

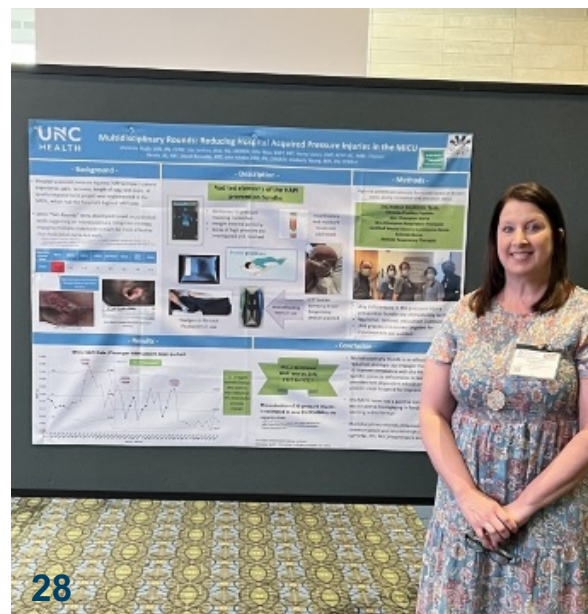


Carolina Nursing

UNC Hospitals Annual Nursing Report 2023

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Letter from Leadership

Hello,

Thank you for taking a few moments to learn more about Nursing at UNC Hospitals and reflect on some of our great accomplishments from 2023. Our team aims to nurture a diverse and collaborative environment, enabling our skilled nursing staff to provide the best care possible. We strive to continue learning, teaching and innovating to ultimately improve the health and well-being of our patients and offer a supportive, positive work environment for our teammates.

As you look through this annual report, I believe you will find the same inspiration that I do. You can read about the empathetic, compassionate Carolina Care our nurses are known for in DAISY nominations. Additionally, our PETAL Awards were created in March of 2023 to recognize those who work alongside nurses to care for patients and their families.

In these pages, you will also learn how our unique partnerships across the UNC School of Medicine, UNC School of Nursing and other academic areas allow us to discover and pursue inspiration for innovation, which ultimately improves patient safety.

Our nursing team is committed to remaining nimble in this evolving landscape of patient care. I am grateful for the amazing work of every one of our teammates and leaders. I am confident that our collective strength will help us navigate whatever lies ahead.

Enjoy our snapshot of 2023 – I can't wait to show you what we tackle next year.

Jacci



Our unique partnerships across the UNC School of Medicine, UNC School of Nursing and other academic areas allow us to discover and pursue inspiration for innovation, which ultimately improves patient safety

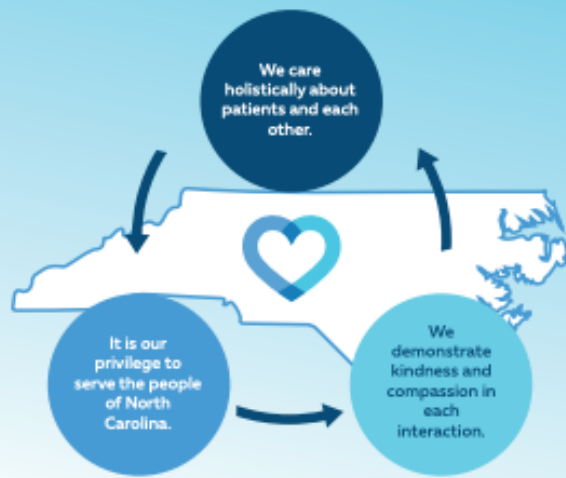


Jacci Harden Jacobs
Chief Nursing Officer
UNC Hospitals

ONE GREAT TEAM



CAROLINA CARE



UNC
HEALTH®

CORE SYSTEM
VALUES

LEADING THE WAY



IT STARTS WITH ME



Our Teammates

3,389

Registered Nurses

40.16%

Nurses are certified by a nationally recognized organization

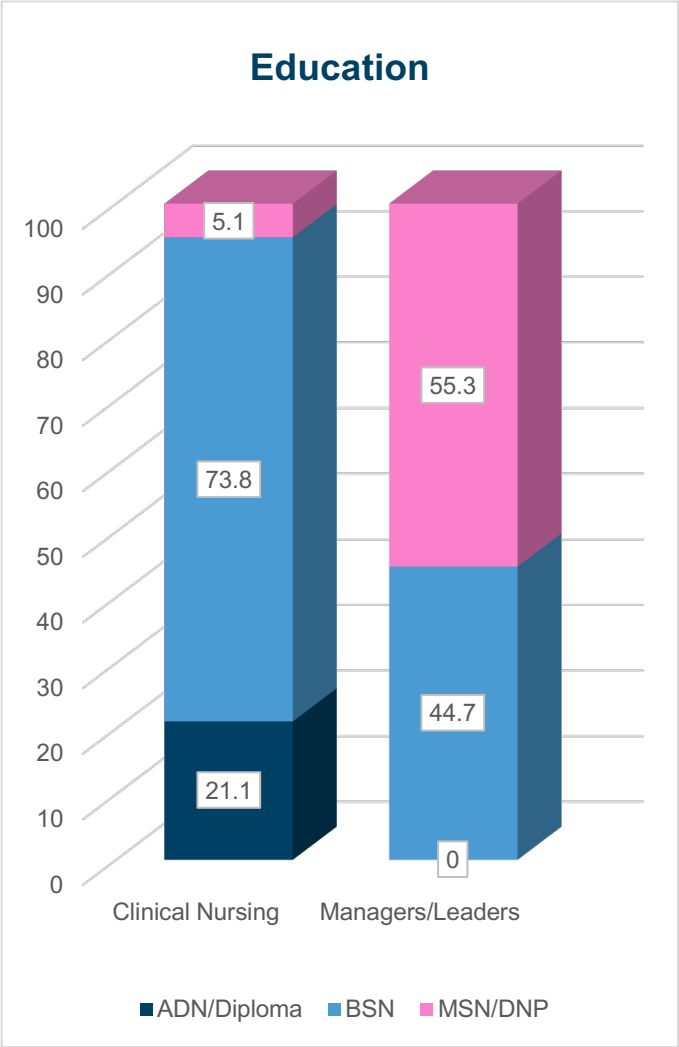
310

Nurses pursued clinical advancement and promotion

CNI to CNII: 221 | CNII to CNIII: 59 | CNII to CNIV: 6 | CNIII to CNIV: 13 | CNIV to PSMIII: 11

118

Quality Improvement Projects initiated by nursing staff



Who received a new degree in 2023?

