

Fiscal Years 2020 and 2021 Nursing and Interprofessional Clinical Excellence Report



Clinical Excellence Vision—Nursing

We provide **Individualized Patient and Family-Centered Care** based on interprofessional collaboration and shared decision-making.

We do this by:

- Applying compassionate, respectful, evidence-based practice;
- Ensuring clinical decisions are made at the point of care by the interprofessional team;
- Embracing our unique interdisciplinary roles and expertise to meet evidence-based standards to foster:
 - *Transformational leadership*
 - *Exemplary Professional Practice*
 - *Structural Empowerment*
 - *New Knowledge, Innovation and Lean continuous improvement*



Nursing and Interprofessional Clinical Excellence Report

Fiscal Years 2020 and 2021

Message from the President and CEO.	4
Message from the Senior Vice President and Chief Nursing Officer	7
Message from Magnet® Program Director	10
Professional Governance Council Reports	
Professional Governance Steering Council.	12
Practice Council	18
Professional Growth and Development Council.	28
Evidence-Based Practice Council	34
Informatics Council	41
House-Wide Staffing Council.	47
Nursing Peer Case Review	51
Professional Practice Day Poster Presentations.	54
Salem Health Caring Beyond the Bedside (Community Outreach)	57
Celebrations.	70
Presentations, Publications and Other Honors	93



Our mission is to improve the health and well-being of the people and communities we serve.

Our vision is to provide an exceptional experience every time.

COVID-19 Reflection – The Pandemic Changed Our World

Cheryl Wolfe, RN, MSN, NEA-BC
President and CEO

As I reflect on the severe impacts that COVID-19 has had on our organization and workforce, I recall the setting when we realized the worry was now a reality and those of you so essential to our response efforts stepped up without reservation. Salem Health’s COVID-19 odyssey began the evening of Feb. 28, 2020, at the annual employee banquet. I had just learned the news, so I stepped to the microphone and calmly announced that COVID-19 had arrived in Oregon.



I added a promise — We are ready and will adjust to whatever comes our way. We’d already started our homework, after learning about the outbreak in December 2019, so we began routine screening protocols for COVID-19 in January during patient check-in and appointment scheduling — and, had protocols in place should COVID-19 arrive in our communities.

We were as ready as any hospital could be.

Two years later, I look back in amazement at what you’ve done. The promise still stands and we continue to adjust. That Monday after the banquet, we assembled our well-oiled Incident Command team, a “machine” from all walks of our leadership and frontline teams to prepare even more. They escalated our condition to a Code Triage and created an online clearing-house for all COVID-19-related information and formed the COVID-19 Task Force to adjust to the state and national changes announced almost daily, with nursing as its clinical backbone.

When the required social distancing and remote work recommendations began, Incident Command went virtual. We transitioned from Code Triage to a state of “sustain and operate”, with a message from Incident Command that the “quantity and quality of work

was astonishing.” Little did we know that we would have to ramp back up to Code Triage and even a “State of Emergency” in mid-2021 due to the Delta variant surge. All our preparation and planning allowed us to exercise nimbleness in our response to the needs of both our communities and our staff/providers.

The COVID-19 Task Force kept up with constantly evolving demands, including:

- Establishing Personal Protective Equipment (PPE) tiers (and conservation standards);
- Providing fit testing for masks and other PPE;
- Managing the Labor Pool to realign and redirect resources to front line staff;
- Revising infection prevention protocols and surge plans, both initially and subsequently as the pandemic evolved;
- Creating screening and visitor guidelines and then adapting them as the pandemic evolved;
- Reallocating nurse staffing continuously as the pandemic evolved and census changed;
- Adapting staff training and visitor education continuously;
- Providing COVID-19 testing to both patients and employees/providers;
- Vaccinating staff and providers starting in December of 2020;
- Opening the first and largest community mass vaccination clinic in January 2021.

Thanks to our Magnet® culture, nursing collaboration was always ahead of the curve as we tried, tested, and adapted to almost daily challenges with new guidance from both local, state and national health authorities as more became known about the virus.

Creating and staffing the largest public (and statewide) mass vaccination clinic at the state fairgrounds wouldn’t have been possible without the entire nursing team. Nurses and other clinical staff vaccinated 1,701 people on the clinic’s first day, January 7th, 2021.

The pandemic also surfaced our ingenuity in sharing best practices. For example, the April 28th, 2020, Professional Governance Day coordinated by the Clinical Excellence team, marked a milestone with WebEx presentations featuring 34 presenters to four onsite conference rooms with over 100 remote Professional Governance participants and organizational leaders. Additional sessions on November 17th, 2020, and January 26th, 2021, provided updates on the COVID-19 response, including changes in workflows, labor pool, surge planning and unit-based responses.

“Staffing and our team are our most precious resource and we have done many innovative things and invested many dollars to ensure they and our patients are well cared for,” said Sarah Horn, CNO, noting “some units transformed empty visitor lounges into quiet, retreat rooms where staff could get away from emotional and physical stress.” We offered all of our frontline staff two dedication cash bonuses. With the surge of the Delta variant in spring of 2021, we ramped up hiring travelers to handle staffing challenges and high census and to ensure our workforce was sufficient for the needs of our communities.

An outpouring of community support for nursing (and all staff) began almost immediately, with everything from cards and letters and “heroes work here” signs and banners from the Chamber of Commerce, to delivered pizza and meals, and a big room at the Community Health Education Center (CHEC) full of snacks and personal care gifts from dozens of businesses and community groups.

Throughout this pandemic response, nurses and their interprofessional partners adapted to limited resources, new patient and staff safety challenges, patient and family experience trials and building resilience in staff as an antidote to burnout.

As the hospital having had the largest number of COVID-19 admissions in the state, our COVID-19 odyssey continues. It is often the times of challenge and discomfort that yield the most growth and development. Thank you for your commitment to excellence in your response to COVID-19 and the ongoing needs of our organization and communities.

Chief Nursing Officer Message

Sarah K. Horn, MBA, BSN, RN, NE-BC, RNC-LRN
Senior Vice President and Chief Nursing Officer

It is with a deep sense of pride in our profession's ability that I begin my bi-annual report of nursing and clinical excellence.

This report captures just some of the outstanding accomplishments of our teams. Given the extreme and far-reaching effects of the Covid pandemic, no report could do justice to the level of adjustment needed and the ongoing effort you have and continue to exert to return to a semblance of normalcy. Thank you for your extraordinary dedication to nursing and healthcare, as well as to Salem Health.



Please feel free to share this bi-annual report with your family, friends and our community and share what the accomplishments mean to you. As a three-time Magnet® recognized organization, it is your daily commitment to high quality and compassionate care that sets us apart. I sincerely hope you enjoy this report featuring some of your moments of excellence!

The fiscal years of 2020 and 2021 brought moments of joy and accomplishment and ended with challenge and an extreme display of your ability and commitment to serve our community. In December 2020, one of many moments of joy came when Salem Mayor Chuck Bennett presented the city's Willard Marshall Special Resident Award to Salem Health. This honor is traditionally given to a person who has contributed the most to the city during a given year. This year, the city chose to recognize Salem Health for its incredible efforts on behalf of the community during the COVID-19 pandemic.

One of our significant accomplishments occurred in the summer of 2020 when we proudly accepted our third Magnet® designation, signifying what we already know, that we are an organization deserving of the most prestigious credential a health care organization can achieve for nursing and clinical excellence. Please see Barb Merrifield's Magnet® message for details on this exciting accomplishment!

And next, we planned our new building A expansion. The team engaged transition planning work groups and involved staff in several aspects of equipment and finish design selections. The project team has successfully maintained a feedback loop to share plans, identify barriers, accept requests and respond to items as they arise. We now arrive at the activation phase of hospital expansion, which is very important because it positions us to better serve our community's healthcare needs, offer expanded services and improves the organization's financial standing. All-important aspects of continuing to be an industry leader.

In addition to our moments of joy and great accomplishment, together we weathered significant challenges and responded with creativity. You leaned into the complex, challenging health care issues of COVID-19 and led our response in team-based approaches to care. You adopted innovative and nontraditional methods when the evidence was unknown, and supported research efforts to discover the best care approaches. You were behind the rapid adoption of technology for communication, remote monitoring, and televisits.

