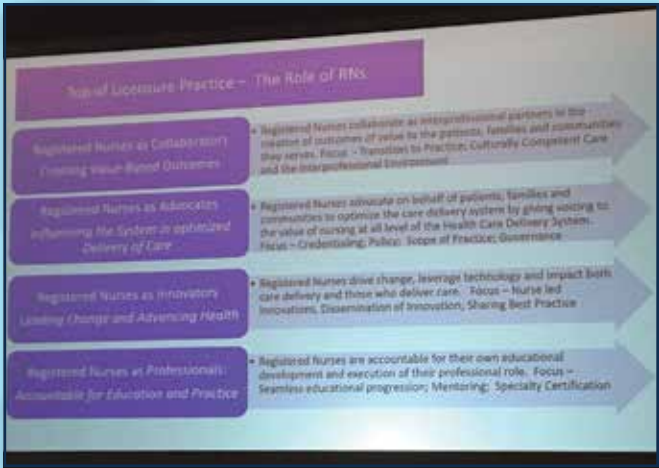
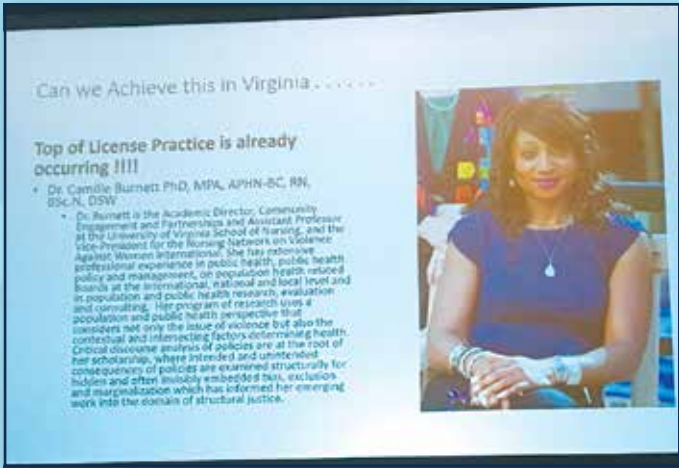




Sharon Morgan, MSN, RN, NP-C sharing the work of ANA around nurse staffing.



Dr. Peter Buerhaus sharing the strengths of the nursing workforce and the challenges we will face, including tapping into the potential of millennial nurses, which will become the largest group in the workforce by 2020.



Kathy Baker speaking on Top of Licensure Practice discussing moving from an assembly line mentality to a team-based mentality.

Poster Winners

At the conclusion of the Nurse Staffing Summit's poster session, a panel of judges recognized presenters in four different categories.

- Innovation:
  - Genemarie McGee, "Queuing the Workload for Frontline Clinicians"
- Evidence Based Practice:
  - Rachel Cathey, "The Molar, The Merrier: The Impact of a Focused Protocol to Reduce Non-Ventilator Associated Healthcare Acquired Pneumonia"
- Performance Improvement:
  - Chante Logan, "Protecting Surgical Patients with Implanted Objects"
- Research
  - Kathie Zimbardo, "SAD PERSONS Tool as a Predictor of Behavioral Events"

Congratulations to our winners!

Look for 2017 VNF Gala photos in the February 2018 issue of Virginia Nurses Today.

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# VNF Leadership Excellence Award Recipients

Hot Springs, VA - The Virginia Nurses Foundation (VNF) announced the recipients of annual awards honoring those in the Commonwealth who made special contributions to the nursing profession. Winners were announced at the annual VNF Gala, held at the Omni Homestead Resort on November 4, 2017. Deb Zimmermann, chief executive officer of VCU Health System, served as honorary chair.

Teresa Haller received the Virginia Nurses Association's highest award, the Nancy Vance award. Established in 1948, this award is presented to a registered nurse in Virginia who demonstrates character above reproach and unusual qualities of unselfishness in service. The award is named in honor of Nancy Vance, a pioneer in public health nursing in Virginia. Ms. Haller is administrator of nursing business operations and workforce development at the University of Virginia Health System.

"Terri exemplifies the legacy of Nancy Vance as a trusted nurse leader who is always true to her values and always generous in sharing her time and expertise with nursing colleagues. She has been the face of VNA and VNF, leading initiatives and representing the nurses of the Commonwealth regionally, nationally, and internationally," said 2016 Nancy Vance Award recipient Joyce Hahn.

Senator Glen Sturtevant and Delegate Roxann Robinson were recognized with the

Friends of Nursing award for their commitment to ensuring that registered nurses are represented at every important healthcare discussion in the Commonwealth. Senator Sturtevant and Delegate Robinson cosponsored legislation in the 2017 General Assembly that improved workplace violence protections for nurses and all healthcare professionals in hospitals and facilities providing emergency care.

"VNA looks forward to working with the Department of Health to continue improving safe working conditions for the more than 100,000 registered nurses in Virginia," said Janet Wall, VNA chief executive officer. "We are grateful to have nurse champions like Senator Sturtevant and Delegate Robinson in our legislature."

Also honored at the Gala:

- **Winners of the 2017 Magnet Consortium Excellence Awards**
  - Nursing Education - Erin Robson, Bon Secours
  - Advance Practice Nursing - Jen Bath, Carilion Clinic
  - Nursing Leadership - Debbie Burnette, VCU Health
  - Clinical Research - Adrienne Banavage, UVA Health System
  - Clinical Nurse Practice - Cathy Beck, Sentara

- **Winners of the 2017 Virginia Nurses Foundation Leadership Excellence Awards**
  - Direct Patient Care Leader - Patient Safety
    - Jason Hann, Bon Secours DePaul Medical Center
    - Terri Kanode, Carilion Roanoke Memorial Hospital
    - Ashley Browne, UVA Medical Center
  - Direct Patient Care Leader - Patient Experience
    - Sam Chase, UVA Health System
    - Timothy Kisner, Riverside Walter Reed Hospital
    - Aimee Woolridge, Carilion Children's Hospital
  - Nurse Educator
    - Beth Rodgers, VCU School of Nursing
  - Nurse Manager/Director
    - Teresa Gardner-Tyson, The Health Wagon
  - Nurse Researcher
    - Shannon Munro, Salem VAMC
  - Nursing Informatics
    - Patricia Mook, Inova Health System
  - Chief Nursing Officer
    - Arlene Messina, Riverside Doctor's Hospital Williamsburg
  - Nursing School Dean/Director
    - Robin Nelheubel, Riverside College of Health Careers

## Nominee Narratives

### Direct Patient Care Leader – Patient Safety

**Renee Belliveau, Salem VAMC** – "Renee demonstrates the iCare values. Renee demonstrates commitment to the VA's mission to providing superior care to the Veterans. Over the summer she taught numerous Leaders Developing Leaders (LDL) classes to assist in improving the overall care that we as a facility provide to our Veterans by empowering and inspiring staff to engage in improving the VA."

**Ashley Browne, UVA Medical Center** – "Ashley has completed her BSN and is now a Clinician 4, one of the very few we have had in our unit. Her clinical expertise is outstanding, and she is able to teach and mentor with patience and a gift for communicating needs for improvement that are received as constructive feedback. One might expect that stress, along with going to school and being involved in unit-based activities and

evidence-based practice would be challenging at best. But Ashley is a nurse in the truest sense of the word and of the profession, whose goal is to keep our patients safe through best practices."

**Kaley Edwards, Riverside Walter Reed Hospital** – "Patient safety is in the forefront of every nurse's mind, but few nurses take it to exceptional levels. Kaley Edwards is one of those nurses who is driven by patient safety. She has a great eye for detail and the ability to question any safety concern. Kaley is a role model and resource for not only our ER, but the entire hospital."

**Theresa Farley, Riverside Lifelong Health and Aging Related Services** – "Theresa currently serves as the clinical educator for four long term care facilities and one assisted living facility. She is a trusted part of her nursing homes and seen as a leader by the leadership team and every front line employee. She is an integral part of Lifelong Health Education Team providing guidance to other educators and mentoring new educators. She is active on the system wide IV Committee

whose purpose is to standardize IV products and procedures to improve patient safety."

**Jason Hann, Bon Secours DePaul Medical Center** – "Jason allowed for a miracle to happen for this patient by making it his mission to fulfill her wishes. He coordinated the arrival of her dog with a family friend and solicited help from the night nurse. He stayed after his shift; transferred the patient to a stretcher along with three IV pumps, monitor, and the oxygen tank, then, he wheeled her down to the first floor and outside. The patient, with multiple tears in her eyes, was able to see and hold her dog as well as to breathe fresh air from that unseasonably warm evening. It was impossible to determine who was more emotional, the patient or the dog. After 20 minutes, the patient was returned to her bed and Jason tucked her in and went home."

**Frances Luanne Jordan, Bon Secours DePaul Medical Center** – "Luanne is our go-to RN for New-to-Practice RN orientation. She is fantastic at teaching the right things the right way. She is



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able to make a connection with the newer RNs and mentor them to the point of being able to function on their own in a high census high acuity department. Luanne has also been a leader in the department in the form of the Shared Governance Chair. She helped form a culture of safety and one of ownership here at DMC ED.”