BSN

- Shannon Bailey-Hill, Children's Operating Room
- Amber Bouknight, 5 Neurosciences
- Frances Bryant, Oncology Clinic
- Leslie Buchanan, Hillsborough Emergency Department
- Brittany Burford, Surgical Trauma ICU
- Sarah Catanzaro, Cardiothoracic Stepdown Unit
- Shelly Clayton, Hillsborough Pre/PACU
- Battsengel Cool, Children's PACU
- Cassie Darley, Hillsborough Med/Surg Inpatient
- Rebekah Edwards, Child Specialty Clinic Raleigh
- Mary Eitel, Rehabilitation Unit
- Brooklyn Foster, Children's PACU
- Crystal Harris, Imaging General
- Shannan Heath, Newborn Critical Care Center
- Claudia Jackson, Benign Hematology
- Christian Johnstone, Newborn Critical Care Center
- Vineetha Joseph, Newborn Critical Care Center
- Ebony Judd, Care Management
- Kelly Kirkland, Hillsborough Operating Room
- Jennifer Lippi, Care Management
- Ashley Long, Hillsborough Pre/PACU
- Sydney Long, 5 Neurosciences
- Paula Marinis, Bone Marrow Transplant Program
- Randy Mayne, Youth Behavioral Hospital
- Jennifer McGhee, Surgical Trauma ICU
- Kristen Molina, Cardiothoracic ICU
- Deborah Murphy, 5 Neurosciences
- Erica Payne, 8 Bedtower
- Michelle Robertson, 6 Bedtower
- McKinley Stanfield, Oncology Clinic
- Elisabeth Strain, Youth Behavioral Hospital Care Management
- Brandi Walston, Youth Behavioral Hospital
- Mary Watkins, Rehabilitation Unit
- Andrew Zarick, RDU Ground
- Xiaoyan Zhang, Children's Clinic Support Services



"...my mother, who was staying overnight with me, began feeling unwell and ultimately had a heart attack...my mother was eventually moved...Jessica calmed me, clearly explained the subsequent diagnosis of Afib, and kept me informed about my mother's status. She even visited my mother once she was relocated from the ER into a room not far from me. I was so very grateful for her attention and understanding."

– Comments for Daisy winner Jessica Charette

MSN

- Brandy Baldwin, Kidney Pre Transplant Program
- Sandra Blackburn, Care Management
- Torie Bonnet, Outpatient Operations Support
- Christine Brewer, Surgical Support Services
- Janet Burge, Care Management
- Benjamin Butler, Children's Medical Specialty Clinic
- Summer Cheek, Oncology Clinic
- Alicia Crutchfield, Neuroscience ICU
- Michelle Curl, Children's Clinic Support Services
- Sarah Duggins, Transplant Program Admin
- Tabatha Eversley, VAD Program
- Laura Thomas, Abdominal Post Transplant
- Rhonda Whitaker, 4 Neurosciences



DNP

- Lunise Benjamin, Pediatric Cardiac Cath
- Ramona Irabor, Pre/PACU
- Lucy Marshall, Hillsborough Imaging



"[She]...was diagnosed with an extremely severe case of HIE [hypoxic-ischemic encephalopathy]... Hunter endured with our family, allowed us to rest, and no matter how many times we called or asked questions, he was always reassuring, attentive, and acted with so much compassion and empathy...He treats all NICU babies with care and consideration as if they were his own family...even with the uncertain road ahead, one thing that we are certain of is that Hunter will always be a part of the story."

– Comments for Daisy winner Hunter Hux



Who received a new certification in 2023?

Bone Marrow Transplant Certified RN (BMTCN)

- Paul Marinis, Bone Marrow Transplant Program
- Rhonda Burton, Bone Marrow Transplant Program

Certified Burn RN (CBRN)

- Lauren Alcorn, Burn Center ICU
- Ashley Kamiya, Burn Center ICU

Certified Case Manager (CCM)

- Lisa Buckner, Care Management
- Colleen Frazier, Care Management

Critical Care RN (CCRN)

- Thuy Tran, Intermediate Surgical Care Unit
- Shannan Heath, Newborn Critical Care Center
- Ava Chiu, Cardiothoracic ICU
- Allison Dodge, Cardiothoracic ICU
- Kathryn Groke, Cardiothoracic ICU
- Tamara Matheson, Cardiac ICU
- Brandon McCarn, Cardiac ICU
- Bentley Spivak, Cardiac ICU
- Justin Walsh, Cardiac ICU
- Lauren Beaman, Medical ICU
- Rebekah Marshall, Medical ICU
- Dylan Meyer, Pediatric ICU
- Paul Wyman, Hillsborough ICU
- Gina Giannetti, Surgical Trauma ICU



Certified Emergency RN (CEN)

- Naomi Benditzky, Emergency Department
- Shelby Carr, Emergency Department
- Melanie Pinkney, Emergency Department
- Audrey Boyles, Emergency Department
- Krista Lee, Emergency Department

Certified Flight RN (CFRN)

- Sara Forehand, Critical Care Transport
- Patrick Stocz, Critical Care Transport



Certified Neuroscience RN (CNRN)

- Amy Hui, Neurosurgical ICU

Certified Nurse Manager & Leader (CNML)

- Olivia Watson, Float Pool

Certified Nurse Operating Room (CNOR)

- Ralph Michael Pastor, Hillsborough Operating Room
- Elisabeth Jameson, Operating Room
- Aida Watson, Operating Room



Certified Pediatric Hematology Oncology RN (CPHON)

- Kathaleen Theard, 5 Children's
- Ashley Kaplan, Hillsborough Pediatric Oncology

Certified Pediatric Nurse (CPN)

- Gabrielle Wheeler, 7 Children's
- Andrea Bickel, 6 Children's
- Leslie Nehring-Redmon, Newborn Critical Care Center
- Lauren Smith, Children's PACU
- Sarah Wilder, Children's PACU
- Julia York, Children's PACU
- Lindsey Burnette, Child Specialty Clinic Raleigh
- Haley Meyer, Child Specialty Clinic Raleigh
- Kendra Martin, Child GI Allergy Clinic



Certified Rehabilitation RN (CRRN)

- Holly Gunning, 5 Anderson

Certified Wound, Ostomy, Continence RN (CWOCN)

- Paige Camilli, Wound, Ostomy Care Nurse
- Sing Chia Sexton, Wound, Ostomy Care Nurse

International Board Certified Lactation Consultant (IBCLC)

- Heidi Sammartino, Lactation Services

Medical Surgical Nursing (MEDSURG-BC)

- Javana Quick, Patient Logistics Center
- Kathleen Montemayor, PreOp/PACU Ambulatory Surgery Center

Oncology Certified RN (OCN)

- Elyse Nunn, Bone Marrow Transplant Unit
- Amanda Wisniewski, Oncology Infusion Center
- Frances Bryant, Oncology Clinic
- McKinley Stanfield, Oncology Clinic
- Jennifer Dunn, Oncology Navigators
- Marco Fajardo, Oncology Navigators
- Ashley Hudson, Oncology Navigators
- Wendy Kilman, Oncology Navigators

Pain Management RN (RN-BC)

- Ramona Irabor, PreOp/PACU

Progressive Care Certified RN (PCCN)

- David Drogos, 3 Anderson
- Gladys Nyambu, Hillsborough ICU
- Morgan Brown, Surgical Trauma ICU

Psychiatric Mental Health Nursing (PMH-BC)

- Brianne Graybeal, Youth Behavioral Hospital
- Sophie Cash, Emergency Department Psychiatric Area



Who climbed the clinical ladder in 2023?