The global COVID-19 pandemic has changed the world, and nursing has been on the forefront since the beginning. It's been inspiring to witness our nurses manage complex adaptive systems in a way like no other time in history. As nurses, I imagine you're like the many other nurses I talk to who are grateful to be known as heroes, but nearly every nurse I talk to finds the most comfort and appreciation in knowing they are doing the work they were called to do as clinicians.

While the COVID-19 pandemic exposed the health care industry's persistent shortfalls as well as new challenges, it also highlighted health care workers' grit and resiliency. What we have seen and heard has been incredibly impactful in more ways than one. Let this offer a new sense of confidence and cautious optimism for us all. With changes in the healthcare landscape, nurses increasingly are recognized as leaders in transforming the healthcare system; professional nursing is full of possibility. Please see CEO Cheryl Wolfe's Covid-19 reflection message for details.

We are operating in the "new normal," or as we refer to it, the "normal for now." While the COVID-19 pandemic will come to an end, not everything will go back to the old way, nor should they. There have been many lessons and changes in practice and preparedness that will be maintained. While the world has suffered great loss, let's stay lifted by

the promise of lessons learned. We have witnessed not only the nursing profession's unwavering commitment to the health of our communities, but also your immense impact, demonstrated by nurse-driven adaptations in practice that will likely drive lasting changes for many years to come.

As nurses, we are powerful in number and voice, and the world needs us more than ever before. Steadfast vigilance will continue to be a necessary ingredient as we work to understand our "new normal", and there is no better person than YOU, a nurse, to understand this more. Let us continue to focus on what we are trusted to give of ourselves: compassion, connection and courage. Continue to be the voice of hope in all interactions with nurses and others, but most importantly, remember to have compassion for ourselves and be purposeful in giving yourself grace.

We have learned that the limits of our spirit and commitment might be tested, but not surpassed. The demands of the pandemic may have temporarily diverted us from some of our goals and plans, but our shared standards and values have remained intact and are perhaps stronger than ever. As nurses, you do extraordinary things that elevate the profession. I hope you keep that in mind every day. May the coming months bring you a sense of renewed energy and hope as you respond, recover and thrive in our "new normal."

You are the faces of courage, grace and grit and it's a privilege to work alongside you.

Message from Magnet® Program Director

Barb Merrifield, MSN RN NE-BC

Director of Clinical Practice Support & Magnet®



We are working toward Salem Health's fourth Magnet® designation and the journey has certainly been eventful and challenging!

As a reminder, in 2020 for the third time, Salem Health achieved designation as a Magnet® hospital. This designation recognizes nursing excellence and the highest level of professionalism in our practice. It is a tremendous honor to be among the 8.9% of hospitals in the U.S. that achieved the American Nurse Credentialing Center (ANCC) Magnet® recognition. Salem Health initially received this

recognition in 2010 with redesignation in 2015 and 2020.

The nursing and clinical staff worked incredibly hard to prepare and represent our hospital during such a difficult time. On behalf of Salem Health leadership, I am truly grateful that you believed in this designation and want to extend appreciation and congratulations to everyone who assisted in achieving this honor of excellence.

Re-designating in the midst of our COVID-19 response efforts made the journey unique and complicated. After submitting our document portfolio in August 2019, we received approval to move to site visit in March 2020. This was the point where our census was low and surgeries cancelled. We considered delaying, but knew a delay didn't guarantee return to a traditional site visit, so our CNO boldly decided to schedule as we desperately wanted to give staff something to celebrate during this trying time.

After verifying the technical aspects and assuring that we could precede without adversely impacting the quality of care for patients and staff safety, we set the date, May 2020! Salem Health became one of the leaders among hospitals who agreed to a virtual site visit.

The entire organization joined the preparation. We had amazing support from Neal Wright, Sal Simili and team for technical considerations ranging from WebEx training to iPad and iPhone acquisition and testing. Amber Aguinaga, Phillip Armstrong and the PMO team facilitated technical support for practice sessions right through to the live sessions.

Wendi Lahodny, Saydie Newkirk, Mary Rooney, Allison Seymour and Jessica Reese played key roles as content experts and escorts, guiding the appraisers through the day. And, with the Clinical Excellence team poised to assist, Nancy Dunn, Brianna Revard and I overcame every challenge and prepared group after group for their interview “moment in the sun!”

Several special sessions required even more from our organizational partners. Tim Lamberson from the IS Solution Center along with Jared Hritz, Shannon Priem, Tamara Heinlein and the entire Marketing team communicated with precision at every turn and produced a Welcome video to highlight our beautiful campus, local climate and nurse executive team. This was a great way to share in lieu of the in-person experience our surveyors would have received. We also hosted our first virtual community session and were so blessed to have so many crucial community partners attend for the purpose to share Salem Health’s beneficial impact on our community.

The virtual unit tours provided a special moment for staff to shine — and you did just that! The virtual challenge of touring created an online experience on the unit with nurses who enthusiastically shared points of pride for the whole team. You answered questions eloquently and a walking tour of the units was an exceptional way to allow the appraisers to familiarize themselves with the units and to show our work environment. The appraisers gave frequent recognition to Salem Health’s commitment to supporting resilience of our workforce as they were presented with heartfelt descriptions of the development and value of gratitude walls, boards and even trees!

Being Salem Health’s Magnet® Program Director can be challenging at times, but rewarding is the word that I always choose to describe. The privilege of helping to change the culture of the organization during and after the Magnet® journey makes it remarkable. I look forward to helping you maintain the highest quality of care and service for our patients and the community.

May the fourth be with you!

Professional Governance Steering Council Report

Nancy Dunn, MS, RN, Clinical Excellence Coordinator

Professional Governance Steering Council (PGSC) Purpose

The Professional Governance Steering Council (PGSC) is responsible for ensuring the SHINE professional practice model and professional governance structure is effective in achieving superior clinical excellence performance as evidenced by empirical outcomes. The council provides leadership and direction to the professional governance house-wide and unit/department/division-based councils. PGSC members seek to continuously improve the ability of all councils to engage members in shared decision-making and producing outcomes that benefit patients, staff and the clinical practice environment.

Primary Council Responsibilities

- Plan and execute Professional Governance Days (PG Day);
 - ▶ Education and leadership sessions including best practice model sharing;
 - ▶ Develop content for pre- and post- PG Day “Newsletter”, shared with the organization;
 - ▶ Process all PG awards: SHINEing STAR, Magnet® Writing, Unit/Department Chair Service, Publication and Presentation Awards;
 - ▶ Recognize new and renewed external awards.
- Develop content for the annual Nursing and Interprofessional Clinical Excellence Report;
- Monitor the health of all councils and take actions to promote improvements;
- Generate professional governance member participation in organization catch ball for strategy planning;
- Assure all PG members stay informed on organizational strategy including the nursing strategic plan (SHINE A3).
- Regularly update Professional Governance Bylaws and Charters.

Fiscal Year 2020 and 2021 Accomplishments

- Standardization and updating of professional governance bylaws and charter;
- Successful implementation of 11 PG Days including the following education and best practice sharing (BPS) sessions:

-
- ▶ **July 2019 Strategy Session:** Executive Leader presentations on SH FY20 Strategy; Mother A3s and SHINE Baby A3.
 - ▶ **August 2019 Best Practice Sharing:** MBU Certification Rate Increase (Hannah Pratt and Jillianne Horton); Workplace Violence Prevention (Allison Seymour, Bruce McLean, Michael Polacek, Matt Drahn, Arthur Apodaca); PACU Improves Workplace Safety (John Brun); CVCU Mentoring (Kylee Bowers).
 - ▶ **September 2019 Magnet® Session:** Magnet® Speed Dating; Leaders and staff learning all aspects of Magnet® for confidence in Site Visit with Magnet® Appraisers.
 - ▶ **October 2019 Patient Experience Session:** “Predictive Methodology to drive Improvement in Patient Experience Outcomes” presented by Dr. Mylod from Press Ganey.
 - ▶ **January 2020 Magnet® Best Practice Sharing:** Best practices from the 2019 Magnet® Conference attendees (Sarah Horn, Matt Boles, Jessie Hawkins, Susan Redmond, Michelle Tobias, Ethan Waln, Sierra Schneider, Ben Burlison, Barb Merrifield, Kimberly Greulich, Caroline Thomas, Louise Lindley, Sam Spittal, Bri Revard, Saydie Newkirk, Kelly Honyak, Jarrelle Harper Waldorf, Jennifer Beitel, Jessica Reese, Raychel Rojas, Nancy Dunn).
 - ▶ **February 2020 Best Practice Sharing:** Finance A3 Update (James Parr); Acuity Staffing (Barb Merrifield); HOUDINI (Kaylor Hollen); People and Culture A3 (Jaime Nichols and James Fetterly); Happiness Advantage (Sara Nash, Nancy Dunn, Paul Howard, Ben Burlison, Bridget Eisele, Frieda Ryan-Anzur, Jarrelle Harper Waldorf, Kaylee Corrado).
 - ▶ **April 2020 Special 4-Hour COVID-19 Education Session:** Magnet® Virtual Site Visit Prep (Barb Merrifield); Incident Command/Dashboard and Staff Resilience (Sarah Horn); COVID testing and infection prevention (Dr. Chaudrey/Karl Kamper); Staff Exposure/Employee Health (Trish Stupfel); PPE Shortage and Conservation (Amy Brase and Mart Willis); Labor Pool (Josh Franke and Dana Hawkes); Clinic Operations (Katie Dobler); ED Workflow Changes Video (Amy Slater, Kathy Tompkins, Kristen Ehredt, Jeffrey Gander, Emily Allred); Critical Care Staff Panel (Lydia Reid, Kelly Bodnarchuk, Seunghyo Hong, Kira Biron, Jackie Williams); Surgical Services Panel (Jessie Hawkins, Stephanie Buetler, Saydie Newkirk, Kimberly Griffith); WCS Panel (Tara Edick, Jill Horton, Katelyn Delmarter, Michelle Hirschhorn); Gen Med COVID Unit (Emily Tucker, Carlee Bizon); Community Response and Support (Bryce Petersen, Cyndi Leinassar).
 - ▶ **June 2020 Strategy Session:** Executive Leader presentation of FY21 System A3 (Sarah Horn and Bahaa Wanly) and SHINE Baby A3 (Barb Merrifield).
 - ▶ **July 2020 Best Practice Sharing:** Pharmacy Work Flow Changes due to COVID (Bobbi Elmotayam); Diversity and Inclusion (Alex Dass, Michelle Hirschhorn, Jill

Summers); Mobility Pause (Ellie Butsch, Jessica Thomas); CBG/Insulin/Meal Tray Delivery (Charleigh Nygaard); Email UDC Meetings (Tara Edick, Julie Cox); Baby A3 Redesign Workflows (Zennia Ceniza).

- ▶ **August 2020 Strategy Update, Best Practice Sharing and Transformational Leadership Education:** Baby A3 Diversity and Inclusion Update (Bahaa Wanly, Jaime Nichols, John Bauer); Respiratory Therapy COVID Adaptations (Mickey Hartley); Growing Salem Health Leaders (Clinical Education Professional Development Specialists Sarah Wolfe, Amy Stokes, Michael Polacek, Kelly Honyak, Kristina Broten).
- ▶ **September 2020 Professional Practice Day Oral Presentations:** Early Diagnostic Patterns yielded Practice Changes for COVID-19 infection (Sierra Schneider); Evidence-based Assessment of Concussion Implemented in Acute Care for Earlier Diagnosis and Appropriate Therapy Referrals (Deborah Timmons); Diabetes Champions Improve Inpatient Glycemic Management (Sandra Bunn); Figure-of-eight suture technique versus perclose proglide® vascular closure device for hemostasis after complex electrophysiology procedures (Elizabeth Falletta); Group-Based Pain Neuroscience Education Reduces Pain Catastrophizing and Learned Helplessness in Individuals Living with Chronic Pain (Michael Bragiel). Additionally in this Session: Modified Precautions for MRSA and VRE Decolonization (Carolyn Lash and Ashika Bhan) AND COVID Community, Staff and HR Updates (Sarah Horn and Justina Bond).
- ▶ **October 2020 Strategy Updates and Workplace Violence Prevention Education:** 340B A3 (Josh Free); Workplace Violence Prevention (Professional Growth and Development Council members: Kaylee Corrado and Meghan Newstone).
- ▶ **November 2020 Strategy and COVID Updates:** System Kaizen and Sole Community Hospital Reclassification Status (Erica Puopolo). COVID Updates: Isolation Precautions, Retesting and Flu Season (Dr. Chaudhary and Carolyn Lash); Employee Health Update (Trish Stupfel); PPE and Staffing Updates (Marge Willis and Sarah Horn).
- ▶ **January 2021 COVID Updates:** Current Vaccine Evidence (Dr. Jasmin Chaudhary); Employee Health Update (Patricia Stupfel); Testing for COVID-19 (Karl Kamper); Pharmacy Updates COVID Treatment for Inpatients (Danielle Britt); Pharmacy Updates COVID mabs and Vaccine (Joshua Free); PPE Updates (Marge Willis); Staffing Updates (Sarah Horn); Salem Health Community Vaccination Clinic (Melissa McDermott).
- ▶ **February 2021:** Salem Spine Center Awarded the Joint Commission's Center of Excellence (Michael Bragiel); Salem Health Breast Imaging Center of Excellence Renewal (Kate Large); Crucial Conversations (Kaitrin Bassett).

-
- ▶ **June 2021:** Building A Expansion (Hannah Bauer, Zennia Ceniza); Resilience as an Antidote to Burnout (Dr. Ralph Yates, Nancy Bee, Meghan Newstone, Sarah Horn).
 - Sunset of a quarterly Engagement Metrics Dashboard. Replace with Council Health Assessment and Action Planning for continuous improvements.
 - Notable problem solving of time allocated to front line staff for professional governance work; focused meeting time and special guests to regenerate and improve the structure, process and empirical outcomes for professional governance (scheduled implementation in FY22).
 - Reflection on SHINE nursing strategy and input toward the FY21 and FY22 nursing strategy.
 - Implementation of NEW Best Practice Sharing Dashboard on SHINE, including best practice sharing worksheets for adoption and/or adaptation of best practices.
 - Formalized an election process for house-wide council chairs.
 - Regenerate and Improve Professional Practice Day, including the offering of abstract and poster presentation workshops.
 - 4SPS to retire ARF process and replace with management escalation process and Agenda Request Form triaged to appropriate council as indicated.
 - Adoption of WebEx technology to connect, engage and do shared decision making during pandemic; including tip sheets on WebEx etiquette for facilitators, speakers and participants.
 - Champion crosswalk and assessment of connect to professional governance.
 - Routine review of PG Day – Council engagement and Education Session; check and adjust opportunities for improvement.

Professional Governance Steering Council Membership (alpha order by first name)

Amanda Sheehan	Clinical Nurse	Medical Surgical
Amy Stokes	Professional Development Specialist	Clinical Education
Barb Merrifield	Director of Magnet® & Clinical Excellence	Clinical Excellence
Bernard Maurer	Informatics Supervisor	Informatics
Brenda Umulap	Nurse Manager	General Medial
Bri Revard	Clinical Excellence Specialist	Clinical Excellence
Ethan Waln	Clinical Nurse	Medical Telemetry
Harriett Martin (Co-Chair FY21)	Clinical Nurse	IMCU
Jen Henkel	Nurse Manager	Labor and Delivery
Jessica Reese (Co-Chair FY20)	Clinical Nurse	Medical Telemetry
Kate Lilley	CNA	ICU
Kaylee Corrado	Clinical Nurse	Emergency Department
Kelsey Muramoto	Clinical Nurse	General Surgery
Laura Morin	Nurse Manager	House Operations
Mai Dotran	Kaizen Specialist	KPO
Marge Willis	Director of Adult Health	Nursing Administration
Melissa Berry	Clinical Nurse	Rehab Services
Miranda Hennan	Clinical Nurse	Emergency Department
Nancy Dunn	Clinical Excellence Coordinator	Clinical Excellence
Sandra Bunn	CNS	Advanced Practice
Sarah Aulerich	Clinical Nurse	Medical Telemetry
Sarah Horn (Co-Chair FY20, FY21)	Chief Nursing Officer	Nursing Administration
Sarah Moyes	Clinical Nurse	IMCU
Whitney D'Aboy	KPO Manager	KPO