**Terri Kanode, Carilion Clinic Roanoke Memorial Hospital** – “Terri exemplifies the true meaning of what it means to be a nurse. Terri has true passion, courage, and dedication and frequently goes above and beyond the call of duty to assure her patients and families are well cared for and safe. This passion extends to her co-workers as she leads by example and mentors from the heart with a humble and transformational leadership style. Her kindness and sincerity, combined with passion and drive, assuredly contributes to nursing being considered the most trusted profession.”

**Robert Koon, Bon Secours DePaul Medical Center** – “A recent example is when he took care of a patient with newly diagnosed congested heart failure. Robert was uncomfortable knowing the patient could be discharged with an unclear understanding of how to manage his condition. After his shift was over, Robert sat with the patient and his wife and covered in depth how to care for the condition. He created the perfect teaching atmosphere by using humor and knowledge to facilitate understanding.”

**June Kelly Mays, Centra** – “As a front line pediatric nurse leader, it is imperative to pay attention to details and advocate for patient safety as the youngest and smallest of patients need staff to speak up for their safety. June has an exceptional commitment to patient safety as evident through the following projects and examples in her practice for enhancing patient care. Through her nursing practice she has demonstrated an impact on patient safety by paying attention to detail, having a questioning attitude, and the courage to speak up and advocate.”

**Cathryn Mitchell, Riverside Doctors Hospital Williamsburg** – “Cathy is a highly effective and qualified nurse working as Riverside Doctors’ Hospital Williamsburg (RDHW) Stroke & Clinical Quality Outcomes Coordinator. Cathy joined RDHW in 2012 before our opening in May of 2013 as a part of our leadership team with oversight of quality and safety. She quickly brought to us her skills as a strong clinical nurse with an emergency department background and her love for understanding and pursuing high quality outcomes and processes.”

**Sharon Poff, Carilion Clinic Roanoke Memorial Hospital** – “As a nurse of 37 years at Carilion Clinic, Sharon Poff has devoted her nursing career to helping and caring for others in the acute hospital setting, as her passion for high quality care is evident in her daily workflow. Her kindness and sincerity, combined with passion and drive, assuredly contributes to nursing being considered the most trusted profession. She is and has always been an excellent role model for her peers when it comes to delivering high quality patient care in a safe manner.”

**Naomi Rademeyer, University of Virginia Children’s Hospital** – “Naomi exemplifies the values that our institution recognizes as its pillars: accountability, stewardship, professionalism, integrity, and excellence. She upholds the professional practice of nursing with reverence and expects the best from herself and others. Not only does she have a true passion for nursing, Naomi recognizes the inherent value of each patient, family, and team member, and has a keen interest in patient safety.”

**Jane Reczek, Virginia Hospital Center** – “Jane is a clinical nurse who always practices at the top of her licensure. Recently she noted that a patient had been coughing frequently and that the

coughing was worse when she ate or drank. Jane immediately initiated a nurse-driven protocol, placed an order for SLP, and made the patient NPO. When she discussed this with the covering practitioner who was questioning why she had taken these steps, Jane clearly stated the rationale for the order, and took the extra step to explain the importance of nurse-driven protocols to the clinician. This level of advocacy not only kept the patient safer, but also helped reinforce the value of the critical thinking and decision-making that nurses bring to the bedside every day.”

**Cheryl Rudolph, Riverside Lifelong Health and Aging Related Services** - “As a proponent for defining the nursing care and needs required for our residents, Cheryl attempts to base the staff needed for good patient care on acuity, not raw patient numbers. For many of our residents this is their home. This makes her the champion for our staff, residents, and patient safety. Due to her compassion, efforts and skills, Cheryl Rudolf has earned the respect, gratitude and trust from the staff, residents, and family members.”

**Bethany Sarosiek, University of Virginia Medical Center** – “As Bethany writes and speaks on the benefits that UVA has experienced from ERAS, she showcases the influence that dedicated and talented frontline nurse can have on not only patient safety at UVA but through the commonwealth of Virginia. She talks about how these ERAS efforts can help influence the opioid crisis that we face as a state. She focuses on one of the important drivers of patient satisfaction – that better satisfaction with their care is tied with their knowledge of and participation in it. This is a huge impact of ERAS and one that Bethany is so committed to.”

**Dawn Shaver, UVA Health System Nurse Educator** – “Ms. Shaver represents a perfect balance of professionalism, clinical expertise, and deep caring. She has a gentle and compassionate manner that creates an atmosphere of approachability that is critical for colleagues to feel safe asking her questions and seeking her assistance. Ms. Shaver’s nursing practice provides a safety net of vigilance, prevention and exceptional working relationships. Her colleagues implicitly trust her skill and judgment because they have full confidence in her commitment to patient safety.”

Direct Patient Care Leader - Patient Experience

**James Abbott, Riverside Shore Memorial Hospital** – “James demonstrates a commitment to serving patients and makes an impact on the patient experience through compassionate care, effective communication, and an attitude focused on exceeding expectations. James was also nominated as a Champion of Caring by the family member of a patient who wrote, “I had the opportunity to witness first-hand the kindness and compassion James Abbott showed to...my great uncle, age 92. James showed such kindness. He was gentle in his manner, his tone and touch while holding my great uncle’s hand when talking to him.”

**Adriane Alexander, Carilion Clinic** – “Adriane goes the extra mile by talking to patients or family members if they are having issues and works to meet their needs. She always has a positive attitude. She stays calm and makes sure that the unit runs smoothly. Every day at work Adriane gives 100%. Her kind heart and soft voice have helped more than one very confused patient to relax which in turn reduces the stress they feel about being a patient. Adriane sees the person in the patient.”

**Jackie Andrusky, Carilion Roanoke Memorial Hospital** – “Jackie Andrusky is an

outstanding nurse. She exudes all 5 of Carilion Values, but the one she represents the best is compassion. Jackie gives 100% to her patients every night. Her positivity is infectious. She is caring and considerate of her patients, peers, and family members. She consistently strives to provide excellent care to her patient. She is truly the gold standard of service excellence.”

**Donna Baybay, Sentara Leigh Hospital** – “Donna is a born leader, and has made countless contributions to make this unit and this institution what it is today. She is the glue that holds this unit together. Her leadership, knowledge, excellent patient care, and innovation have shaped and impacted numerous nurses, patients, families, and the unit as a whole. She serves as an inspiration and a positive role model to her team members. She is nothing short of extraordinary.”

**Michelle Carter, Riverside Doctors’ Hospital Williamsburg** – “Michelle continues to care for the patients even when they are not under her service. She goes above and beyond! It’s not just about discharges, it’s about all the hard work that Michelle does to make a difference and support families. In her RN Case Manager nursing role, Michelle takes on daily challenges effortlessly with compassion and confidence in partnership with her patients. She is a true advocate and exemplifies this at Riverside Doctors’ Hospital Williamsburg day after day.”

**Sam Chase, UVA Health System** – “Sam consistently cultivates a positive patient experience by identifying and meeting the patient & family needs. She is fully dedicated to continuity of care and values seeing patients/families through their healthcare journey. She is kind, thoughtful, attentive, gracious, and humble. Through her words and body language she is able to say so much with so little. She is consistently cultivating an atmosphere of mutual respect and gratitude.”

**Fran Concklin, Centra** – “As a frontline nurse, Fran has been a leader that demonstrates a commitment to serving patients with the highest of excellence. She has demonstrated an impact on the patient experience through compassionate care, effective communication, and an attitude focused on exceeding expectations from the following supporting work. She is a mentor to her coworkers, students, residents and is respected for her knowledge in pediatric care and IV access care.”

**Betty Distel, Riverside Walter Reed Hospital** – “In February 2017, a young pregnant

Nominee Narratives continued on page 8



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Nominee Narratives continued from page 7

woman presented to the ER with fever, flu like symptoms, and unable to keep fluids down. The patient reported that "Betty was the kindest nurse she ever met" and that not only did she give her excellent patient care, but she exceeded expectations through the care of her son. Betty made sure that not only her patient was fed, but also provided food for the son. She took the time to find items around the ER to entertain him, cartoons on the TV, and a special popsicle. The patient expressed that she did not just feel like a number or a diagnosis but she felt loved."

**Sharon Easter, Riverside Regional Medical Center** – "Sharon goes above and beyond to assist staff and patients. She identifies, assesses, and implements improved standards of care for diabetic patients, but also provides and reinforces education with the nursing staff about diabetes management. She has the ability to connect with each patient at their level and finds creative ways to help them live with their disease and not let the disease take over their life. Both patients and staff are inspired by her kindness and compassion. She exudes positive energy and uses that to help all those she comes in contact with."

**Terri Gregory, Carilion Clinic** – "Terri is truly an excellent clinician. Her years of experience and vast knowledge is recognized and appreciated by all those for whom she works beside as well as those she serves. The unit staff will frequently seek her out as they are confident she will know the answer and that she will assist them in whatever situation or task needed. Most importantly, she will always provide the requested support with a kind and caring heart."