Certified Nurse III

- Sandra Givens, Hillsborough Med/Surg
- Miranda Gerber, 4 Oncology
- Emily Barr, 4 Oncology
- Mark Peters, 5 East
- Ashley Miner, 7 Children's
- Brianna Forbes, Women's Specialty Unit
- Jessica McCallen, Medicine Progressive Care Unit
- Thuy Tran, Intermediate Surgical Care Unit
- Rebecca Denton, 4 Neurosciences
- John Lakas, 5 Neurosciences
- Septilyn Murray, Youth Behavioral Hospital
- Brianne Graybeal, Youth Behavioral Hospital
- Taylor Gubler, Burn Center ICU
- Erin Gaidis, Burn Center ICU
- Devin Cheek, 7 Neurosciences
- Gabriela Valchanova, 5 Children's
- Amanda Mulligan, 5 Children's
- Andrea Bickel, 6 Children's
- Rachel Boushell, 6 Children's
- Jane Warstler, 6 Children's
- Meghan Whitney, Newborn Critical Care Center
- Sidney Corum, Cardiothoracic ICU
- Wynne Lok, Cardiac ICU
- Justin Walsh, Cardiac ICU
- Bentley Spivak, Cardiac ICU
- Swee Shan Liew, Cardiac ICU
- Chad Smith, Medical ICU
- Bethann Haddican, Medical ICU
- Ariel Vender, Neurosurgical ICU
- Annelise Haselton, Neurosurgical ICU
- Mengdan Liu, Hillsborough ICU
- Deanna Babcock, Hillsborough ICU
- Alexander Hinger, Hillsborough ICU
- Namthip Bloem, Surgical Trauma ICU
- Jordan Deese, Surgical Trauma ICU
- Marissa Gundling, Labor & Delivery
- Stacey Pinney, Children's PACU
- Regina Snodgrass, Hillsborough Dialysis
- Amanda Wisniewski, Oncology Infusion Center
- Haley Meyer, Child Specialty Clinic Raleigh
- Katelyn Hipp, Child Specialty Clinic Raleigh
- Stephanie Robinson, Emergency Department
- Taylor English, Emergency Department
- Kaitlin Buford, Hillsborough Emergency Department
- Julianan Baca Roman, Interventional Radiology
- Lynda Buddenbaum, Hillsborough Med/Surg
- Ellen Berry, Cardiac ICU
- Regina Ross, Imaging General
- Shana Richmond, Hillsborough Imaging General
- Xuyi Liao, 3 West
- Hilary Buchanan, Pediatric ICU
- McKinley Stanfield, Oncology Clinic
- Stephanie Rakfeldt, Gastroenterology Clinic
- Alexandra Bloomer, Cardiothoracic Stepdown Unit
- Zoe Zucco, Medicine Progressive Care Unit
- Toshiko Sweeney, Medical ICU
- Jennifer Puff, Oncology Infusion Center
- Amanda Brown, Adult Surgical Oncology Clinic

"Holly was so kind and professional since day one...She cared for me in a way that is rare to see nowadays...Holly made sure since day one that my pain was manageable, she assisted me moving, she was so concerned every time she had to give me a shot...Thank you Holly, you are unique and you made a difference in my life."

**– Comments for Daisy winner
Holly McCormick**



Certified Nurse IV

- Jill Humphries, 4 Oncology
- Bailey Bradford, 5 Bedtower
- Megan Barna, Rehabilitation Unit
- Jamie Hall, 6 Bedtower
- Sara Scott, Antepartum Care Unit
- Anthony Cappello, Intermediate Surgical Care Unit
- Emily Ashton, 4 Neurosciences
- Brandi Walston, Youth Behavioral Hospital
- Janaye Platt, Burn Center ICU
- Marisa DelGiudice, 7 Neurosciences
- Shannon Heath, Newborn Critical Care Center
- Alicia Crutchfield, Neurosurgical ICU
- Samantha Wilson Pediatric ICU
- Kelly Teixeira, Surgical Trauma ICU
- Joseph Woodruff, PreOp/PACU
- Kristin Monesmith, Emergency Department
- Candice Winstead, Emergency Department Psychiatric Area
- Megan Clode, Emergency Department Psychiatric Area
- Nicholas Mauriello, Surgery Inpatient Management
- Jennifer Ward, 7 West
- Madison Morgan, 4 Oncology
- Craig Davis, 3 West
- Courtney Bullard, 5 Bedtower
- Janet Siwec, 6 Children's
- Sarah Latham, Cardiothoracic ICU
- Chelsea Wilson, PreOp/PACU Ambulatory Surgery Center
- Nora Jablonski, Children's Operating Room
- Patricia Morfeld, Adult Medicine Oncology Clinic
- Teresa Spence, Endocrinology Clinic
- Meghan Maness, Hillsborough Imaging General
- Jessica Ramous, Surgical Trauma ICU

Nursing Leaders

- Kelly Revels, Outpatient Operations Support
- Timothy Werlau, Center for Nursing Excellence
- Jennifer Haynes, Outpatient Services Administration
- Paul Perryman, Medicine Inpatient Management
- Anne Spain, Surgery Inpatient Management



"Shannon is a rare gift to nursing. Mom thrived off her energy and upbeat little spirit. Shannon brought such a positive presence every time she opened the door. She kept mom and I informed of every med she passed, every update, and she was an amazing teacher. She went the extra mile when mom was confused or just didn't understand...I assumed that the lower the level of care would the lower QUALITY of care. I couldn't have been more wrong."

– Comments for Daisy winner Shannon Cusick

Nursing Awards

DAISY Award

UNC Hospitals has partnered with the DAISY Foundation to recognize the caring, compassionate, wonderful work our nursing staff does each day.



Hunter Kirkman
Emergency Department



Jessica Charette
Flex Staff



Hunter Hux
NCCC



Holly McCormick
Hillsborough 3 Bedtower



Shannon Cusick
5 Bedtower



Jasmine Levy
5 Neurosciences



James Harris
Neuroscience ICU



Jeremiah Foust
8 Bedtower



Addisyn Thomas
Medicine Progressive
Care Unit



Carson Jeffreys
6 Children's



Khar Dieng-Diatta
Cardiothoracic StepDown



Adriana Haitz
Burn Center ICU

PETAL Award

This award was created in March 2023 to recognize those who work alongside nurses to care for patients and their families.



Elliot Jones, CSTII
7 Neurosciences



Portsia Latta
Rheumatology



Melissa Harvey, NAI
Medicine Progressive
Care Unit



Dillon Butler, NAI
3 Anderson



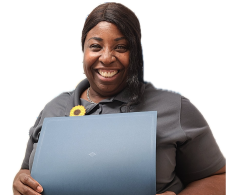
John Rush
Guest Services



Maria Whitehead, CST
5 Bedtower



Laura Barcenas, BHT
5 Neurosciences



Tanya Bradsher
Admin Specialist



Lisa Martin
Admin Associate



Marquis Long, HUC
6 Neurosciences



Katie Cavagnini
Family Medicine Center



Roberta Brizendine, MAI
Oncology



Adriana Fuller, NAI
Hillsborough



Donnie Graves
Food Services



Whitney Linton
Phlebotomy



Reuben Paddock
Surgical Tech

Great 100 Nurses of North Carolina

- Debra Close, 4 Oncology
- Emily DeVan, Bone Marrow Transplant Unit
- Megan Hall, 6 Bedtower
- Beth Heilman, Venous Access Team
- Gabriel Odando, Cardiothoracic StepDown
- Dr. Leslie Sharpe, UNC School of Nursing Faculty

Photo L to R: Close, DeVan, Sharpe, Hall, Odando, Heilman



Nursing Challenge Coin

This award has been implemented as a way of recognizing nursing staff that exemplify the phrase on the back of the coin, *Esse Quam Videri*, which many may recognize as the North Carolina state motto of “to be, rather than to seem.”

These coins have been used historically by the military and other civilian organizations as a way to provide recognition for individuals who provide outstanding performance in support of organizational values.

- Brooke McDavid/Shannon Kane – Emergency Department
- Bissy Hasmath – 6 Neuroscience
- Annelise Haselton – Neuroscience ICU
- Lourdes Papasin – Dialysis
- Heather Walsh Jones – Center for Nursing Excellence



Retention Rockstars

- Lauren Winkler, Newborn Critical Care Center
- Christian Fisher, Cardiothoracic ICU
- Karina Lemua, 3 West



“At the start of the shift, Jasmine encouraged me to proactively brainstorm next steps if patient’s mental status resulted in persistent agitation or safety concerns overnight. This planning ended up being indispensable...Jasmine spent the night at their bedside, verbally re-directing them as needed and keeping me up to date so we could judiciously use as needed medications to help calm them and keep them safe.”