Professional Governance Steering Council



Barb Merrifield



Bernard Mauer



Brenda Umulap



Bri Revard



Crystal Dryden



Ellie Butsch



Ethan Waln



Harriett Martin



Jen Henkel



Jessica Reese



Kaylee Corrado



Kelsey Muramoto



Marge Willis



Melissa Berry



Miranda Hennan



Nancy Dunn



Sandra Bunn



Sarah Aulerich



Sarah Horn



Sarah Moyes

Practice Council Report

Harriett Martin, BSN, RN, PCCN, Clinical Nurse, IMCU

Jessica Reese, BSN, RN, CMSRN, Clinical Practice System Analyst

Practice Council Purpose

Practice Council (PC) is a collaborative of nurse and interprofessional chairs from over 40 unit/department councils. Also engaged in the council are leaders from several divisions and service lines. Within this forum, the participants define, implement, and maintain standards of professional practice, consistent with evidence and professional organizational guidelines. Keeping shared decision making at the forefront, PC is the voice of the frontline, providing opportunities for staff to impact safety, quality, satisfaction, clinical practice and patient outcomes. Agenda items brought to PC require consensus decision making and dissemination throughout the organization. Opportunities for input and feedback are also provided. PC values recognition of its highly engaged members. PC members use Lean methods for continuous improvement and innovation to generate new knowledge for clinical practice. In addition to their traditional meetings, Practice Council has two sub-councils — Patient Family Education and Clinical Procedures, each with their own purpose and outcomes.

Practice Council Primary Focus

- Keep a Magnet® pulse, alignment, and readiness;
- Empower and support unit department councils;
- Provide a venue for collaboration and shared decision making;
- Provide crucial input to others on clinical practice issues;
- Speak as the voice and representatives of the units and departments served.

Goals of the Council

- Patient-centered care
- Improved patient outcomes
- Contributors to the SHINE Nursing Strategic Plan
- Shared leadership and shared-decision making
- Inter-professional collaboration
- Innovation

-
- Use Lean methodology to improve work flows and patient outcomes
 - Two-way communication
 - Promotion, adoption and adaption of best practices

Primary Outcomes of Council

Evidence Based Practice and Innovation

- Tube Feed Residual Checks — decision made to follow protocol for reducing the amount of times residual checks are done, once tolerating tube feed has been established.
- Evidence based practice and waste reduction project, CPOX Protocol. Decision made to implement CPOX protocol so nursing is able to discontinue continuous pulse oximetry based on evidence based practice criteria and order.
- Deliverables for unit department charters include one evidence based or innovative project per fiscal year.
 - ▶ 97% confirmed SMART goal by September 30, 2020.
 - ▶ 83% confirmed process and outcome metric definitions by December 31, 2020.
 - ▶ 74% implemented process change by March 31, 2021.
 - ▶ 63% achieved outcome metric by June 30, 2021. Exceeded 10% improvement target.
- Educated staff to changes in definitions for resuscitation status.

Process Improvement

- Communication expectation and template developed for PC members to use to close the loop with frontline peers. Process improvement.
- PC Leadership email address developed to streamline communication processes and highlight material importance.
- PC member of the month: Tactic to improve recognition and collaboration among PC members.
- Regeneration and improvement of Nurses' SHINE ON (community charity connection): Name changed to Salem Health Caring Beyond the Bedside to include interprofessionals. Changed check delivery date to align with National Volunteer Week in April. Exceeded number of charities supported in past years by 22%.
- Education to all staff on how to identify inpatients at high risk for readmission: Collaborative work between Care Management and clinical nursing staff.
- Staff participation in identifying strategy contributions for FY'22.

-
- Support of change to Lexi Comp from Micromedex for pharmacological resources.
 - Decision to update patient weights within the EPIC admission navigator: Non-standing weights no longer satisfy 4-hr documentation requirement. Change to EPIC requires standing weights to expedite medication dosing.
 - Waste reduction in storage of UDC minutes: Decision made that each UDC have a secured and backed up location for minute storage separate from the SHINE SharePoint site. No longer need to store in two separate locations.
 - Decision to standardize documentation and machine settings to Fahrenheit over Centigrade.
 - Recommendations provided by PC and support of “No Anticoagulant Order” for situations where physicians want to hold anticoagulation for procedures.
 - Standard work development to reduce transport delays including, staff notification, supply and patient readiness.
 - Implemented new member onboarding PowerPoint and support documents.
 - Prescription storage on inpatient units standardized for safe handling.
 - Initiated new standard work for processing shared decisions virtually between meetings.

Patient Family Education Sub-Council Purpose:

To advance standards for patient/family-centered education across the organization in accordance with the best available evidence, we’re using an interprofessional approach in an effort to meet requirements from regulatory bodies that require the hospital to have a standardized process to ensure educational materials are appropriate for the patient’s needs. The council disseminates information to support the organization’s journey toward excellence in the delivery of patient education.

Goals of the Council

- Improve quality of patient education materials;
- Work to standardize frequently used pieces of patient education materials;
- Streamline and communicate aspects of patient education online system resources;
- Collaborate with units and departments to understand/monitor the “health” of their patient education materials.

Primary Outcomes of Council

- House-wide review of education material for CHF, COPD and Diabetes;

-
- Collaboration with Marketing to ensure material is being submitted to the correct department for review;
 - Custom created content reviewed and updated with stakeholders;
 - Build of new SharePoint site;
 - Relationships established and regular review with both Krames and The Wellness Network;
 - Education documentation and review within Epic to ensure we are meeting JHCO requirements;
 - Average of 1-2 of documents reviewed and published per council meeting;
 - Implementation of PMAT tool for standardization of material review.

Clinical Procedures Sub-Council Purpose:

The Clinical Procedures Council continuously advances standards for clinical practice in accordance with the best available evidence. The members regularly review clinical procedures to ensure staff have access to current clinical practice evidence for high quality care for patient and family outcomes. Using a broad and complementary membership from clinical divisions, service lines and clinical ancillary services, this PC sub-council ensures the voice of the front line is utilized when updating clinical procedures for all patient populations and encounter experiences.

Goals of the Council

- Coach and mentor council members in the development of competencies to continuously improve the sources of clinical procedures including SH policies, procedures and protocols, Lippincott procedures, and standard work that applies to all of clinical practice.
- Collaborate in partnership with Quality & Safety - Regulatory and Patient Safety, for doing quarterly Lippincott clinical procedure reviews, including:
 - ▶ Changes, both evidence-based and format, made by Lippincott;
 - ▶ Determine if content changes require staff education;
 - ▶ Determine if critical note needs to be written, edited, deleted based on variations from Lippincott procedures specific to Salem Health (e.g. supplies and equipment used, SH specific variations to procedure based on SH policy);
 - ▶ Determine if procedures need to be hidden (procedure not performed at SH) or unhidden as indicated;

-
- ▶ Cross check with existing SH procedures for the purpose of eliminating redundancies if no SH policy or protocol is included;
 - ▶ Cross reference relevant SH policy, procedure and protocol in Critical Note.
 - Collaborate in partnership with Quality & Safety – Regulatory and Patient Safety, review of SH policies, procedures and protocols that list Practice Council as a key stakeholder; send feedback as indicated and appropriate.
 - Collaborate with all departments and operational leadership to review all clinical standard work.

Primary Outcomes of Council

Lippincott Reviews

- FY20: 1,500 Lippincott reviews
- FY21: 1,460 Lippincott review
- Implemented electronic review process for Lippincott reviews

Policy Reviews

- FY20: 4 policy reviews
- FY21: 6 policy reviews
- Implemented virtual review process through PC members

All clinical standard work

- Developed standard work of this Policy site standard work
- Reviewed all standard work:
 - ▶ 6 retired
 - ▶ 8 updated
 - ▶ 6 transferred to other department drives/SharePoint sites
 - ▶ Added new folder for SB16o6, include 6 standard works and 8 education and resource documents

Other council accomplishments

- New Quarterly Dashboard to track all reviews for Lippincott, policies and all clinical standard work.
- Transferred role in SOC to new process managed by directors and Converge Point plus UDC involvement.