**Robin Harry, Virginia Hospital Center** – "As a clinical nurse serving on the ED Flow Improvement Taskforce, Robin was instrumental in developing the structure and processes to expedite care for patients when physical bed space was unavailable or limited. She has spent a great deal of time educating staff on how to be more efficient in an effort to improve ED throughput. She continuously provides the leadership team with daily feedback on flow with suggestions for process improvement."

**Sarah Henshaw, Carilion Roanoke Memorial Hospital** – "For everything that Sarah brings to the table for CCU, nothing is as valuable as what she gives to her patients each and every day. For a nurse with her tenure, Sarah is just as excited today about caring and advocating for her patients as any new nurse just starting out. Nursing is not

an easy profession but Sarah approaches every day with a smile on her face. You can see the love in her heart."

**Paula Hill-Meade, The Health Wagon** – "Dr. Hill assists the executive director in maintaining a clinical practice, the Health Wagon, which cares for the uninsured in the rural Appalachia Mountains of Virginia. In a three-day period, over 3,000 uninsured patients receive medical, dental, and vision health care at no cost to the patient. Dr. Hill has developed a coalition and a multidisciplinary workgroup to provide a redress to health care disparities in the region. Dr. Paula Hill Meade provides quality accessible health care with such compassion to so many who are in need of life's basic necessities."

**Meredith Holaday, Riverside Walter Reed Hospital** – "Meredith is committed to providing compassionate care for each and every patient she comes in contact with. She takes time to listen and help answer her patients concerns, as well as their families. Meredith also advocates for her patients and anticipates their needs by being attentive and listening with empathy. Because of her commitment to providing excellent patient care, she has been recognized by patients and their families as a Champion of Caring numerous times for living out the Riverside Walter Reed mission of 'caring for others as we would care for those we love.'"

**Brandon Jones, Carilion Clinic** – "Brandon has been instrumental in facilitating the development and growth of the Carilion Clinic patient experience program. Brandon continually finds ways to improve the healthcare of the patients and guests of the Roanoke community. He is a dedicated and talented nurse leader who truly values the patient experience and encourages others to always exceed expectations."

**Timothy Kisner, Riverside Walter Reed Hospital** – "Tim Kisner has a large presence in our busy community ER. Patient and staff often refer to him as the 'big guy with the big heart.' His energy and love of nursing shows with each patient interaction. Tim is the first one to take on challenging situations in the emergency room. He has an infectious smile and his ability to calm and reassure patients and families is like none other and a true gift."

**Jacqueline McCall, Riverside Doctors' Hospital Williamsburg** – "Jacquie is an exceptional nurse. She is highly skilled, dedicated and compassionate. Jacquie is often the charge nurse on shifts that she works and as such, is a wonderful resource for many of our staff nurses for any questions about nursing. She is recognized for her clinical competence by the way she empowers staff with the clinical knowledge and technical skills they need to provide safe and quality patient care."

**Shannon Miles, Centra** – "Shannon reaches out and gives hope to mothers who are addicted to drugs. She is their lifeline to a better life for themselves and for their baby. She displays a passion for being a part of a solution in this area. She has helped many new mothers and their infants not only with drug addiction, but with housing, resources, and sometimes by simply listening."

**Mira Shata, Riverside Doctors' Hospital Williamsburg** – "The ultimate patient advocate, there is nothing Mira will not do if it benefits the patient or the nursing unit. Mira has a wonderful rapport with physicians, staff, and peers of all disciplines. She is knowledgeable, well respected, and a team player. Mira is also loving and devoted to her patients. She gives exceptional care to them and offers support to their families. She serves as a mentor and is a fantastic preceptor. She genuinely cares about our patients, staff, families, and coworkers."

**Michelle Shepeluk, Riverside Walter Reed Hospital** – "Michelle is one of those people that you connect with soon after you meet her. She embraces the art of caring. One specific example of how Michelle impacted patient experience through compassionate care is when she created a pillow and cushions for a quadriplegic patient that was devastated when his favorite jersey had to be cut in order to provide care. Michelle not only took the patient's jersey home to make cushions and pillows but also went online to purchase a brand new jersey for the gentleman."

**Sarah Shotwell, Riverside Shore Memorial Hospital** – "Sarah has made a tremendous difference to women in our community. She has certainly improved the delivery of healthcare beyond our own facility as many of the outpatient



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consults and support group members have been patients from other facilities. She has strengthened our department and our community by helping give our babies the best start in life.”

**Sarah Rose Sienes, Sentara Life Care** – “Sarah is an extraordinary person and clinician who epitomizes nursing at its best. She is highly skilled, compassionate, a sound critical thinker, a collaborator, and consistently displays the highest ethical standards. Sarah serves as a living example of dedication and commitment to true team work, delivering personalized care to all patients and in all circumstances, and enabling others to do the same.”

**Aimee Wooldridge, Carilion Children's Hospital** – “As an RN in the PICU, Aimee demonstrates what compassionate family centered care is every day. Over the last year she has been recognized by numerous patients and families for providing excellent clinical care. She is considered to be one of the most diligent patient/family advocates. Aimee's dedication to our patients is evident in the patient experience that she provides.”

Nurse Educator

**Mary Jane Bowles, Mary Washington Hospital** – “Not one person at MWH can speak about compassion, patient care delivery models, organizational systems, nurses influencing nursing practice without visualizing Dr. Mary Jane Bowles. Lovingly known as ‘MJ’, she is a true legend not only at MWH but regionally as well as nationally. Her passion for the future of nursing educational development is palpable at all levels.”

**Melissa Cabahug, Virginia Hospital Center** – “Melissa is passionate about providing the highest level of quality care to all patients who come to the OR. She takes time to teach, not only the mechanics of surgery, but the importance of patients' rights, privacy, advocacy, and compassion. She speaks up when she sees a variance from best practice, no matter who the offender, and is respected by all for the level of professionalism she brings. Melissa provides

staff with excellent support and resources, while infusing the importance of personal responsibility and accountability.”

**Deborah Deaton, Virginia Hospital Center** – “Deborah is well versed on the learning needs and styles of multi-generational adult learners. In addition to this understanding and patience, she actively promotes professional staff development through accountability of both new nurses and the seasoned professionals she collaborates with. She is mindful of time, budget and efficiency, carefully spelling out what is expected of both class attendees and presenters. In other words, without her, we could not progress.”

**Majeda El-Banna, George Washington University School of Nursing** – “Dr. Majeda El-Banna is an excellent teacher and scholar, and a global leader in nursing education. She both enacts evidence-based pedagogical practices in her teaching, as well as works ardently to contribute to the science of nursing education through her program of research. She has made an incredible impact on her students and colleagues, and our profession. Her research and innovation furthers the transformation of nursing education across the globe.”

**Andrea Knopp, James Madison University** – “Known for her exemplary leadership abilities, Dr. Knopp exudes energy and positive influence, making her approachable to faculty and students alike. Her commitment to excellence is evident through the feedback of student assignments and practices, engagement in faculty meetings and professional development, and involvement in course, college, and campus events and initiatives. She has had an enormous and positive impact on both her student population and the broader nursing community through her engagement activities.”

**Elisa Lemmon, Riverside Doctors' Hospital Williamsburg** – “Elisa was chosen as our 2017 DAISY Award winner from this patient nomination:

‘I was in a horrible accident that left me with a broken hip and a body full of pain. Before my surgery I was on the medical floor where this nurse cared for my needs. This nurse helped me prepare for my surgery. This nurse's admirable

spirit gave me hope to continue living despite my very own broken spirit. This nurse was sensitive to my needs and displayed the true meaning of what being a nurse represents. As a result of compassion, I am moving forward in my recovery.”

**Aileen Moore, Salem VAMC** – “As the Nursing Affiliation Program Director, Mrs. Moore has tripled the number of nursing students in the medical center. The expansion of affiliations and students in the medical center show what a commitment she has to the needs of education for nursing students, as well as current staff in the medical center to provide the real experience and knowledge base for the future in nursing.”

**Amy Patton, Centra** – “Amy Patton is a go-to person in the department and facilitates many different programs such as preceptor development, rhythm recognition, and management of our competencies across the system. She is an advocate for the profession of nursing. Amy is a nurse who exemplifies professionalism, helps improve the competency of our nursing staff. She is a true nursing advocate who promotes professional development and lifelong learning.”

**Linda Peffley-Firer, University of Virginia Medical Center** – “Linda's contributions to professional development profoundly influence both nursing student and new graduate nurse success in the acute care hospital setting. Whatever her nursing role has been over the years be it critical care nurse, staff nurse, infection control nurse, charge nurse, Human Resources Consultant to Nursing or a clinical simulation coordinator, she has shared her natural skill as an educator to help promote nursing competence, patient education and patient safety.”