– **Comments for Daisy winner Jasmine Levy**



Nursing Staff Recognition Week



Friend of Nursing

Dr. Lavinia Kolarczyk
Cardiothoracic
Anesthesiology



Collaborative Colleague

Shakeer Fullenweide
UNC Air Care



Women's Services: Assistive Personnel of the Year

Vanessa Garcia Carranz
5 Women's



Women's Services: Nurse of the Year

Neth Benitez
Women's
Specialty Unit



Children's Services: Assistive Personnel of the Year

Nicole Okwor-Coffield
5 Children's



Children's Services: Nurse of the Year

Jelena Kostic
Newborn Critical
Care Center



Medicine: Assistive Personnel of the Year

Jerid Rogers
3 West



Medicine: Nurse of the Year

Sonia Lopez
Medicine ICU



Oncology: Assistive Personnel of the Year

Danielle Anderson
4 Oncology



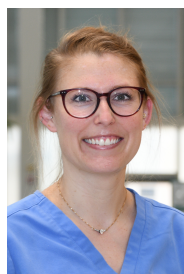
Oncology: Nurse of the Year

Tressy Fogleman
4 Oncology



Heart & Vascular: Assistive Personnel of the Year

Kate Jacoby
Med, Onc, H&V
Servieline



Heart & Vascular: Nurse of the Year

Marlee Gruber
Cardiac ICU



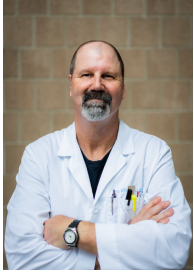
Surgery Services: Critical Care Assistive Personnel of the Year

Tammy Mitchell
Surgical Trauma
ICU



Surgery Services: Critical Care Nurse of the Year

Stacey Parrish
Intermediate
Surgical Care Unit



**Surgery Services:
Acute Care Nurse
of the Year**

John Motko
Wound and
Ostomy Care Team



**Emergency
Services: Assistive
Personnel of the
Year**

Juliet Sammon
Behavioral Health
ED



**Emergency
Services: Nurse of
the Year**

Taylor English
Chapel Hill ED



**Perioperative
Services: Assistive
Personnel of the Year**

**Glendy
Hernandez Gaona**
Pre-op/PACU



**Perioperative
Services: Nurse of
the Year**

Heather Ritchea
Chapel Hill OR



**Hillsborough:
Assistive Personnel
of the Year**

Amyrel Barnhill
3 Bedtower



**Hillsborough:
Nurse of the Year**

**Gretchen
Romano**
Pre-op/PACU



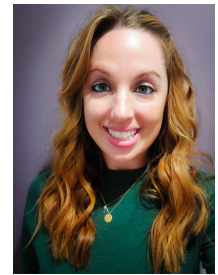
**Chapel Hill
Psychiatry Services:
Assistive Personnel
of the Year**

Margie Williams
4 Neurosciences



**Chapel Hill Psychiatry
Services: Nurse of the
Year**

Kevin Gent
3 Neurosciences



**WakeBrook
Psychiatry Services:
Nurse of the Year**

Diana Fryer
Facility Based Care



**Staffing System:
Assistive Personnel of
the Year**

Taylor Koenig
Float Pool



**Staffing System:
Nurse of the Year**

Beth Doerflein
Flex Team



**Outpatient Services:
Assistive Personnel
of the Year**

Ebonie Purvis
Urology Eastowne



**Outpatient Services:
Assistive Personnel of
the Year**

Valencia Harper
Kidney Specialty &
Transplant
Eastowne



Outpatient Services: Nurse of the Year

Nancy Boughey
Pulmonary Clinic
at Eastowne



Outpatient Services: Nurse of the Year

Teri DeVincent
OBGYN at Panther
Creek



Support Services: Assistive Personnel of the Year

Beata Kelly
Hillsborough
Dialysis



Support Services: Nurse of the Year

Michael Vesser
Cath Lab



Non-Clinical Nurse Leader of the Year

Kelli Benson
Nursing
Employment



S.A.G.E. Nurse of the Year Award

Lyn Billings
Children's Specialty
Care Team



Faculty of the Year Award

Dr. Meg Zomorodi
UNC School of
Nursing



Nurse Manager of the Year Award

Char-Norie Poteat
5 East

Not pictured:

WakeBrook Psychiatry Services: Assistive Personnel of the Year

Rose Graham
Inpatient Unit

"When James would ask a question he would sit next to [him] and wait as long as needed for him to answer...I watched my son smile for the first time when James cracked a joke...James sat on the chair next to the bed and looked at [him] man to man and had conversations...James showed [him] he matters and that what he has to say is important and valuable."

– Comments for Daisy winner James Harris



Preceptor Award

This is awarded to any staff member that assists with onboarding new team members playing a vital role in promoting positive patient outcomes, sustaining quality nursing care, role-modeling UNC values, and encouraging nursing retention.

- Brittainy Richardson, Administrative Specialist, Nursing Staffing Systems
- Yolanda Cedillos, CMA, Dermatology Southern Village
- Karla Mercado, Patient Sitter, Flex
- Emily Armstrong, CSTII, Surgical Trauma ICU
- Cassie Graveen, CSTI, 6 Neurosciences
- Eva Wamagata, LPN, Dermatology Southern Village
- Ashley Gallagher, LPN, Dermatology Southern Village
- Amanda Mulligan, CNIII, 5 Children's
- Sydney Collette, CNII, Burn Center ICU
- Katherine Joye, CNIII, Burn Center ICU
- Sui "Claudia" Chan, CNIII, Neuroscience ICU
- Angela Cotton, CNII, Flex
- Monica Randall, CNII, Surgical Trauma ICU

Emerging Nurse Leader Awards



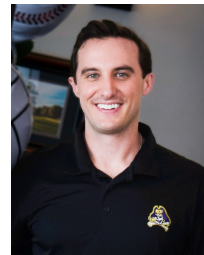
Kathy Sabo
Children's



Candice Winstead
Emergency
Services



Dana Daniel
Procedural Areas



Alexander Hinger
Hillsborough



Kathleen Roberts
Medicine



Lisa Grace
Psych



**Makkada
Morrison**
Staffing Systems



Mark Peters
Surgery Services



**Yvette Parker-
Kinsey**
Oncology



Kristin Resnik
Women's



Megan Ubik
Outpatient



Xenia Bode
Continuing Care



Haidee LeGost
Periop Services



Emily Morgan
Women's,
Inspiring Nurse Leader

Accolades

AACN Beacon Gold Award for Excellence

- Surgical Trauma ICU
- 7 Neurosciences
- 5 East
- 6 West
- 5 Anderson
- 6 Bedtower

AACN Beacon Silver Award for Excellence

- 6 Neurosciences
- Cardiothoracic Stepdown Unit
- Cardiothoracic ICU
- Neuroscience ICU
- Medical ICU

Baby Friendly Designation

- 5 Women's
- Labor & Delivery

Community Awards

- **Jennifer Mack:** Triangle Business Journal's 2023 Health
- **Sarah Wilson:** "The Above and Beyond Award" from the US Department of Defense for Employer Support of the Guard and Reserve
- **Roy Green:** Meritorious Instructor of CPI
- **Kate Rowe:** Friend of Epidemiology
- **Tonya Rutherford-Hemming:** Inducted as a Fellow in the American Academy of Nursing



"Tonya is one of 253 nurse leaders selected for global recognition this year. Her sustained contributions toward patient safety through simulation have made her an internationally recognized leader and subject matter expert... The National Organization for Nurse Practitioner Faculties developed the standards and guidelines for nurse practitioner education based on her research. It has been used in the creation and implementation of new standardized patient programs internationally, including in Finland, the United Kingdom, Turkey, China, the Philippines, and Australia."