Practice Council Membership (alpha order by first name)

Allison Seymour	Clinical Nurse	Med Tele
Alyson Muir	Outpatient Care Manager	SHMG - Family Medicine
Alyssa Pratt	Occupational Therapist	Rehab Services
Amanda Sheehan	Clinical Nurse	Medical Surgical
Amy Crain	Assistant Nurse Manager	IRU
Amy Nagelhout	CNA	Float Pool
Amy Silvey	Clinical Nurse	Ortho
Amye Schletty	Clinical Nurse	Prep Recovery
Andrew Anderson	Tech II	Sterile Processing
Anna Persons	Speech Therapist	Rehab Services
Anna Temme	Clinical Nurse	Inpatient Rehab
Anne Barr	Clinical Nurse	Anticoagulation
Audrey Drake	Clinical Nurse	Medical Surgical Oncology
Betsy Alford	Nurse Manager	Medical Surgical
Blake Mikesell	Clinical Nurse	Emergency Department
Brandy Belling	Clinical Nurse	Emergency Department
Bre Parries	Clinical Nurse	Medical Surgical Oncology
Carlie Bizon	Clinical Nurse	General Medical
Catrina Mero	Clinical Nurse	Oncology Collaborative
Charleigh Nygaard	Clinical Nurse	IMCU
Crystal Dryden	Nurse Navigator	Cardiac Service Line
Darren Craigberry	Clinical Nurse	Endoscopy
Emily Allred	Clinical Nurse	PMC
Emily Tucker	Clinical Nurse	General Medical
Ethan Waln	Clinical Nurse	Medical Telemetry
Frank Gatto	Clinical Nurse	Float Pool

Practice Council Membership (alpha order by first name)

Hannah Pratt	Clinical Nurse	MBU
Harriett Martin (Chair FY21)	Clinical Nurse	IMCU
Heather Hennessey	Registered Dietician	Clinical Nutrition
Hebatalla Elmotayam	Pharmacist	Pharmacy
Jaimy To	Laboratory Support Lead	Laboratory Services
James Atchley	Clinical Nurse	Orthopedics
Jenna Campos	Clinical Nurse	Medical Surgical Oncology
Jennifer Erpelding	Clinical Nurse	ICU
Jennifer Henkel	Nurse Manager	Labor & Delivery
Jessica Reese (Chair FY20)	Clinical Nurse	Medical Telemetry
Jessica Williams	Patient Safety Consultant	Patient Safety and Accreditation
Julie Altree	Care Manager	Care Management
Julie Breazeal	Exercise Specialist	Cardiac Rehab
Julie Cox	Clinical Nurse	NICU
Juliya Laris	Clinical Nurse	Pre-Surgical Screening
Kate Lilley	CNA	ICU
Katie Bach	Clinical Nurse	Prep Recovery
Katherine Roop	Assistant Nurse Manager	Pre-Surgical Screening
Kellie Liudahl	Clinical Research Nurse	Oncology Collaborative
Kelly Miller	Program Specialist II	Patient Safety and Accreditation
Kelly Pullin	Clinical Nurse	ICU
Kelly Ward	Outpatient Care Manager	SHMG - Family Medicine
Kelsie Powell	Clinical Nurse	Labor & Delivery
Kim Mullins	Clinical Nurse	PACU
Lacey Parks	Clinical Nurse	Labor & Delivery
Lea Estrabo	Clinical Nurse	Oncology Collaborative

Practice Council Membership (alpha order by first name)

Lisa Theobald	Clinical Nurse	IP Rehab
Luis Gomez	MRI Tech	Imaging
Lydia Reid	Clinical Nurse	Emergency Department
Mary Simon	Clinical Nurse	Prep Recovery
Mckenzie Pendexter	Clinical Nurse	Medical Surgical
Michael Bragiel	Physical Therapist	Rehab Services
Michelle Riley	Nurse Manager	Orthopedics
Mickie Hartley	Respiratory Technologist	Respiratory Therapy
Nancy Dunn	Clinical Excellence Coordinator	Clinical Excellence
Ngoc Vu	Clinical Sup Specialist	Patient Safety and Accreditation
Nic Lawrence	Clinical Nurse	Medical Surgical
Nicole Belknap	Clinical Nurse	NTCU
Patty Elmore	Clinical Nurse	Pediatrics
Rachel Berton	Registered Dietician	Clinical Nutrition
Rebecca Boris	Clinical Nurse	Float Pool
Rich Truvden	Care Manager	Care Management
Rich Lenhardt	Vascular Tech	CVNIS
Rita Giles	Registered Dietician	Clinical Nutrition
Rose Quintana	Supervisor	Diagnostic Imaging
Sara Baldwin	Clinical Nurse	Inpatient Rehab
Sara Whitman	Clinical Nurse	Pre-Surgical Screening
Sarah Dawson	Infection Preventionist	Patient Safety and Accreditation
Sarah Henning	MSW Care Manager	Care Management
Sarah Moyes	Clinical Nurse	IMCU
Saydie Newkirk	Clinical Nurse	Operating Room
Scott Balding	Clinical Nurse	PMC

Practice Council Membership (alpha order by first name)

Shea Riecke	Clinical Nurse	NTCU
Shelley Weise	Nurse Manager	MBU
Stephanie Cassidy	Pharmacist	Pharmacy
Takahla Circle	Clinical Nurse	CVCU
Tara Edick	Clinical Nurse	Pediatrics
Teri Benzinger	Clinical Nurse	Cath Lab
Teri Ottosen	Clinical Nurse	Gen Surg
Terry Newkirk	Clinical Nurse	Medical Surgical
Trish Handrich	Clinical Nurse	Medical Surgical Oncology

Practice Council



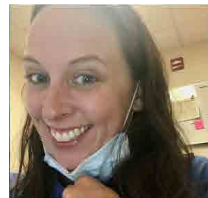
Alex Staples



Amanda Sheehan



Anna Persons



Anne Barr



Crystal Dryden



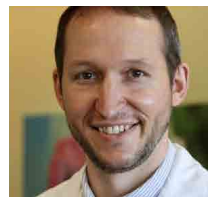
Darren Craigberry



Donna Thomas



Ellie Butsch



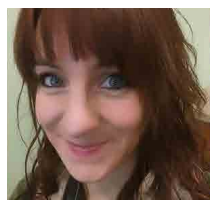
Ethan Waln



Hannah Pratt



Harriett Martin



Heather Hennessey



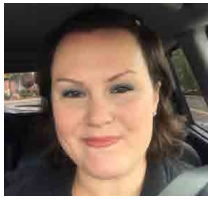
Jaimy To



Jen Henkel



Jessica Reese



Jessica Williams



Katie Bach



Kim Mullins



Lacey Parks



Lea Estrabo



Malinda Close



Mary Simon



Mckenzie
Pendexter



Megan
Wentworth



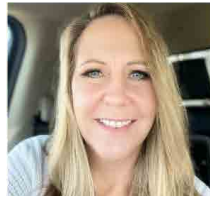
Mickie Hartley



Nancy Dunn



Nancy Leach



Patty Elmore



Rachel Berton



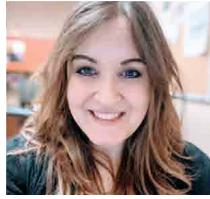
Richard Tveden



Sara Baldwin



Sara Whitham



Sarah Henning



Sarah Moyes



Saydie Newkirk



Scott Balding



Shelly Weise



Stephanie
Cassidy



Takahla Circle



Tara Edick



Teri Benzinger

Professional Growth & Development Council Report

Kaylee Corrado, BSN, RN, CEN, Clinical Nurse, Emergency Department

Kelsey Muramoto, BSN, RN, CMSRN, Clinical Nurse, Medical Surgical

Professional Growth & Development Council Purpose

The Professional Growth & Development Council (PG&D) is an interprofessional group that supports the continuous professional growth and development of Salem Health's valued staff. To help achieve the organization's mission and vision, PG&D works to support staff in becoming life-long learners and reach their highest potential through ongoing education, education advancement, involvement in professional organizations, and obtaining/maintaining specialty certifications.

PG&D is passionate about providing staff with well-deserved recognition for providing high quality patient care.

Fiscal Year 2020 and 2021 Review

Professional Growth and Development (PG&D) has faced many challenges throughout this fiscal year due to the COVID-19 pandemic. Through meeting cancellations, the change to virtual meetings, and staffing challenges, PG&D has worked hard to adapt and flex to meet the council's focus of staff specialty certification, ongoing education, and staff resiliency.

Certifications

Prior to COVID-19, PG&D facilitated the offering of in-person PCCN/CCRN and Low Risk Neonatal certification review classes.