**Margaret Perry, Carilion Clinic** – “Margaret demonstrates a passion for learning and for transferring knowledge through her innovative and creative ways of delivering education. She is an excellent role model, coach and change agent that utilizes the associated skill sets to orient a new educator. Margaret exemplifies the nurse educator position as she blends her drive for best

Nominee Narratives continued on page 10

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Nominee Narratives continued from page 9

practice and her desire to help nurses meet their maximum potential.”

**Ashley Riffe, Sentara LifeCare** – “Ashley is the epitome of Nursing Excellence in education. As the Staff Development Coordinator of Virginia Beach Nursing Center, she leads by example in achieving desired clinical outcomes through staff continued education. Her total engagement to the employees uplifts not only their clinical skills but also their total wellbeing as a whole.”

**Beth Rodgers, VCU School of Nursing** – “Dr. Rogers is the Nursing Alumni Endowed Professor Professor and Chair of the Adult Health and Nursing Systems Department at the VCU School of Nursing. She is iconic in the nursing education realm. She has integrated her research into her teaching such that students learn real world application that respects the dignity and uniqueness of those she serves.”

**Lorraine St. Laurent, Inova Loudoun Hospital** – “As our first trauma certified emergency nurse, Lorrie demonstrates a love of learning and sharing of knowledge. She collaborates with all members of the healthcare team to maintain the highest level of competency and shared learning. With her direction, our Emergency Department has received its provisional Level 3 trauma status and our emergency departments reflect the mission and vision of the ENA. Lorrie has greatly influenced a

fantastic group of professional nurses as ENA role models.”

**Joe Tacy, James Madison University** – “Not only does Dr. Tacy work hard to ensure the learning environment is conducive of success; his passion and dedication to students’ goals and wellbeing are central to his teaching. Dr. Tacy believes that it is his job to foster fervor in nursing among our students and to guide and encourage them in their studies, challenging them to think critically and to evaluate their knowledge and practice. Through this, students identify their passions and professional goals as he supports a new generation of citizens in healthcare.”

**Tiffany Wells, Centra** – “I have nominated Tiffany has greatly increased awareness of PND team role in our organization. She is a vital member of our nurse leadership meeting planning team, nursing policy and procedure committee, nurse manager orientation committee and recently helped us update our nurse manager job description and competencies to better align them with the American Organization of Nurse Executives.”

such professionalism while achieving a long list of accomplishments. Glacey is a transformative type of leader. Her vision of quality nursing radiates wherever she goes.”

**Sylvia Atkins, Carilion Roanoke Memorial Hospital** – “Sylvia is first and foremost a servant leader. She is passionate about what she does and our patients. Sylvia loves to interact with her patients and staff and for this reason she can be found rounding on her unit daily and has been a strong proponent of bedside handoff, assisting with the design and implementation of systemwide education. She has amazing potential and excels at anything that is set in front of her to accomplish. She is hands down one of the most meticulous and engaging leaders.”

**Rebecca Bishop, Carilion Clinic** – “Becca is passionate about both her patients and the care and service provided by her staff. Her charisma and genuine love for people clearly enhances her strong leadership skills. Mentoring, encouraging, and positively recognizing others are her gifts. Her leadership in this council has been phenomenal and in a very short time she has truly made a difference for our nurses at Carilion.”

The narrative for Nurse Manager/Director nominee Robin West did not appear in the Gala program. We apologize for the error, and extend special congratulations to her.

**Robin West, Sentara Leigh Hospital** – “With her 13 years of dedication as clinical manager, she is an invaluable leader and asset to our organization. Her aim to always provide world class nursing care has changed the face of healthcare at Leigh. Under her leadership, she produces remarkable outcomes not only on her unit but for Sentara Leigh as well. She has created significant change to nursing practice across all of Sentara Healthcare. We improve health everyday as result of this extraordinary leader.”



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**Glacey Anol, Sentara Lifecare, Sentara Healthcare** – “With 39 years of nursing experience, Glacey has proven herself to be a leader amongst leaders. In a quite demanding industry, it has become a rarity for someone of her excellence to be able to carry herself with

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**Amanda “Wrenn” Brendel, Carilion Roanoke Memorial Hospital** – “Wrenn is an excellent patient advocate and servant leader, very dedicated to our patients, our team and our profession. She is tireless in her efforts to provide diligent and consistent accountability and supervision to her team, very focused on the best interests of our patients. Wrenn is an amazing leader and an exemplary role model for nurses. Her efforts and focus on doing and being her best while nurturing the professional growth of others is apparent in her daily work. She leads with courage and strength and always puts our patients first.”

**Zewdensh Bryant, Inova Mount Vernon** – “Ms. Bryant is the living example of the tradition and values of a professional nurse. She works to provide a healthy learning and work environment for not only her nurses in the float pool, but every nurse she encounters. She displays a high level of respect for the core nursing principles that are emulated in not only her subordinates but her leaders as well.”

**Jane Burnette, Riverside Doctors’ Hospital Williamsburg** – “In the first nine months of opening, Jane helped lead the ED team and hospital to meeting the requirements for successful certification of RDHW as a Primary Stroke Center with The Joint Commission (TJC). Jane’s team is often noted with excellent customer reviews for the services and care they give. It is through Jane’s visionary and consistent leadership skills we are able to enjoy the many successes of this department’s accomplishments.”

**Laura Byrd, Mary Washington Hospital** – “Laura Byrd is a standout among superstars. Her strength is lifting others with a strong focus on growth and development for those she leads. Laura has maintained a positive attitude even during setbacks and her leadership style and skill shone most strongly during tough times. Laura is a role model and brings value to her team and to the organization.”

**Christi Cash, Centra** – “Christi Cash is a leader who always leads by example. She points out areas that could improve in positive ways that motivate the employee to strive to be better. As a manager we count her as a boss, friend and coworker.”

**Kenneth Daniel, Inova Alexandria Hospital** – “Ken’s hallmark is preparation, a calm consistency and thoroughness in everything he does. His thoroughness is evident every single time he is on duty because he has his finger on the pulse of the house and is hardly ever not aware of any situation going on in the hospital. Ken is open to help anyone and everyone and does not let his title stand in the way of assisting others. It is not unusual to hear charge nurses and leaders state that as long as Ken is in the house, everything will be just fine.”

**Stephanie East, Centra** – “Over the past several years, Stephanie has demonstrated her



successful leadership by delivering excellent results in the areas of quality and safety, patient experience, employee engagement, growth, and financial performance. Stephanie has also led the development of a new and innovative Autism Diagnostic Clinic at Centra which integrates Developmental Pediatrics with Child Psychiatry and provides medical assessments, psychological testing, individual counseling and applied behavioral analysis treatment.”

**Linda Edenfield, University of Virginia Health System** – “Linda demonstrates the qualities that make an exceptional leader. She is highly dedicated to her team and her patients. She is humble and selfless in her approach to the care she provides to her team, and she is always willing to take on any request asked of her.”

**Sharon Franklin, Kaiser Permanente** – “Through Sharon’s leadership, she has created a reality where our diabetic population can live happier, healthier lives. Ms. Franklin continues to develop new and cutting edge programs, and through her leadership these programs offer hope to those in need.”

**Teresa Gardner-Tyson, The Health Wagon** – “Dr. Tyson leads her clinic in promoting the mission of providing quality, affordable, accessible care to all with an emphasis on serving the underserved. Her leadership in the healthcare sector has garnered notable recognition. Dr. Tyson is most proud of her coordination of the Remote Area Medical (RAM) Health Expedition in Wise County, which is the largest health care outreach in United States, for past 17 years.”

**Sandy Harris, Carilion Clinic** – “Sandy leads by example. Her strongest asset is empathy. She puts herself in the shoes of the patient, their family member, or the nurse assigned to the patient. Sandy’s first priority is always the patient and our unit. She challenges us to be our best, and she challenges herself to meet her own goals in the same way. She is an excellent leader and promotes a culture for positive teamwork.”

**Amanda Kidd, Carilion Roanoke Memorial Hospital** – “Amanda has an impressive and progressive leadership career. Her dedication to the profession of nursing is not only evident in her education and work commitments, but also in her impressive quality outcomes and innovative approaches to problem solving. She leads with tenacity and an innovative spirit encompassing the uniqueness of others.”

**Amanda Kidd, Carilion Roanoke Memorial Hospital** – “Amanda Kidd is an exemplary mentor and transformational leader with unwavering commitment and passion for the profession. Through her pursuit of excellence, nursing’s image is enhanced with collaborative transformation of leader skill sets, quality care delivery, patient satisfaction, employee satisfaction/retention and transitional care for patients. She exemplifies nursing excellence and

how when we love what we do we truly make a difference.”

**Phoebe Knight, Centra** – “Phoebe has demonstrated her dedication and commitment to the nursing profession loyally throughout her career. She is not afraid to try new strategies and encourages ideas from her team for improvements to her units. She embraces that nursing is certainly not a stagnate profession and she strives each day to provide transformational leadership that demonstrates flexibility, growth, and excellence.”