– Comments for American Academy of Nursing inductee Tonya Rutherford-Hemming

"I am an 85-year-old super ager that took a turn for the worst...I went from giving up to moving forward with a plan and she gave me hope and understanding. She checked on me daily even when she wasn't my nurse and she and I became fast friends - Patient."

"On top of that, Jeremiah is an exceptionally skilled nurse. There was one particularly difficult when my grandmother needed immediate medical support. Jeremiah appeared instantly, addressed the situation with swift and precise attention, communicated promptly with the medical team, and stabilized my grandmother...She will remain in our hearts for a lifetime. – Family Member"

– Comments for Daisy winner Jeremiah Foust



Shared Governance Councils

Shared Governance at UNC Hospitals is the “decision-making model which affords the professional nurse autonomy. It empowers the nursing staff to contribute collectively to the processes related to nursing practice and the nursing work environment.”

Diversity Council

Purpose

This council provides representation from different backgrounds within UNC Hospitals. The goal is to create and embed inclusion in each service line while advocating inclusive practices and leadership.

Chair: Michelle Mills

Director Liaison: David Witek and Tasha Rose

Activities

- Multicultural Fair in May
 - Teammates were encouraged to sit with each other to see which group could come up with the “Most in Common”
- Pass the Plate Activity at the Holiday Fair
 - Teammates played a game to connect with each other based on our different values and beliefs
- Providing inclusive hair care products for patients

Practice Council

Purpose

This council implements and maintains standards of clinical nursing practice and patient care consistent with evidence-based practice and requirements of regulatory agencies.

Chair: Jelena Kostic

Director Liaison: Eve Hammett

Activities

- Utilized the VMS to improve bedside staff’s voice
- Increased growth of bedside staff attendance
- Collected data and used visual management to better understand meeting participation and make-up and foster growth and inclusivity



Professional Development Council

Purpose

This council addresses staff's professional needs and develops strategies to help. They identify priorities and make recommendations related to leadership development programs. They also promote recruitment and retention of nursing staff. Sub-committees include the Assistive Personnel Career Advancement Team (APCAT) and S.A.G.E.

Chair: Christine Duffy

Co-Chair: Toshikio Sweeney

Director Liaison: Holly Mason

Activities

- Hosted the Nurse Leader Awards and Nursing Staff Recognition Week

Quality Council

Purpose

This council monitors the appropriateness and effectiveness of the care provided by the nursing staff. They assess and ensure compliance with established standards of care and practice. Sub-committees include Falls Committee, Restraints Committee, the Nursing Performance Improvement Committee, and the Skin Committee.

Chair: Erica Wright

Co-Chair: Bria Taverna

Director Liaison: Jennifer McElroy

Activities

- Rolled out education on Carolina Quality to NA IIs
- Multiple service lines including Medicine, Psychiatry and Hillsborough completed Falls A3 projects
- NPI developed an SBAR to address the challenges with completing the ETOH, Tobacco and Drug screen on admission

Research Council

Purpose

This council assists nurses with the implementation of evidence-based practices. They mentor staff to understand, evaluate, and conduct nursing research.

Chair: Emily DeVan

Co-Chair: Tonya Rutherford-Hemming

Director Liaison: Ashley Kellish

Activities

- Held an annual retreat in October, focusing on updating the by-laws
- Overhauled the proposal applications to create pathways for research vs. evidence-based practice, etc. – Kudos to Dr. Nancy Havill for all her hard work on this massive project
- Supported "UNC Health Nursing Research, EBP & Quality Conference: Caring for Our Community" in October of 2023

Nursing Health Values



One Great Team

- We are better together than we are apart.
- Our effective collaboration is key to providing quality care.
- We are building an inclusive and equitable culture that encourages and supports the diverse voices of our patients and each other.

Nurses Participate in an Interprofessional Collaborative Practice

The Center for Nursing Excellence's Advanced Life Support (ALS) Team helped develop, design, and implement an interprofessional training and simulation before the opening of the new Youth Behavioral Health (YBH) Hospital.

During these innovative sessions, the team expertly facilitated real-life behavioral and safety simulations regarding what teammates may encounter while providing care to patients at YBH. The ALS team evaluated teammates on how well they applied the verbal de-escalation and safety intervention, which were learned with the Crisis Prevention Institute (CPI) Advanced Physical Skills course. They ensured safety gaps were identified, helped prepare teammates for challenging situations, and above all else, enjoyed interacting with interprofessional teams to develop patient care strategies.



The UNC Hospitals Youth Behavioral Health campus is a 54-bed facility in Butner, N.C., dedicated to providing acute hospital care for children and teens in psychiatric crisis.



Carolina Care

- We care holistically about patient and each other.
- It is our privilege to serve the people of North Carolina.
- We demonstrate kindness and compassion in every interaction.

Newborn Critical Care Center CLABSI Prevention Project

In late 2022, **Heather Berkowitz** MSN, RN, CCRN, Clinical Nurse IV, NCCC, investigated their unit's CLABSI rate and with **Anna Lyaifer's**, BSN, Ph.D., RN, CCRN review of current literature, they compared their current practice. This sparked evidence-based changes to their nursing practice in the unit, which included an "aseptic non-touch technique" and decluttering of the patient care areas.

A Purple Belt Project was formed with the help of quality coaches **Sue Meier** MSN, RN, NNP and **Amber Kirkley** BSN, RN, CPN. Besides the Secureport IV being implemented into practice because of its bacteriostatic properties, the team developed standard work for cleaning spaces called the "Bubble", encouraging hand hygiene practices by family and staff, having a plan for bed or equipment changes in an unstable baby, adding knowledge and clarity to inconsistent maintenance practices, and updating policies and guidelines to comply with current literature.

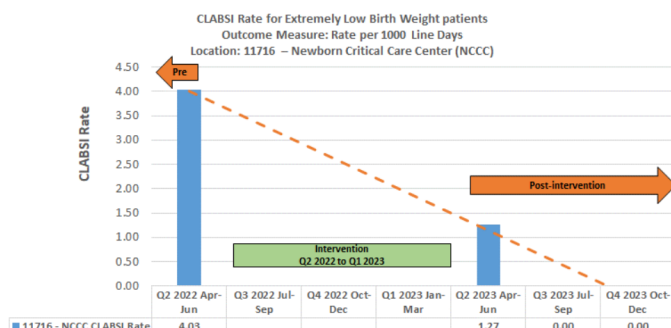
In January 2023, the Purple Belt Team used the Tollgate presentation (a Purple Belt methodology) to raise awareness of the project's changes. Several tactics included a trial of the Neutron Clave, a secureport Training Video on product roll-out, a CLABSI RN Education Fair, an update to the Epic flowsheet to reflect specific "bubble" cleaning, and the invention of the NCCC CLABSI Prevention Bundle.