The restrictions due to COVID-19 forced traditional in-person certification preparation courses to come to a grinding halt. Companies providing these courses had to re-design traditional classes to virtual and/or online opportunities.

Testing sites closed for extended periods causing even more challenges for staff.

As opportunities to certify became available, The Salem Health Foundation, once again, graciously supported the process by providing funds for the following:

-
- Purchase of twenty seats for the ED online certification review class (CEN)
 - ▶ Fifteen seats were immediately assigned to interested staff;
 - ▶ The remaining seats are available as staff become eligible.
 - Purchase of twelve seats for the Psychiatric-Mental Health Nursing online review course
 - ▶ Six seats were immediately assigned to interested staff;
 - ▶ The remaining seats are available as staff become eligible.

To help support staff in their quest to become certified, PG&D collaborated with the Salem Health Library to identify the need for updated/increased resources for staff to check out. The following review materials are now available with funds provided by the foundation:

- 7 copies of Medical Surgical Nursing Review Questions;
- 2 copies of the Core Curriculum for Neonatal Intensive Care Nursing;
- 2 copies of the Core Curriculum for Oncology Nursing;
- 2 copies of the Certified Emergency Nurse Review Book and Study Guides;
- 2 copies of the Psychiatric Mental Health Nursing Review and Resource Manuals.

The Council also participated in the following:

- Providing staff with Increased awareness of the Success Pays and No Pass- No Pay programs;
- Recognition of certified RNs on National Certified Nurses Day (March 19)
 - ▶ Card and candy — 2020
 - ▶ Thank You email — 2021

Education

Workplace Violence Prevention is a major issue throughout the healthcare system, and is a topic staff at Salem Health requested more education on though the RN Education Needs Assessment.

The PG&D Education Subcommittee had the pleasure of collaborating with the Workplace Violence Prevention Committee to create and present an informative and empowering presentation regarding Workplace Violence during the Education Session for Professional Governance members.

The recorded presentation is now in HealthStream to ensure all staff have access to this vital information.

Our PG&D members, Kaylee Corrado and Meghan Newstone presented and received high praise following the presentation.

Resiliency

Working throughout a busy, stressful, and unpredictable year has been a hurdle for the entire organization. We have faced many challenges recently and our hospital, especially frontline staff, have felt the impacts. Understandably, members of all teams are facing challenges in combating burnout and maintaining resiliency. Many teams are using resiliency strategies previously shared throughout the organization in an attempt to improve staff morale and support emotional needs.

The Resiliency Subcommittee learned about how different departments tackled this issue and recognized the efforts through publishing these positive moments in the Daily Dose over several months.

Some of these unit highlights include:

- Med Tele D5- spreading joy by posting photos of their staff's animal friends.
- PACU- helping others in the community such as sponsoring families for the holidays or donating to the Marion Polk Food Share.
- ED started a doll that passed throughout the whole hospital to receive care through a pretend story.
- CVCU celebrated their staff for the entire month of February during Heart Month.

As a Nurse Coach, Meghan Newstone has dedicated much of her time to helping her colleagues. She facilitated a team building activity with her ICU team. After rave reviews, PG&D requested she share the exercise during a Professional Governance Day Education Session. When doing the activity in person no longer became an option, in June 2021 Meghan adapted the format and presented via WebEx.

Other Accomplishments

- Daisy and Trillium Award nominations (RN and CNA).
 - ▶ Reviewed and selected winners of nominated staff who went above and beyond;

- ▶ Developed a tip sheet for those making nominations outlining the depth of information needed
- PHIL Award (Respiratory Therapy).
 - ▶ Reviewed and selected a winner of nominated staff who went above and beyond
 - ❖ 2019 = 16 nominations reviewed
 - ❖ 2020 = 19 nominations reviewed
- Assisted in the redesign of the Preceptor program including input on the application process, structure, and topics for classes.
- Members worked with their unit's Magnet® Champions to help staff prepare of our re-designation site visit.
- Provided feedback the Nurses Week Committee on activities to help celebrate and recognize our nursing staff.
- Developed an onboarding PowerPoint welcoming new PG&D members.

Professional Growth & Development Council Membership (alpha order by first name)

Adele Moore	Clinical Nurse	Inpatient Rehab
Amber Dugger	Clinical Nurse	IMCU
Amy Brase	Professional Development Specialist	Clinical Education
Amy Stokes	Professional Development Specialist	Clinical Education
Angie Hanes	Professional Development Specialist	Clinical Education
Anna Harris	Professional Development Specialist	Clinical Education
Annie Hartle	Clinical Nurse	Orthopedics
Ben Burlison	Nurse Manager	ICU
Briggett Eisele	Clinical Nurse	Oncology
Brooke Kamm	Assistant Nurse Manager	Medical Telemetry
DeAnna Carroll	Assistant Nurse Manager	Medical Telemetry
Deborah Schleufer	Certified Nurse Assistant	Medical Surgical
Denise Ziak	Clinical Nurse	PACU
Dianne Powers	Clinical Nurse	PACU
Erin Mullins	Clinical Nurse	Float Pool

Professional Growth & Development Council Membership (alpha order by first name)

Glenda Arreola	Clinical Nurse	NTCU
Heather Pfrehm	Clinical Nurse	CVCU
Jeanette Keating	RN Navigator	Cancer Support Services
Jena Hendricks	Clinical Nurse	General Medical
Jessica Sum-Siquina	Clinical Nurse	Float Pool
Joshua Yoder	Clinical Nurse	Medical Telemetry
Katie Alstrom	Clinical Nurse	Labor and Delivery
Katie Hill	Professional Development Specialist	Clinical Education
Kaylee Corrado (Co-chair)	Clinical Nurse	Emergency Department
Kelley Clark	Physical Therapist	Neuromuscular Therapies
Kelly Honyak	Professional Development Specialist	Clinical Education
Kelsey Muramoto (Co-Chair)	Clinical Nurse	General Surgery
Kimberly Vachter	Clinical Nurse	Inpatient Rehab
Kristiina Broten	Professional Development Specialist	Clinical Education
Lindsey Cretella	Clinical Nurse	SHMG Clinics
Lisa Ketchum	Director	Women and Children's Services
Mary Webb	Clinical Nurse	NTCU
McKenzie Pendexter	Clinical Nurse	Medical Surgical
Meghan Newstone	Clinical Nurse	ICU
Meghan Watson Colin	Professional Development Specialist	Clinical Education
Melanie Dini	Clinical Nurse	PACU
Melissa Williams	Clinical Nurse	General Medical
Mickie Hartley	Respiratory Care Practitioner	Respiratory Care
Molly Newman	Clinical Nurse	Labor and Delivery
Nic Lawrence	Clinical Nurse	Medical Surgical
Nikki Williams	Clinical Nurse	Cardiac Rehabilitation

Professional Growth & Development Council Membership (alpha order by first name)		
Paula Danielson	Clinical Nurse	IMCU
Ruthy Lindvall	Clinical Nurse	Psychiatric Patient Services
Sarah Wolfe	Professional Development Specialist	Clinical Education
Scott Balding	Clinical Nurse	Psychiatric Patient Services
Tara Trimmer	Clinical Nurse	Women and Children's Float Pool
Teri Benzinger	Angio Tech	Angiography
Tiffany Schomus	Clinical Nurse	Prep/Recovery
Trish Handrich	Clinical Nurse	Medical Surgical
Troy Irving	Angio Tech	Angiography
Wendee Flesher	Assistant Nurse Manager	Float Pool

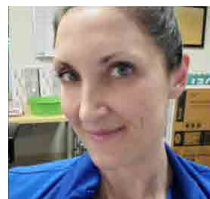
Professional Growth & Development Council



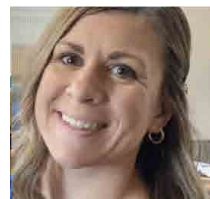
Amy Stokes



Angie Hanes



Anna Hartle



Katie Hill



Kaylee Corrado



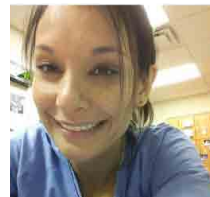
Kelly Honyak



Kelsey Muramoto



Kristiina Broten



Lindsey Cretella



Lisa Ketchum



Meghan Newstone



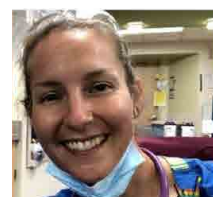
Ruthy Lindvall



Sarah Wolfe



Tiffany Schomus



Trish Handrich

Evidence Based Council Report

Sarah Moyes, BSN, RN, MS-CNL, PCCN, Clinical Nurse, Intermediate Care Unit

Barb Merrifield, MSN, RN, NE-BC, Director of Clinical Practice Support and Magnet®

Evidence Based Practice Council (EBP) Purpose

The purpose of Evidence Based Practice (EBP) council is to advance standard of clinical practice at Salem Health in accordance with the best available evidence. The EBP council continues to develop professionals with a spirit of inquiry. They promote professionals who are fearless in questioning status quo. When clinicians are confident in their EBP skills, they are solid decision-making partners with the ability to ask relevant questions, search for the best evidence, critically appraise the evidence, examine findings and integrate evidence, evaluate outcomes and disseminate results. In order to operationalize the council's purpose, we follow three guiding principles:

- Develop EBP, research and QI competencies of Salem Health team;
- Building EBP mentoring capability to support the first goal;
- Continuously advance standards for clinical practice in accordance with best practice.