**Kelli Loftus, Carilion Roanoke Memorial Hospital** – “Kelli lives nursing values in her day to day interactions with her patients and team and she is extremely passionate and dedicated to the profession. She is an amazing leader and an exemplary role model for nurses. Her efforts and focus on doing and being her best while nurturing the professional growth of others is apparent in her daily work.”

**Julie McElwee, LewisGale Hospital Montgomery- HCA** – “Julie at her core is an encourager. She wants everyone to succeed, to feel great about doing so, and she wants the department to flourish. Under Julie’s leadership, the ED has very low turnover, low vacancies, high certification and BSN rates. She truly wants to make this corner of the world a better place.”

**Bethann Mendez, Winchester Medical Center** – “Dr. Mendez leads her critical care nursing team through empowering bedside staff to elevate their skills and critically think to find solutions to improve their workplace. She portrays a professional image of nursing with her effectively communicated and carefully thought out plans of action. She collaborates daily with other healthcare leaders: physicians, administrators, and quality all while portraying a polished, professional demeanor.”

**Debbie Moore, Sentara Virginia Beach General Hospital** – “Debbie advocates for her team, the physicians, and her patients at every turn; aligning strategic goals with what her teams do each day. She strives for excellence each day in how she leads her teams and models behaviors of brilliance in service, quality, and safety. She inspires her team daily with her service-orientated attitude and customer-centric focus.”

**Taryn Overman, Virginia Hospital Center** – “Taryn Overman has been the driving force in many patient care improvements this past year. She is a leader who understands that the best outcomes will be achieved by engaging front-line staff in the process of change. Taryn’s leadership exemplifies a nurse leader who thinks beyond the ordinary to create something extraordinary.”

**Sara Phillippe, VCU Health** – “Sara Phillippe came to VCUHealth with thirty years of leadership experience and a clear passion for developing and promoting the role of the professional nurse. In just the first few weeks,

she began forming what is now a vibrant shared governance team. Sara is a highly skilled and innovative nurse leader who leads by providing a vision and the structure that ensures the success of all those who work on the team.”

**Ainsley Polson, UVA Health System** – “Ainsley Polson is a respected rising leader within our organization. She is deeply committed to providing a personally and professionally safe environment where nurses can feel good about the challenging and complex work they do. She is a rising star.”

**Anne Riser, Valley Health System** – “Anne Riser treats her staff with dignity and respect. She establishes relationships with her staff early in their employment, and works alongside them when they need an extra hand. Anne is knowledgeable in the clinical skills that her staff acquires, and will teach them how to perform a new skill as needed. She leads by example, and has prompted other managers to do the same.”

**Anastasia Schaab, Inova Mount Vernon Hospital** – “Stacey is a lifetime learner; always seeking new opportunities to learn new skills and improve processes to promote a safe environment for patient care. She believes in maintaining high standards as if the hospital were being surveyed every day of the year. Her dedication and commitment never falter. She is a breath of fresh air.”

**Tabatha Sprouse, Centra** – “Tabatha Sprouse can best be described as an innovative, results driven, transformational healthcare leader who is dedicated to nursing excellence. In her short tenure as a valued and respected nursing leader, Tab has demonstrated that her vision, courage and dedication to provide quality, safe and excellent patient care has elevated Centra, the nursing profession and her future professional career.”

**Tiffany Wells, Centra** – “Ms. Wells is an advocate for nursing and the patients we serve and collaborates with clinical educators that report directly to her on activities and initiatives to improve patient care. She has the ability

Nominee Narratives continued on page 12

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Nominee Narratives continued from page 11

to tackle difficult challenges and is able to collaboratively work with others to come up with an innovative solution together. Tiffany has passion for leading and promoting best practice of our nurses.”

**Andi Wright, Carilion Roanoke Memorial Hospital** – “Andi Wright is an RN who truly provides the future generation of nurses an example to follow. She has worked at the bedside, has lead other nurses, and has climbed to the level of a Clinical Service leader. She has passion for the trauma patient, which shows not only in her care and patient safety, but also how she fosters the environment that she leads.”

## Nurse Researcher

**Deborah McGuire, VCU School of Nursing** – “Dr. McGuire has devoted over 30 years to advance nursing science through her highly productive and successful career; this success is evidenced by her contributions to nursing research. Her work raises the visibility of nurses and nursing research, helping to broaden the understanding of nurses as scientists. She exemplifies the qualities of attributes of a nursing researcher and nursing professional.”

**Shannon Munro, Salem Veterans Affairs Medical Center** – “Dr. Munro truly is an incredible asset to the nursing profession. Even though she is a highly accomplished professional, she is humble and is willing to extend a hand without reserve to anyone who needs help. She has a strong drive to improve the health care provided to our Veterans, the larger community, and the nation.”

**Sara Wohlford, Carilion Clinic** – “Sara Wohlford’s ability to connect with clinical healthcare team members is beyond amazing. Her efforts have propelled Carilion Clinic significantly forward and has created an infectious positive engagement across the organization.”

**Elyssa Wood, Inova Loudoun Hospital Children’s Emergency Room** – “Elyssa is a superb nurse, preceptor, mentor and a role model in every way. It is clear that research and evidence-based practice (EBP) is her passion and she strives to make a difference in her community both within the walls of the hospital and outside the hospital. Her positive attitude and passion regarding research is contagious.”

## Nursing Informatics

**Margaret Atkins, Riverside Doctors’ Hospital Williamsburg** - “Meg is a unique individual with a balance of important qualities that will support her continuing to excel in the nursing profession. She is always a team player and able to focus on the patient as the center of everything she does. Meg sets high standards for herself with a purposeful drive, providing good communication throughout to the people that can help her achieve positive results.”

**Jamie Blankenship, Salem VAMC** – “Jamie has worked intensively with nurses, unit managers, and pharmacy providing support and education to staff to increase compliance, which increases patient safety and quality care. She has worked with Nurse Educators within

the facility as well as with local universities to triple the amount of Nursing Students rotating through the medical center for clinical experiences.”

**Jamie Hughes, University of Virginia Health System** – “While an effective team leader and senior leader partner, Jamie has made a singular nursing leadership contribution over the years to our successful use of our complex EMR to drive patient care quality and outcomes. Her knowledge and strong leadership capabilities have enabled our system to grow this essential technology to benefit patients and team members alike.”

**Tiffany Kidd, Centra** – “This nominee had a passion for creating an innovative way in providing care that was current, straightforward, and followed national guidelines. She incorporated her ideas to lead a study that pursued a change in current practice. This project led to the adoption of the new pediatric asthma EHR template in over 30 office groups that provide care to pediatric asthma patients in the community.”

**Carolyn Lopez, Inova** – “Carolyn Lopez has worked diligently to assist with documentation in our EMR to make our hospital a much safer place for our patients. She is the consummate professional, extremely competent, highly ethical and very knowledgeable in the arena of nurse informatics. Carolyn is a true asset to our organization.”

**Patricia Mook, Inova Health System** – “Patricia Mook provides leadership and establishes direction for Clinical Informatics and educational programming to support nursing practice, research and academic partnerships to meet organizational goals. She communicates Inova’s technology strategic vision and tackles complex challenges with creativity, flexibility and analysis. Ms. Mook understands the importance of mentoring and growing others and she builds this activity into the developmental plans of all the leaders who report to her.”

**Cheryl Riley, Riverside Walter Reed Hospital** – “Cheryl has a talent for connecting at the most human level in order to care for those in need, teach important skills, or just make an anxious staff member, facing a new charting system, be able to calmly undertake the new challenges of their job. She does all of this calmly and reassuringly and makes it all look effortless. She serves a role model to all around her, not only in the world of informatics, but in nursing as a profession.”

**Nagaina “Nikki” Simmons, Virginia Hospital Center** – “Nikki is a champion for change within our facility. Through her partnerships with clinicians and interdisciplinary committees, Nikki has truly helped transform the usability of our systems at VHC, leading to higher quality, safer patient care.”

**Karla West, Carilion Clinic** – “Karla is driven to improve the care Carilion provides to its patients and community. Karla provided training to clinicians on the importance of accurate and timely clinical documentation in detecting early changes in patients’ condition. Many success stories were shared of early interventions that prevented patients’ status from declining.”

## Chief Nursing Officer

**Ursula Butts, VCU Community Memorial Hospital** – “Ursula Butts has spent her career dedicated to advancing patient safety and nursing professionalism since she entered the nursing profession. Her transformational leadership has been the lynchpin for our nursing team proving her vision of a safe patient-

centered environment and she has afforded us the tools to make that vision a reality.”

**Fadia Feghali, Inova Alexandria Hospital** – “Fadia is a caring leader and maintains protected rounding time, for rounding on patients, and on nurses. She rounds and speaks with the nurses to learn from their experiences. She cares genuinely and respectfully, partners with all colleagues and obtains results.”

**Jill Kennedy, Bon Secours Virginia Medical Group** – “Jill exhibits all the characteristics and traits of an outstanding performer with a strong approach in leadership and clinical expertise. She is knowledgeable of the changing care environment and develops her skills to lead in diverse environments. She is a trusted and gifted leader who is respected by all.”