The CLABSI RN Education Fair was attended by 100% of staff who came in for a skills evaluation. This resulted in over 200 staff members trained. The purple belt team members were the skills evaluators including nurses **Kaitlin Mabee** BSN, RN, CNII; **Zachary Pipkin** AND, RN, CCRN, CNII; **Anne Poisson** BSN, RN, RNC-NIC, CNIII; and unit educator **Betsy Driggers** MSN, RN, CCRN, CNES.

After full implementation of the changes, significant improvement in CLABSI rates were achieved.

Participants in the Purple Belt Project

Jennifer McElroy, Kaitlin Mabee, Zachary Pipkin, Anne Poisson, Anny Lyaifer, Erica Van Inwagen, Heather Berkowitz, Laura Hernandez, Karen Hogan, Jennifer Flippin, Kate Carver, Amber Kirkley, Kimberly Nail, Susan Meier, Betsy Driggers, Alexandra Hagwood, Linsey Keith, Vanessa Trimberger, Ellen Maggiore, Jessica Simons, and Tara Sotak



NCCC CLABSI Prevention Bundle

- Two-person Steril Line Changes
- Central Line Tubing Change Carts
- Environmental Hygiene Bundle "Bubble Cleaning"
- Central Line Insertion Checklist
- Standardization of Hand Hygiene for Procedures for APPs
- Appropriate procedural skin preparation by gestational age.

Stuff the Bus Campaign

UNC Health and UNC Hospitals have been conducting their “Stuff the Bus” Campaign for 13 years. The 2023 campaign supported schools across the “Triangle” region of North Carolina, including Chapel Hill, Durham, and Raleigh, NC. Employees were given the opportunity to collect school supplies in their department. “When you’re talking about, even at a low end, \$1000 out of pocket, for really any family it’s quite an expense, and if you think about our families who are living at the poverty line or below, this is really significant,” says Heather Clawson, Ph.D., Chief Program and Innovation Officer at Communities in Schools.

Our nurses who volunteered helped to gather all the supplies into one designated area on the Chapel Hill campus. A specially decorated bus collected the supplies, which were sorted and organized by our nurse volunteers. This initiative gave our nurses who have donated the supplies a way to help their community without making a separate trip to a donation center. UNC Health collected more than 40,000 items to donate to the school districts across the Triangle!

Nurse Volunteers for Stuff the Bus

Michaela Allen, Christine Brewer, Elizabeth Pedraza, Toshia Swinson, Tracy Carroll, Kelly Revels, Alana Asay, Beth Huenniger, William Huffman, and Theresa Irving



“There were many, many excellent nurses and professional teams that reached out...and helped but Addy was a real standout for us...She was patient and clear in explaining what procedures were taking place and what [he] could expect from them...Addy could tell how important it was for [him] to retain his dignity and she showed him respect and acknowledged his concerns...never, ever did she cause him to feel embarrassed about the extent of help he now required.”

– Comments for Daisy winner Addisyn Thomas

“...there was cause for concern about her hemodynamic status and he immediately called for the provider to come into the room...he explained the urgency of his request and advocated for her to get scanned ASAP...I’m telling you, the quick responses and excellent care she received in the ED truly saved her life.”

– Comments for Daisy winner Hunter Kirkman





Leading the Way

- We make a difference by improving lives every day and training the next generation of health care leaders.
- Our research is changing the world.
- We provide innovative care.

Workplace Violence from Patients Toward Nurses

The Center for Nursing Excellence (CNE) and the Workplace Safety (WPS) Council developed a four-hour, evidence-based class led by **Catherine Capp** and **Nancy Havill** to train unit workplace safety champions. Building upon prior orientation modules, the class is offered monthly with trauma continuing education credits available. 79 total teammates and 91% of the units have a trained champion, which meets organizational goals.

CNE and the WPS Council created the quarterly champion meeting under the leadership of **Mel Brouillette**, RN, MSN, CCRN. Every three months they offer a meeting twice a day for both day and night shift teammates, including in-person or virtual options. The council reviews case studies, meets with guest speakers, discusses unit education to be rolled out, and future needs for inpatient nursing.



Operating Room Nurses Lead Education Initiative to Reduce URFO

A stated goal was to reduce the rate of Unidentified Retained Foreign Objects (URFO) deriving from procedures at UNC Main Operating Rooms, Hillsborough Operating Rooms, PreOp/PACU Ambulatory Surgery Center (ASC) and the Children's Operating Rooms. The interdisciplinary task force and education teams formed about this topic included 18 nursing staff members.

The "Sweep Before Stitch" campaign included training materials, infographics, and an interdisciplinary training video. **Christine Brewer**, MSN, RN, CNOR, CNIV-OR presented the video at the Council of Perioperative Leaders and the UNC Health Perioperative Services meeting. The video states that all nurses and surgical techs are empowered to "Speak Up and Stop the Line." The surgical count policy was updated to include the manual sweep.

Lukasz Mazur, Ph.D., Director of the Department of Healthcare Engineering at UNC's School of Medicine and **Natalie Horseman**, MSN, RN, Clinical Senior Management Engineer in the Office of Quality Excellence Performance Improvement led an Express Workout with the URFO Task Force. The express workout constituted an intervention to bring awareness of gaps in practice and improved communication between many members of the interdisciplinary team. All team members were active, including direct care nurses, surgical technicians, surgical MDs, and leadership. Participants were vocal in identifying current opportunities, providing details and gaps in the current controls, and proposing new solutions.

Work included revising the previous Count Sheet and renaming it the "URFO Prevention Worksheet," which was also featured in the educational training video. Project team leaders worked to create and institute mandatory learning modules created and offered in multiple simulation opportunities across the entities to help educate and inform nursing teammates.

This initiative resulted in the reduction of URFO events and the rate per 1,000 cases to zero.

'Sweep before Stitch' URFO Prevention

- **Circulating RN** will not open the body cavity/fascia closing sutures until the surgeon has verbally confirmed a visual or manual sweep of the operative site.
- **Scrub RN/ST** will withhold the body cavity/fascia closing sutures from the surgical team until after the surgeon has verbally confirmed a visual or manual sweep of the operative site.
- **Surgeons** will not begin to close the body cavity/fascia until a complete visual or manual sweep of the operative site has been performed.

The surgeon will perform a visual or manual sweep of the operative site to confirm that the operative site is clear of any countable items





It Starts With Me

- Each of us takes ownership of, and accountability for, doing the right thing.
- We empower and trust each other to step up.
- We support each other and hold each other accountable in our work.

The Medical ICU tackles Hospital-Acquired Pressure Injury rates

During patient skin rounds in late 2022, **Christine Duffy** BSN, RN, CCRN, CNIV, Medical ICU (MICU), noted that the current positioner devices were not adequately off-loading the pressure points for patients in the MICU. Many patients with COVID-19 had to lie in the prone position. Some of these patients were refusing the current foam positioning wedges because they were too firm. The current single use foam devices also had to be acquired by the nurse from the supply Pyxis, which is an extra step and delay in the process to prevent HAPI. Duffy asked **Loc Culp** BSN, RN, CCRN, Patient Services Manager III, MICU for support to explore new options for pressure relieving products. With Culp's support and approval, Duffy started the process to find a new vendor.

After pinpointing a new vendor, Duffy advocated for the new product replacement by submitting a request to the Value Analysis team led by **Ashley Mitchell** MSN, RN, CNL, CVAHP, HCS Director of Sourcing and Contracting. MICU's clinical nurses and nursing assistants were educated on the new sample positioners, which demonstrated better pressure relief and greater patient comfort. Due to many prone patients being on ventilators, respiratory therapists were included in the education plan.