Primary Council Responsibilities

- Mentor members in EBP competencies to promote expertise in evidence-based care;
- Encourage an environment where evidence drives practice and practices are evaluated and updated based on best available evidence;
- Advise staff and leaders on the development of evidence-based standards of care and policies, procedures and protocols;
- Provide coaching to members of Salem Health on EBP and research questions;
- Promote professional practice day and the Clinical Inquiry Challenge.

Fiscal Year 2020 and 2021 Accomplishments

Magnet® Site Visit Preparation

- For each Magnet® document portfolio, SH presents a research table that includes project details over the previous four years. Because some of the study originators have moved on, EBP became resident experts in all of the SH historical research studies. This was a fun and educational activity.
- Our EBP members then proudly represented SH in a Magnet® interview focused on research and organizational EBP support.

-
- Site visit comments exemplified the success:
 - ▶ “Programs to promote evidence-based practice and research are exceeding Magnet® expectations. Nurses in all settings spoke about using literature reviews, national practice guidelines and professional standards, and best practices. Nursing partnership with the medical librarian is impressive.”

Research

- Identified, tracked and invited presentation updates from various internal research project representatives:
 - ▶ Animal-assisted pet therapy for staff resilience;
 - ▶ Increased use of midlines improves patient IV access;
 - ▶ Happiness advantage for staff resilience;
 - ▶ Reducing inappropriate urinary cath use in ED decreases CAUTI rate;
 - ▶ Calcium Replacement During Massive Transfusion in CVCU.

Innovation

Continued education on the Magnet® definition of innovation. “Innovation is the application of creativity or problem solving that results in a widely adopted strategy, product, or service that meets a need in a new and different way. Innovations are about improvement in quality, cost effectiveness or efficiency.” — 2019 Magnet® Application Manual

Clinical Inquiry Challenge

- FY20: Increased high quality questions by 17%, 127 entries, 17 departments and in the midst of 2020 COVID response efforts! Contest winners were IRU with a high participation rate and CVCU with a high quality score.
- FY21: Bounce back to a high of 273 entries, 19 departments, 10% high quality. Contest winners were general medical 6N for highest quality and CVCU for high participation. Honorable mention for PMC who had high participation in a small unit at 20%.

Advancing Standards for Clinical Practice

- EBP asked to assess a published article in American Nurse Today regarding IV push medication drug safety, “is Salem Health practicing at the highest level of evidence when using pre-filled flushes for reconstitution of medicine?” Due to variation in practice, manufacturing of medications (pre-filled syringes) and current limitations in supply availability, EBP did not recommend a change in practice as the council was unable to find sufficient supporting evidence. EBP council went on to recommend a tip

sheet on foundational care practices for IV push medication administration.

- Education:
 - ▶ EBP members found staff and providers were unaware of the updated policy that we do not need to restart PIVs unless clinically indicated. Shared policy with unit-department council for dissemination.
 - ▶ Disseminated tools on how to distinguish research and non-research articles.

Building EBP Staff Skills and Mentoring Capability

- Education Workshop: Novice and Competent workshops presented to professional governance membership with positive survey feedback.
- EBP Onboarding: Introductory PPT adopted with a council scavenger hunt.
- Evidence Tables: Provide skill building and in response to requests from various sources:
 - ▶ Decolonization of Nares in MRSA Carriers;
 - ▶ Professional Peer Review Transparency;
 - ▶ Common Industry Definition of an Experienced Nurse;
 - ▶ Push IV medication practices.
- EBP Process Skill Building – 4SPS used by the council to identify that members should progress from Novice to Competent within 1 year on council, and from Competent to Expert after 2 years on council. To close the gap:
 - ▶ Offer bi-annual workshops;
 - ▶ Dedicating 15 minutes of every meeting to a learning activity;
 - ▶ Follow-up assignments for practical application;
 - ▶ Report out of experience with assignments at following meeting;
 - ▶ PICO questions anatomy elements – Novice/refresher level;
 - ▶ Research or non-research distinction – Novice/refresher level;
 - ▶ Searching the evidence – Competent/advanced learner level.
- Focused Presentations:
 - ▶ Presentation on “Prescience, patience, perserverance”;
 - ▶ Reflective Practice;
 - ▶ Data Sample Size and Confidence Levels;
 - ▶ Nursing Reference Center Plus Demo – EBSCO vendor on database features.
- Evidence Grading Scale Model Selection - compared and contrasted 3 EBP models and selected John’s Hopkins:

- ▶ Education on new guidelines with application exercises of the evidence appraisal tools.

IDEA Award, Kudos

- Standardizing Foley catheter care – Cassandra Peters, CVCU.
- High flow – symposium presentation, Jennifer Beitel, IMCU.
- ICU – HOUDINI Nurse-initiated Foley removal protocol – Skye Taimanao, Kaylor Hollen, Ann Alway, Ashika Bhan, Ben Burlison, Seunghyo Hong, EBP Council (Float Pool & General Surgery has already adopted HOUDINI protocol).
- Resiliency mobile bookshelf in CHEC – mindfulness & resiliency recommended reading – Paul Howard, Hospital Librarian.
- Mandatory Reporting education in NTCU and TBI Project (unit council developed PICOT question to improve LOS, falls, general care, family education).
- Code Cart checklist – General Surgery.
- Triage signs for patient mobility in response to fire emergency – Medical Surgical.

Confidence with EBP lays the foundational groundwork to encourage research and continuous contributions to the professional body of knowledge from Salem Health. If evidence is minimal or weak, staff are encouraged to plan projects that will provide them with the evidence they need to answer questions. Looking forward to an evolved EBP model to support productive, exceptional nursing practices that are beneficial to both our staff and patients.

Evidence Based Practice Council Membership (alpha order by first name)		
Alissa Barlow	Clinical Nurse	NTCU
Amy Silvey	Clinical Nurse	Orthopedics
Ann Alway	CNS	Advanced Practice Nursing
Barb Merrifield (Co-Chair)	Director of Magnet® & Clinical Excellence	Clinical Excellence
Carrie Bandtel	Clinical Nurse	Angiography
Cassandra Peters	Clinical aNurse	CVCU
Crystal LeBoeuf	Clinical Nurse	Medical Surgical Oncology
Debra Jasmer	Clinical Nurse	Vascular Access

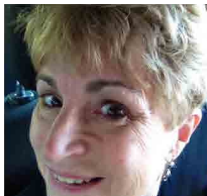
Evidence Based Practice Council Membership (alpha order by first name)