**Genemarie McGee, Sentara Healthcare** – “Genemarie leads with a grace, humility, and generosity rarely seen in someone with her achievements and is known as a leader who is approachable and influential among bedside nurses as well as leaders. Her influence as an executive leader is exponential and is advancing the nursing profession.”

**Claudia Meinhard, Centra Southside Community Hospital** – “Claudia leads by example, with enthusiasm, compassion, empathy and friendship. She has brought nursing together as a true family. Her nursing profession has provided many opportunities to learn and grow. She embraced those experiences and has enhanced the image of the professional nurse, person, colleague and leader.”

**Arlene Messina, Riverside Doctors’ Hospital Williamsburg** – “Arlene is incredibly supportive and fosters an environment of respect and teamwork. As the Chief Nursing Officer at Riverside Doctors’ Hospital, she leads with her own example of compassion and care for our patients. In fact, it is not beneath her to put on scrubs and join us in the ranks of providing patient care at the bedside. This is what sets her apart – this dedication and commitment of putting patients at the center of what we do.”

**Heather Norman, HealthSouth of Northern Virginia** – “Heather is a leader who leads by example and epitomizes HealthSouth’s culture of Comfort, Professionalism and Respect (CPR). She has worked diligently to hard-wire our CPR values of service excellence to patients, their family and colleagues. She is a visible hands-on leader who cultivates nursing roles and is a nurse advocate.”

**Margaret Scheaffel, Carilion Roanoke Memorial Hospital** – “It is not every day that a Meg comes along. She will always do what is right, even if it is hard, and she is fearless in holding staff and teams accountable for strong work. She is someone that anyone would be fortunate to have as part of their leadership team.”

## Nursing School Dean or Director

**Robin Nelhuebel, Riverside College of Health Careers** – “Dr. Nelhuebel is an effective nurse leader with a distinctive set of personal qualities: integrity, courage, initiative, and an ability to handle stress. She is respected for her ability to communicate, collaborate, and problem solve effectively and creatively. Hers is a welcoming spirit with the desire to do the right thing for the right reason. Hers is a strong voice for nursing and healthcare while also being an advocate for the patient and community.”

**Melody Sharp, Centra** – “Melody exemplifies lifelong learning and professional development in her daily work. She has helped to increase awareness regarding the work of Professional Development and Professional Nursing Development. This helps to bridge the gap between academia and the transition to professional nursing practice. She is a true example of servant leadership and is well deserving of this award.”

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### Opportunity to Participate in Nursing Research Exploring Nurses' Perceptions: What are the Benefits of Longer Shifts?

Locate the survey link on the Virginia Nurses Association website. Survey link will be active Nov.20-Dec. 23, 2017.

**SRB-IRB Protocol #:**  
**2017-0441-00**

Primary Investigator:  
Teresa M Haller, MSN, MBA,  
RN, NEA-BC, FAAN  
tmh@virginia.edu

*Note: This is an exploratory study to better understand nurses perceptions of shift length. This is not a concerted effort to alter shift length. Many manuscripts point to the ill-effects of longer shift length on nurse fatigue and patient safety. There is no literature that captures the nurses perceptions regarding the impact of longer shifts. All responses to the survey will remain confidential.*



## Update on VNA License Plates

We appreciate your patience as our Virginia Nurses Foundation "Nurses Change Lives" plate makes its way through the DMV process. Legislation signed last February making the plate a reality went into effect on July 1, 2017. This means our plate has moved into the hands of DMV and is in production. You can expect to receive it in your mailbox sometime this fall or early winter. We know that this is a longer deadline than anticipated, and we appreciate your patience.

We will post updates to our website and send via email as we receive them. In the meantime, the DMV has advised that anyone who needs to renew their tags before they receive their plate to do so. If someone you know would like to purchase a plate, they can sign up to receive updates about when plates are available to the general public. For more information, visit the VNA website or contact Rachel Phillips at [rphillips@virginiannurses.com](mailto:rphillips@virginiannurses.com).

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Nancy Vance Award continued from page 1

finishing chemo, Florence Jones Clark, a previous VNA president and the 2013 recipient of the Nancy Vance Award, tapped me on the shoulder and asked me to run for VNA president. I think her exact words were “You are well now. It’s your turn to lead VNA.” I thought to myself, “I can’t do this. I’m just getting my life back.” This thought was quickly followed by another: “Well I did get through my MBA program, and I did beat cancer. Yes, maybe I should do this.”

I was fortunate to serve two terms as VNA President, and I did my share of shoulder-tapping. Nursing friends and colleagues were asked to run for a VNA office, join a committee or lend a hand on a project. But I think what I am most proud of are the connections the VNA made with other nursing groups, the Virginia Hospital and Healthcare Association, the Medical Society of Virginia, and many others. We found common ground in pursuing initiatives to confront the nursing shortage. I advocated for VNA to serve as the central organization to coordinate this work. One favorite memory of my work with VNA demonstrates the importance of

connections and collaborations. A group of nursing thought leaders gathered together, and we dubbed ourselves the Kitchen Cabinet. Many of these thought leaders are Nancy Vance awardees – Judy Collins, Becky Bowers-Lanier, Shirley Gibson, Joanne Henry, Sandra Ryals. The 2005 gubernatorial elections were coming up and Virginia had three candidates, a Republican, a Democrat, and an Independent. The kitchen cabinet strategized with the VNA lobbyist and devised a plan to be sure that a group of nurses worked diligently for each candidate. Our strategy was that whoever won, they would know that nurses helped their campaign. Nurses would have a seat at the table and be able to advocate for programs and initiatives that would help address the nursing shortage in Virginia. The candidates who didn’t win would simply be going back to the state legislature, only now they would be more informed about nursing and health care issues. So we broke up into groups and did not talk to one another throughout the campaign. We had determined that nursing faculty salaries were a significant barrier to hiring more faculty who would educate more nurses. Sallie Eissler enthusiastically agreed to work on the campaign for the Independent candidate. The independent candidate did not win, but he was instrumental to passing legislation that called for increases in nursing faculty salaries in state schools. He also worked diligently to find ways to do the same for the private nursing schools in Virginia.

As you all know, Tim Kaine became Governor in January 2006, and shortly thereafter, he asked for a meeting with the nurse leaders in Virginia to thank us for our support and listen to our concerns. During his term as governor, he helped advance the causes of nursing and health care by naming nurses to key positions in his administration, and supporting the development of a workforce center within the Department of Health Professions. Our kitchen cabinet strategy worked, and paid off for the betterment of nurses in the Commonwealth.

The contributions I made to the nursing profession and the contributions that made me eligible for this recognition were possible because I and the leaders at VNA made connections, tapped people on the shoulder, and put them to work.

Time spent on boards at the national level is also rewarding. I was able to use my skills in business and finance to serve as treasurer of American Nurses Association, and now as treasurer of the American Nurses Credentialing Center. I’ve continued a career-long passion for the economics related to nursing care, the nursing workforce, and nurse staffing. There is still much work to be done, but I am grateful to see how far we have come with the evidence that links nurse staffing levels with patient safety and positive patient outcomes.

I want to acknowledge and thank my colleagues at the University of Virginia Health System. In addition to being active in VNA at the state and chapter level, many of these colleagues covered for me when I needed to be away from the Health System for board meetings or other activities.

I also want to acknowledge and thank two amazing nurse leaders who I had the privilege of working for in their role as Chief Nurse at UVAHS. Both were and continue to be strong advocates for nurses and the nursing profession.

To Dr. Pam Cipriano, current president of ANA, thank you for nominating me for this award. You have been and continue to be a stellar example of leadership and advocacy for our profession. I have learned so much from you.

Dr. Lorna Facticeau and I originally became colleagues in the early days of my involvement with VNA. We were district residents together, and I served on the VNA board when she was VNA president. Under Lorna’s leadership, VNA created the Virginia Nurses Foundation as a legal entity. This Gala and the awards we bestow are a tribute to VNF’s success and Lorna’s legacy.

Additionally, I thank my wife Sarah, who has supported me through the long hours, erratic schedule, and unpredictability that goes with being married to a nurse. I couldn’t do half of what I do without her encouragement and support.

I will conclude by figuratively tapping all of you on the shoulder and asking that you do one thing. If someone taps you on the shoulder, and asks you to do something for your profession or your professional association, say YES! Each of my yeses resulted in learning and growth, and I do not regret a single one.

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# Be an Effective Nurse Advocate with VNA

One of the many benefits of VNA membership is the opportunity to engage with local legislators and impact change on behalf of your fellow nurses.

This autumn, VNA held 8 legislative receptions across the state in partnership with advanced practice nursing associations in advance of this November's statewide elections. Members in each chapter met with elected officials and other candidates for office and shared their thoughts on the issues affecting nursing and healthcare. This year, with hotly contested races across the state for seats in the House of Delegates, receptions had a record turnout this year. As always, we were amazed at the passion and depth of healthcare knowledge shared by nurses at these events.