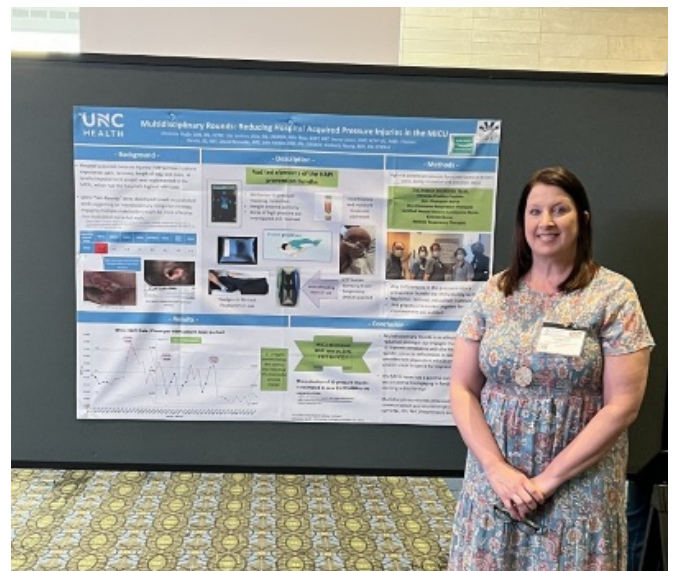
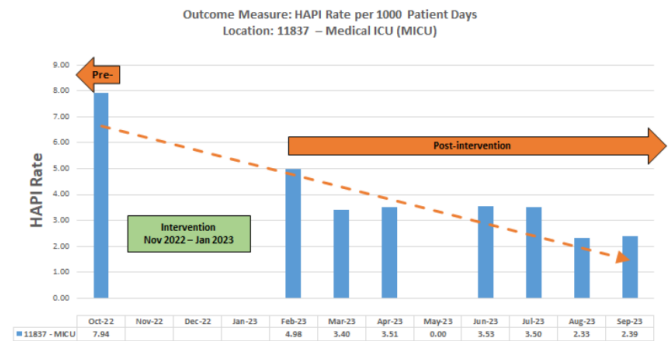
The sample positioners were re-usable and became part of the room's equipment. Once stocked in a room, they were instantly available for patient care and no longer delayed patient care.

Duffy created a usage report showing 11 months of usage of the previous product totaling a cost of \$46,040 or \$4,185 per month. The sample positioners cost \$3,480 to stock the 30 rooms in the MICU. The on-going costs would only be for replacements if one became damaged. This resulted in the sample positioners being approved to become the new standard product.

Duffy's advocacy for a new repositioning product using data, including HAPI trends, product trial evaluation data, and a cost analysis, improved the MICU clinical nurse's delivery of safe, quality care to patients requiring repositioning support.

Participants in HAPI Project

Christine Duffy, Mary Kime, Lisa Jenkins, Loc Culp, Thomas Devlin, and Ashley Mitchell



Manager Acquires New Vein Viewer for Imaging Nurses

Due to complications of severe disease processes in the patient population, nursing teammates experience great challenges in obtaining venous access across modalities. This requires patients to be stuck multiple times by teammates to obtain venous access. After unsuccessful attempts, the patient must wait while the nursing team contact the venous access team (VAT) to gain access. This causes delays in throughput in nursing, machines, and providers. Most importantly, this situation can negatively impact the patient.

Nichola Victorino, MHA, BSN, RN, Patient Services Manager III collaborated with **Crissy Wells**, MSN, RN, CRN, NE-BC, Assistant Director Imaging Services and Todd Smiley, MBA, RT, Director Imaging Services to advocate for financial resource allocation to acquire new equipment supporting patient care and process improvement. The Vein Finder was purchased to improve patient comfort and staff satisfaction. It will also give the Imaging Nurses the most appropriate catheter size to select after assessing vein size and decrease extravasation. Having this equipment available will decrease delays and avoid pulling nurses from other teams.



"Instead of finishing her shift and just going home, she stayed late. She could have gone to the comfort of her home and family, but she remained with me at the bedside, doing my hair, which took HOURS!... Khar was patient, kind, funny, and it mentally put me in the best place I had been in weeks."

– Comments for Daisy winner
Khar Dieng-Diatta



"The patient's family had to leave for the night and were distraught about leaving the patient... she used one of the hospital mobile devices to take a photo of the patient when she was able to get him resting comfortably, and uploaded it to the chart with the captions 'I love you, Mom and Dad!' so that they could see that he was okay through the patient portal... on top of providing detailed care with intention, Carson found time to extend these kindnesses to this family going through this incredibly hard process."

– Comments for Daisy winner
Carson Jeffreys



"Adriana displayed an extraordinary amount of patience and compassion for a patient despite their history of violent outbursts and verbal abuse. She always took the time to explain everything to them in a patient and gentle manner."