We have also begun sharing local campaign and legislator events with our members. When nurses get involved with the candidates they support, nursing has a seat at the table of every campaign. We encourage all Virginia nurses to volunteer for local campaigns and to let us know if you would like to form a nursing group for your candidate.

Our annual Legislative Summit is a great opportunity to learn the ins and outs of advocacy. Attendees get a crash course in consensus building, an update from both parties on healthcare issues, and the chance to hear from policy experts, government officials, and nurse leaders. This year's Summit will include speeches from 2017 Friend of Nursing Roxann Robinson, Virginia Senators Rosalyn Dance and Amanda Chase, and our keynote speaker, CNN Washington correspondent Ryan Nobles. Among many other things, Legislative Summit prepares nurses for our Lobby Days, a crucial part of our advocacy work. Held while the General Assembly is in session, Lobby Days get nurses face-to-face with legislators, helping to shape legislation that will affect nurses statewide.

If you'd like us to join us for Lobby Days, here are some helpful tips to review in advance for effective advocacy. Being a successful advocate requires four skills:

### Problem Solving

When it comes to finding a solution, develop a plan of action, identify decision makers who can help, and be sure to establish a timeframe for completion. Remember that patience is a virtue! Most advocacy initiatives take several attempts before they are successful, so don't be discouraged.

### Communication

Advocates must communicate clearly, concisely, and consistently about their issue. Be sure your conversations are based in facts and data. Use language and terminology that is easy to understand - most legislators don't understand "nurse speak." Bear in mind that you are the face of the issue you're representing, so take the time to think about how you present yourself.

### Influence

Be competent, credible, and trustworthy. You can effectively influence decision makers by putting a human face on an issue and building a case for change by using facts and data.

### Collaboration

Nothing happens in a vacuum. Collaboration is essential to advocacy, as you must gather the

support of others to address and fix an issue. Developing common goals and strategies help us achieve shared objectives.

Nurses are the largest single group of healthcare professions in Virginia. When we use our voices together, we are an incredible force for change. The following are our legislative priorities for 2018. We hope you will join us in advocating for the nursing profession in Virginia.

### Nursing's Public Policy Platform

Ensuring Virginians have access to sufficient numbers of highly qualified nurses while maintaining nursing's voice on public policy issues is a top priority. We seek the following commitments from the Commonwealth on behalf of Virginia's more than 107,000 registered nurses who, for the 15th consecutive year, were identified by Americans as the most trustworthy professionals in Gallup's annual "Honesty and Ethics" survey.

**1. Enable Advanced Practice Registered Nurses (APRNs) to contribute to the healthcare solution by practicing to their full scope of education and training.**

APRNs (nurse practitioners, nurse anesthetists, nurse midwives, and clinical nurse specialists) have provided safe and effective care in Virginia for more than four decades. Virginia's APRNs currently have barriers to practice which include requirements for a collaborative practice agreement with a physician, inability to admit patients into hospice or home health and restrictions on prescription of controlled drugs. The current shortage of primary care physicians and the practice limit restrictions faced by APRN's limits Virginians access to care. Advanced practice registered nurses should be allowed to practice to their full scope of education and training.

**2. Improve students' access to school nurses to ensure Virginia's youth is healthy, safe, and ready to learn.**

School nurses bridge the gap between healthcare providers, families, and school staff by advocating for the health and wellness of their school communities. Access to a school nurse improves not only a student's health outcomes, but also his or her readiness to learn. In Virginia, there are no minimum staffing levels for school nurses. As a result, wide variability exists in school nurse staffing across the Commonwealth. As of 2016, Virginia's ratio of school nurses to students is 1:923. This stands in contrast to the Virginia Board of Education's 2016 Standards of Quality (SOQ) revised recommendations, which prescribe a ratio of one school nurse to every 550 students. To ensure Virginia students are healthy, safe, and ready to learn, it is imperative that all students have access to a school nurse on a daily basis.

**3. Support legislative solutions that create and sustain conditions that support the health and well-being of all Virginians.**

Every Virginian deserves the opportunity to live in a state of well-being and have access to safe and affordable healthcare. To ensure the optimal health of our citizens and communities, we must ensure that wellness is factored into decisions related to education, employment, housing, transportation, land use, economic, development, and public safety. We must work

## 5 Tips for Meeting with Your Legislator

### 1. Prioritize Key Legislators

Visiting with key legislators, such as party leadership or Health and Welfare committee members, is of the utmost importance. Bills affecting nurses must receive approval from the relevant subcommittees and full committees before they can be considered by the full House or Senate. It is these legislators that will most often determine the fate of these bills. VNA can help you identify which legislators are most important for you to see.

### 2. Be on Time and Be Prepared to Wait

Parking is sparse and going through security can take more than a few minutes. Ensure that you arrive in the downtown Richmond area at least 30 minutes before your scheduled meeting. Additionally, legislators' schedules are very tight during the legislative session and always subject to change. Please arrive promptly, but be prepared to wait in the event the member's earlier engagements run long, as they often do.

### 3. Make a Local Connection

Legislators prioritize the opinions of their local constituents. The first thing you should do after introducing yourself to the legislator is to inform him/her of any one in your party who is a resident of that legislator's district and, even if you may not personally be from that legislator's district, you certainly represent nurses and other colleagues who are.

### 4. Know your issues – be prepared and concise

Prior to arriving at the Capitol, make sure you are up to date on the issues facing nurses during this legislative session. Stay up to date on the bills affecting nurses as they go through the various legislative committees, and posture your pitch as in favor or in opposition to specific bills. This is the most effective and efficient way of having your voice heard.

### 5. Leave behind brief talking points and follow up with a thank you

Chances are your meeting will be squeezed into a 15 minute window (or less) and followed by many other meetings with concerned citizens on any number of issues. Make sure to leave behind a one-page sheet (like Nursing's Public Policy Platform) with your most important points for the legislator to refer back to at a later time. Within 24 hours, you should try to email the legislator's office and thank him/her for their time. This will remind the legislator to consider the issue once more and will provide you with an opportunity to follow up with any information the legislator may have asked for during your meeting.

alongside community and government partners to support legislative solutions that promote a culture of health and tackle the population health issues highlighted in Virginia's Well-being Plan.




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# New Enhanced Nurse Licensure Compact (eNLC) to Expand Access to Care

## Changes to Revise Nurse Licensure Compact

As of January 19, 2018 it will be easier for Virginia's Registered Nurses (RN) and Licensed Practical Nurses (LPN) to work across state lines. The enhanced Nurse Licensure Compact (eNLC) was recently ratified and signed into law by 26 states, increasing access to health care through state Boards of Nursing (BON) as new states join the eNLC.

In a history-making move earlier this year the National Council of State Boards of Nursing (NCSBN), composed of BON representatives from all 50 states, became the first health care regulators to develop a model for interstate licensure. Virginia's bill, signed into law in 2016, gives authorization to nurses who depend on the multi-state licensing process and ensures patient safety. With the growth of cross border practice via telehealth, this measure is likely to be emulated by other healthcare professions.

The eNLC is an amended version of the Nurse Licensure Compact Virginia joined in 2005 for RNs and LPNs which provides for one multistate license with the ability to practice in person or via telehealth from both their home state and other eNLC states. Licensing standards across all eNLC states are now standardized and include federal and state fingerprint-based criminal background checks. In NLC states that have also enacted the eNLC, such as Virginia, multistate license holders will be grandfathered into the new compact. As a result, RNs and LPNs will be able to work in a variety of service delivery settings across borders including those that take a multidisciplinary team approach to provide and coordinate patient care.

In addition to Virginia, eNLC states include—Arizona, Arkansas, Delaware, Florida, Georgia, Idaho, Iowa, Kentucky, Maine, Maryland, Mississippi, Missouri, Montana, Nebraska, New Hampshire, North Carolina, North Dakota, Oklahoma, South Carolina, South Dakota, Tennessee, Texas, Utah, West Virginia and Wyoming.

Representatives of participating states form the eNLC Interstate Commission. This body administers the Compact. Virginia BON Executive Director Jay Douglas MSM, RN, CSAC, FRE was elected Vice Chair of the Executive Committee and is the Commissioner on behalf of the Commonwealth. Ms. Douglas and board staff are already at work to implement operational rules. According to Ms. Douglas, the Commission's top priority is patient safety, rulemaking and making information available to licensees and to the public.

**In response to the growth of telemedicine to deliver in-person care across state lines, the existing national mutual recognition model or Nurse Licensure Compact (NLC), now in its 12th year, has been expanded under the eNLC.**

What has not changed is that practitioners operating under the compact agreement will continue to hold one state-based license issued by their state of residence that is enforced by the Board in the jurisdiction where care is being provided.