– Comments for Daisy winner
Adriana Haitz

Additional Materials

Poster/Conference Presentations

- "Building High Performing Teams Using Relational Leadership" presented at NCNA Breakout Session - Ashley Kellish and Paula Fessler
- "So You Need to Apply to the IRB and 3 Good Things" presented at the Research Strategies & Skills Workshop Symposium, Southern Nursing Research Society - Cheryl Smith-Miller
- "Exploring the Frameworks, Needs, and Barriers of Interprofessional Education and Simulation in Emergency Medicine." Simulation in Healthcare - Rutherford-Hemming, T., and Linder, G.
- "Debating Psychological Safety in Simulation - Myth or Reality?" podium presentation at the International Meeting on Simulation in Healthcare in Orlando, Florida 2023 - Rutherford-Hemming, T., Herrington, A., Lioce, L., and Kutzin, J.
- "CODE OR: Evaluating the Application of Direct to OR Resuscitation Protocols beyond Trauma and Cardiac Surgery" poster presented to the American College of Surgeons (ACS) Quality and Safety Conference - Cheryl Workman
- "Optimizing Tar Heel Trauma Care: Pre-Arrival Huddle and Pre-Rolling Time Out Implementation in a Post-Pandemic Emergency Department" poster presented in the 34th Annual May Day Trauma Conference and the TCAA Annual Meeting 2023 Best Practice Poster - Amy Bruns
- "Revitalize Trauma Simulations via Collaboration" presentation at NC Epic User Group Meetings (NGUGM) - Amy Bruns
- "Stop the Bleed" podium presentation at NC School Nurses Conference - Anneka Huegerich and Jennifer Clurman
- "Vicarious Trauma" presentation at UNC SANE Didactic Training - Dede Dugan
- "Trauma in the Elderly" presentation at SANES of Sahari Center of Harbor - Dede Dugan
- "Truma Resilience & Recovery Program" presentation at the 34th Annual May Day Trauma Conference - Dede Dugan
- "Compassionate Care for Geriatrics" poster presented at the 2023 National Niche Conference - Christie Martin, CNIV
- "TIPS and Fall Prevention" poster presented at the 2023 National Niche Conference - Beckie Fenner, CNIV
- "Nurse Managers' Experiences with Burnout Post-Covid-19 Pandemic and Recommendations for Improvement" poster presented at NCONL - Lesley-Anne Bandy, PSMIII
- "Association of Safe Patient Handling" poster presented at the National SPHM Conference - Jennifer Mack and Amy Harris
- "Multidisciplinary Rounds: Reducing Pressure Injuries" poster presented at the NTI Conference and the Magnet Conference - Christine Duffy
- "CLABSI Reduction and CVAD Stewardship" poster presented at the NTI Conference - Erin Thompson
- "Readmission Reduction in the UNCMC Outpatient Parenteral Antibiotic Therapy Program" poster presented by OPAT team
- "Role of the Triage Nurse" presentation at the Eastern North Carolina Society of GI Nurses (ENCSGNA) Bonnie Streeter
- "Managing the Patient with Chronic Pain having Surgery" presented at the TAPAN Conference - Ramona Irabor
- "Aromatherapy for PONV in the Periop Environment" presented at the NCAPAN Conference - Ramona Irabor
- "Nonopioid Analgesics for ASPAN's Competency Based Orientation tool for Peri Anesthesia Nurses" publication - Ramona Irabor
- "Let's Huddle: Implementation of Structured Huddles on Acute Burn Unit" poster presented at the Southern Regional Burn Conference - Char Norie Poteat, BSN, RN-BC, PSMIII; Natalie Spruill, BSN, RN, CMSRN, CNIV; and Kimberly Whitaker, CSTII
- "Empowering the Non-Burn Nurse: Implementation of Burn Wound Care Class for Nurses Outside of the Acute Burn Unit" poster presented at the Southern Regional Burn Conference - Natalie Spruill, BSN, RN, CMSRN, CNIV; Elizabeth DeLa Cruz, RN-BC, CNIII; and Char-Norie Poteat, BSN, RN-BC, PSMIII
- "Three Good Things - Promoting Reflection Among Newly Licensed RNS" podium presented at the 2023 Annual SNRS Conference in Orlando Florida - Smith-Miller, C., Cline, M., Robert, P., Werlau, T., & Hauser, P.
- "Building a Culture of Safety in the Neurosciences Intensive Care Unit: Improving Error Reporting Through an Interprofessional Improvement Action Team" poster presented at the Neurocritical Care Society Annual Meeting in San Antonio, Texas - DeHoff, G., Lau, W., Cadena, R., Biancaniello, S., Cosgrove, J., Degrange, R., Dehne, K., Hoke, E., John, K., Lester, S., McGee, C., Medling, L., Navaroli, M., Rubash, E., Soares, Sardinha, S., Tallon, J., Werlau, T., & Olm-Shipman, C
- "Burn Center Wound Care Resource" podium presentation at the Southern Regional Burn Conference - Taylor Gubler, Nikki Stacy, Sydney Collette, and Lauren Alcorn
- "Going for Gold: Excellence During a Pandemic in the SICU" poster presented at the UNC Quality Fair by Anneka Huegerich, Stephanie Roether, Kelsy Just, and Shawna Buchanan
- "Successful Interdisciplinary Approach to Treat Patients with R/R AML with Iomab-B Prior to HCT, The Sierra Trial Experience" poster presentation at the Oncology Nursing Society (ONS) conference - Katherine DaRosa and Stacie Bonin

- "Carb Count Project on 3WH: APCU" - Angie Becilla, Emily Coscia, Sam Del Verne, Janice Hoffman, Jess McGee, Emilee Oldham-Ingold
- "Symptom Endorsement Compared to Classification Systems as an Indicator of Exercise in Patients with TGA" presented at the 7th Annual Advances in Congenital Heart Disease Summit: Transposition of the Great Arteries: The Master Class - Emily Gobble, RN, MSN and Lunise Benjamin, DNP, NP-C
- Michelle Swanson, Decreased TMS sample rejection on L&D, Poster at the Nursing Research and Quality Conference
- Amber Kirkley, CLABSI Prevention Initiatives in the NC Children's Hospital: Mandatory CVAD Skill Fair, Poster at the Nursing Research and Quality Conference
- Jenna Chutz and Heather Walsh Jones, *Building Confidence and Competence: Reimagining a Clinical Transition-to-Practice Program*, Presentation at the North Carolina Nurses Association conference.
- Benjamin, J., Bigelow S., D'Angela, T., Hart, E., Hobbs, A., Jones, M., Elston-Lafata, J., McGuirt, B., Piekarz, A., Pitts, J., Van Pelt, L., Whitney A., Wood, W., *Oncology Navigation: The Path to the Navigation Assessment Score (NAS)*. Executive Leadership Award Winning Poster, UNC Quality Expo. UNC Health, 2023
- Megan Andrews, Don't Stop Believing - *A Journey of Faith and Call to Action*, 2023 NC International Transplant Nurses Society Annual Symposium
- Megan Andrews, *Individualizing LVAD and Hemodynamic Strategies*, Heart Failure Management 2023 Conference
- Amy Woodard, *Pre-Emptive Transplantation: The Importance of Early Referral*, American Nephrology Nurses Society National Fall Meeting
- Amy Woodard, *Championing Living Kidney Donation*, 2023 NC International Transplant Nurses Society Annual Symposium
- Amy Woodard, *Transplant 101: Living Donor Kidney Transplant - Options and Outcomes*, American Nephrology Nurses Association National Symposium

Publications

- "Pharmacologic Therapy to Mitigate Acute Agitation in the Emergency Department: Case Reports of Diverse Patient Presentations." *Journal of Emergency Nurse*, 49(3), 336-340 (2023) - Rutherford-Hemming, T., Taber, E., and Linder, G.
- "The use of simulation-based education with new graduate nurses in emergency department and acute care settings: A scoping review." *The Journal of Continuing Education in Nursing*, 53(7), 301-306 (2022) - Rutherford-Hemming, T., Herrington, A., and Newsome, L.
- "Interprofessional Education using Simulation - Does it Exist in Emergency Medicine?" podium presentation at the International Meeting on Simulation in Healthcare in Orlando, Florida 2023 - Rutherford-Hemming, T., Slattery, J., and King, J.
- ["Elder Mistreatment Emergency Department Toolkit: Feasibility Case Study Report"](#) published in the National Collaboratory to Address Elder Mistreatment by Jennifer Clurman
- ["Pediatric Behavioral Health Emergencies"](#) Gorstein, L.N., Felix, I.F., Cyr, J. M., Dugan, D., Auerbach, M., & Brice, J.H. (2023)
- Impact of Smoking on Longitudinal Health Related Quality of Life Measures Among Bladder Cancer Survivors" *Society of Urologic Oncology, INC* (2023) - Dr. Hannah Kay
- "Three Good Things: Promote Work-Life Balance, Reduce Burnout, and Enhance Reflection Among Newly Licensed RNs. *Nursing Forum*, 1-9. doi: 10.1111/nuf.12830 - Cline, M., Roberts, P., Werlau, T., Hauser, P., & Smith-Miller, C
- "Developing the Evidence: A Descriptive Study of Postoperative Voiding Trials" published in *MEDSURG Nursing* - Katherine DaRosa, Maria Alexoudis, Angela Perkins, Ashley Leak Bryant, and Cheryl A. Smith-Miller
- Smith-Miller, C., Jones, C., Blakeney, T., (2023). Organizational Socialization: Optimizing Experienced Nurses' Onboarding. *Nursing Management*. (54)12
- Sharon Van Fleet, We are nurses, not prison guards. Editorial publication in the *Journal of Psychological Nursing*. 61 (11)
- Increasing inpatient mobility: A path to overcoming challenges with implementation, *Journal of the American Geriatrics Society*
- Kittra Felton, Establishing and sustaining an acute care for elder's unit: An incremental journey to success, *Journal of the American Geriatrics Society*
- Amy Woodard, Reviewer for 9th edition of American Nephrology Nurses Association's Nephrology Nursing Scope and Standards of Practice Textbook
- Amy Woodard, Author of American Nephrology Nurses Association's Education Module, *Kidney Replacement Therapy – Transplantation*