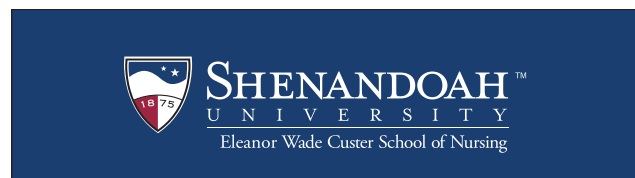
What has changed is the criterion for eligibility for the privilege of working under a multi-state license including requirements that call for:

- Criminal Background Checks through biometric finger prints;
- No encumbered license;
- No felony convictions;
- Review of misdemeanors on a case by case basis;
- No alternative program participation;
- Review of external credentials and English language proficiency for those educated outside of the US;
- An individual who does not meet the criteria for multi-state privilege may be issued a single state license in Virginia.

For additional eNLC information please visit BON's website – [https://www.dhp.virginia.gov/nursing/nursing\\_compact.htm](https://www.dhp.virginia.gov/nursing/nursing_compact.htm).

Established in 1903, Virginia's Board of Nursing licenses and regulates more than 200,000 practitioners including: registered nurses, licensed practical nurses, clinical nurse specialists, certified massage therapists, certified nurse aides, registered medication aides, massage therapists and licensed nurse practitioners (LNP's are jointly regulated with the Board of Medicine). BON also approves nursing, nurse aide and medication aide education programs statewide. It is the largest of Virginia's 13 health regulatory boards and is headquartered at the Department of Health Professions (DHP).

DHP's mission is to ensure safe and competent patient care by licensing health professionals, enforcing standards of practice, and providing information to health care practitioners and the public.



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- RN to BSN (Online)
- Veteran to BSN (Winchester & Loudoun Sites)
- Patient Navigator Certificate (Fairfax Sites)

### Advanced Practice Programs

- RN to Master of Science in Nursing (MSN) (Winchester & Fairfax Sites)
- MSN Family Nurse Practitioner (Winchester Campus)
- MSN Adult Gerontology Primary Care Nurse Practitioner (Fairfax Sites)
- MSN Nurse-Midwifery (Winchester & Partnering Universities\*)
- MSN Psychiatric Mental Health Nurse Practitioner (Winchester & Fairfax Sites)

### Doctoral Programs

- Post Baccalaureate Doctor of Nursing Practice (DNP) (Winchester & Fairfax Sites)
- Post Masters DNP (Online)
- Post Baccalaureate and Post Master's DNP in Health Systems Leadership (Online)

### Post-Graduate Certificates

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- Family Nurse Practitioner (Winchester Campus)
- Psychiatric Mental Health Nurse Practitioner (Winchester & Fairfax Sites)
- Nurse-Midwifery (Winchester & Partnering Universities\*)
- Nursing Education (Winchester Campus)
- Health Systems Leadership (Online)

\* See website below for complete university list

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# CE Offerings Centered on the Needs of Nurses

The continuing education survey results are in! We asked you to share with us the greatest challenges that you face as a nurse, so that we can identify educational resources to support you in these areas. Over 300 Virginia nurses responded to the CE survey in August and VNA wants to thank you for sharing your thoughts and ideas. We are hard at work planning a full educational calendar to meet your needs.

The survey results showed that your top 10 educational needs are centered around:

1. Patient safety
2. Nursing quality
3. Evidence based practice and research
4. Patient-centered care
5. Interprofessional collaboration
6. Ethics
7. Effective communication skills
8. Self-care, resilience, and finding the joy in your work
9. Innovations in health care and
10. Health care reform

Understanding your scope of practice, caring for violent and mentally ill patients, caring for patients with substance abuse disorders, burnout, and understanding legislation that impacts health care were just some of the challenges you face. You also shared with us that the organizations you work for have challenges with navigating scope of practice for nursing, adequate staffing resources, and providing leadership development opportunities. You and your organizations are looking for affordable continuing education opportunities and we want you to know we hear you. VNA is working to offer an array of affordable programs. We even have plans to provide several free programs for our members.

VNA will continue offering our spring and fall conferences, along with our annual legislative summit. The 2018 Spring Conference, Nursing's Role in Addressing the Opioid Epidemic, is being developed to help nurses understand the disease of addiction and what we can do to help support patients with substance abuse disorders. Our 2018 Fall Conference will focus on innovations in health care. We plan to have multiple education tracks in the areas of patient safety, nursing quality, and evidence based practice and research. Legislative Summit 2018 will be another informative program to prepare you to be an advocate for health care and your community. As a bonus, Legislative Summit attendees will have the opportunity to participate in our Lobby Days while the General Assembly is in session.

In addition to our annual conferences, we want to offer you more. You told us that you would like on demand programs, live webinars, and continuing education articles, and we heard it loud and clear. In 2018, we will stream four continuing education programs to all of our VNA chapters, and if you are

a member, these events will be free for you! We also plan to have an exercise in each issue of *Virginia Nurses Today* that you can complete and submit for nursing contact hours. VNA will also continue building our on-demand library. We plan to highlight topics that will help support your challenges, such as:

- Self-care and stress management
- Opportunities to engage and re-charge
- An update on workplace violence in Virginia
- Top of license nursing practice
- Updates on health care reform
- Interprofessional collaboration best practices
- Legislative advocacy at the local level
- Getting started with an evidence based practice project and
- Social determinants of health.

We are also excited to share that the Virginia Nurses Foundation is working on an exciting new program to develop Virginia nurse leaders. See CEO report (page 3)

We hope you will engage with us in 2018 as VNA expands our continuing education opportunities!

## Medical Reserve Corps 101

Jennifer Freeland  
State Volunteer Coordinator  
Virginia Department of Health

When disaster strikes, do you have the desire to serve and help others with your nursing skills? Have you indicated that you would be willing to help in a public health emergency? You can become ready to respond by joining the 2,800 volunteer nurses in the Virginia Medical Reserve Corps. Medical Reserve Corps (MRC) units supplement the Virginia Department of Health to build healthier, stronger, and more resilient communities.

When available, volunteers receive training to support public health emergencies and daily public health activities. In response to hurricanes, flooding and tornadoes, volunteer nurses have provided medical care in shelters, first aid at large community clean-up events, TDAP vaccinations, and psychological first aid.

MRC nurses were instrumental in the Virginia Department of Health's response to H1N1 by providing vaccinations at large community clinics and monitoring travelers with potential exposure to Ebola. When not responding to emergencies, MRC nurses provide community health screening and education, teach life-saving classes, provide first aid at large events, support epidemiological investigations, and administer vaccinations. By supporting their communities in emergency situations, MRC volunteers are public health champions.

By registering to volunteer now, you can be quickly mobilized where your skills are needed most. Get started today by going to [www.vamrc.org](http://www.vamrc.org).



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# Children’s Health Insurance Plan (CHIP): A Policy Update

Joyce Hahn, PhD, RN, NEA-BC, FNAP  
Associate Professor, George Washington  
University School of Nursing

The federal funding for the Children’s Health Insurance Plan (CHIP) expired on September 31, 2017. Future matching funds from the federal government for children and maternal care are now cut off from the states, and a vulnerable population is now facing a lack of access to health care. We as nurses need to be aware of the potential consequences this lack of funding may present for our patients, and to become educated about the program to prepare ourselves to be policy advocates on behalf of these patients.



Joyce Hahn

provided over \$25.5 billion dollars to the states to insure low income children. Over 9 million children are currently covered nationwide through the CHIP program.

### Funding sources

CHIP receives funding from both the federal government and the states through a formula based on the Medicaid Federal Medical Assistance Percentage (FMAP). It is a capped program, meaning each state receives an annual CHIP allotment. The Center for Medicare and Medicaid Services (CMS) makes the funding determination each year on a state by state basis. Each state must provide matching funds to receive their share of the federal funding allotment. States can choose to operate their CHIP programs as separate from Medicaid, as an expansion of their state’s Medicaid program, or as a combination of both program models (CMS, nd.). CHIP differs from Medicaid in that it is not an entitlement program, but instead operates as a block grant.

### Maternal Health Coverage

States have the option to cover pregnant women under the CHIP program. When a state participates in CHIP pregnancy care, the eligibility is determined by the mother’s income as a proportion of the federal poverty line. Covering maternal health provides access to necessary care and protects the health of both mother and baby (National Conference of State Legislatures, 2017).

### What happens now?

States are expected to run out of money for CHIP over the next few months. Three states and the District of Columbia are expected to deplete their funds by December 2017 with 31 states projected

to deplete their funds by March 2018 (MACPAC, July 2017). Each state will need to determine how or if they will continue this program. Health policy experts have recommended not only the reauthorization of CHIP, but further enhancement of the program (Haeder, 2017). It is expected that reauthorization of CHIP will be included in the federal tax reform package later this year.

### Nursing Response as Policy Advocates

As nurses, we are in a unique position to contact our legislators to advocate for CHIP funding to be restored. Read through the references at the end of this article and learn more details about CHIP, then contact your federal state legislator to have your voice heard. Share your stories about patients and families who have benefitted from CHIP. Nurses have a strong role to play in the policy arena. Add your voice today!

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\*U.S. News & World Report’s 2016-2017 “Best Hospitals” guide  
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