Deborah Piccirilli	Clinical Nurse	PMC
Deb Timmons	LPTA	Rehab Therapies
Donna Thomas	Heart Failure Navigator	Cardiac Service Line
Ellie Falletta	Clinical Nurse	CVCU
Emily Haydel	Clinical Nurse	ICU
Ethan Waln	Clinical Nurse	Medical Telemetry
George Cicolani	Clinical Nurse	Medical Surgical Unit
Jacqueline Hanley	Clinical Nurse	General Surgery
Jennifer Beitel	Clinical Nurse	IMCU
Jennifer Saechao	Clinical Nurse	NTCU
Kathleen Jones Anthony	Clinical Nurse	PMC
Kathy Roop	Clinical Nurse	PSS
Kaylor Hollen	Clinical Nurse	ICU
Kelly Pullin	Clinical Nurse	ICU
Laura Maxwell	Clinical Nurse	PACU
Maddie Hoy	Clinical Nurse	NTCU
Marie Flores	Clinical Nurse	Emergency Department
Mary Webb	Clinical Nurse	Prep & Recovery
Megan Wentworth	Clinical Nurse	IPR
Meghan Duerst	Clinical Nurse	Oncology
Paul Howard	Librarian	CHEC
Rebecca Boris	Clinical Nurse	Float Pool
Rita Giles	Registered Dietician	Nutrition Services
Sam Spittal	Clinical Nurse	General Medical
Sandy Bunn	CNS	Advanced Practice Nursing
Sara Baldwin	Clinical Nurse	IP Rehab
Sara Nash	Clinical Nurse	Infection Prevention

Evidence Based Practice Council Membership (alpha order by first name)

Sarah Moyes (co-chair)	Clinical Nurse	IMCU
Scott Balding	Clinical Nurse	PMC
Sheila Loomas	Critical Care Director	Critical Care Division
Skye (Young) Taimanao	Clinical Nurse	ICU
Teresa Pimentel	Registered Dietitian	Nutrition Services
Tia Melson	Clinical Nurse	General Surgery
Tiffany Schomus	Clinical Nurse	General Surgery
Tracy Shepherd	Infection Preventionist	Infection Prevention
Wendee Flesher	Clinical Nurse	Float Pool

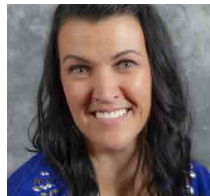
Evidence Based Practice Council



Ann Alway



Barb Merrifield



Bri Revard



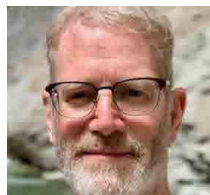
Debra Jasmer



Donna Thomas



Maddie Pelley



Paul Howard



Rita Giles



Sandra Bunn



Sarah Moyes



Scott Balding



Todd Lehnem



Trent Dunlop

6 STEPS OF THE EVIDENCE-BASED PRACTICE PROCESS

1
ONE

ASK A CLINICAL GUIDING QUESTION.

Organized in a format known as PICO (T): P - patient, population, or problem of interest; I - intervention or prognostic factor being considered; C - comparison or intervention; O - outcome measured; T - time period.

2
TWO

SEARCH FOR THE BEST EVIDENCE.

Select the information databases or resources most likely to answer the type of question being asked; utilize keywords and concepts; combine multiple search terms and Boolean connectors.

3
THREE

CRITICALLY APPRAISE THE EVIDENCE.

Determine a study's reliability, validity and applicability to the client in question. Assess and evaluate the strengths and weaknesses of the evidence.

4
FOUR

INTEGRATE THE EVIDENCE WITH ONE'S CLINICAL EXPERTISE...

...and client preferences to make the best clinical decision. Before integration, other considerations beyond applicability must be considered, such as biologic, socioeconomic and epidemiologic issues.

5
FIVE

EVALUATE THE OUTCOME(S) OF THE EBP PRACTICE DECISION OR...

...change based on evidence of the EBP decision. Was the expected outcome achieved? If not, why not? Was it due to non-adherence to treatment plan, different client prognostic factors and/or provider(s) not ready for the practice change? Was it because of NP skills, evidence interpretation, or in implementing the intervention?

6
SIX

DISSEMINATE THE OUTCOME.

Disseminate evidence to colleagues within your organization, and beyond. Outcome dissemination can be done through intra- and inter-departmental in-services, journal clubs, online media, lectures, conferences, posters, and manuscripts.



Adapted from: Facchiano, L. & Hoffman Snyder, C. (2012). Evidence-based practice for the busy nurse practitioner: Parts one: Relevance to clinical practice and clinical inquiry process. [WWW document]. URL <http://onlinelibrary.wiley.com/doi/10.1111/j.1745-7599.2012.00748.x/abstract> [accessed on 25 June 2014].

Informatics Council Report

Bernard Maurer, PhD, BSN, RN, Clinical Informatics Supervisor

Sarah Aulerich, BSN, RN, CMSRN, Clinical Nurse, Medical Telemetry

Informatics Council Purpose

As patient care and documentation continues to increase in complexity, the Informatics Council exists to “make the system work” for front line staff. Consisting of an interdisciplinary team, the Informatics Council evaluates and approves changes related to technology in the hospital such that they are:

- Evidence based
- Aligned with hospital strategy (A3s)
- User friendly

Fiscal Year 2020 in Review

Fiscal Year 2020 saw the last large Epic upgrade. It included the implementation of some significant Epic features. The council also continued its work on Epic enhancements. The appearance of COVID-19 on the world scene generated significant disruptions for Professional Governance Meetings as a whole. March, April, and May 2020 Informatics Council meetings were canceled as we adjusted to a new reality.

Project Highlights

Epic 19.2 Upgrade – last large upgrade (Go live Oct 2019)

- The Brain
- Sepsis Narrator
- Workload Acuity and Assignment Wizard
- Storyboard replaces the header (optional with 19.2, required with 19.11)
- Care Plan changes

Epic Enhancements Work

Epic Enhancements included a continued steady stream of requests. Below is a sample of enhancements the council discussed.

- Last dressing changes for LDAs
- Mobility documentation changes

-
- Ultrasound guided PIV addition to IV LDA
 - Female external urinary catheter (Puerwick) LDA added
 - IV to ID order revamp for clarity
 - CBI rows tied to CBI Foley LDA
 - IV insertion attempts documentation
 - Hypoglycemic event documentation

Fiscal Year 2021 in Review:

For FY 2021, the council decided to focus on two goals:

- Council's Project Involvement
- Prioritize and Review 5S Epic requests

Project Involvement

Following Epic's lead, Salem Health transitioned from large Epic upgrades every couple of years to much smaller quarterly upgrades every 3 three months. We are now implementing each version of the software about 6 months after its release. Starting with Epic's November 2019 version, we have been on a quarterly cadence.

- May, August, and November 2019 versions (Epic 19.5, 19.8 and 19.11) – Go live April 2020;
- February 2020 version (Epic 20.2) – Go live August 5, 2020;
- May 2020 version (Epic 20.5) – Go live November 4, 2020;
- August 2020 version (Epic 20.8) – Go live February 2021;
- November 2020 version (Epic 20.11) – Go live April 2021;
- February 2021 and May 2021 versions (Epic 21.2 and 21.5) – scheduled for go live October 2021.

The smaller upgrades still bring important updates to the software while decreasing the potential disruption to multiple workflows at one time. As a group of engaged stakeholders representing multiple inpatient areas, the Informatics Council plays an important role in reviewing and providing feedback on upcoming changes.

The Informatics Council also participated in the selection of the IV pump project. This gave an opportunity for the council members to review the different pumps at a vendor fair and provide feedback on what they thought would be the best product.

5S Epic Requests

The council decided to give priority to requests aimed at decreasing the documentation burden with a focus on removing duplicate documentation. Informatics council reviewed a number of 5S Epic requests.

Examples:

- Streamlining of Tube feeding documentation;
- Normal Sinus Rhythm documentation;
- Ibuprofen pain re-assessment tasks on the Brain;
- Other more involved requests are still in progress.

Thanks to this focus on cleaning up documentation, the council has also sought to keep the system clean and standardized and has been more selective in approving requests to modify or add documentation.

Epic Enhancements Work

The council also processed a number of enhancements to either improve patient safety or make documentation more user friendly. Here are examples:

- Continuous Pulse Oximetry discontinuation protocol
- Adjustment to Brain tasks to allow completion
 - ▶ Peritoneal dialysis LDA assessment
 - ▶ ET Tube LDA assessment
 - ▶ Trach LDA assessment
 - ▶ Kefir administration
 - ▶ Urinary Cath Care and Education task
- Patient Safety enhancements
 - ▶ New BPA to prevent vaccine duplicate administration
 - ▶ Vancomycin trough alert to prevent administration when trough has not been drawn or result has not been resulted yet.
 - ▶ Separation of Insulin AC and HS sliding scales
 - ▶ Hypoglycemic event documentation
 - ▶ Post Fall documentation
- Information review
 - ▶ Revamp of Nursing Overview report
 - ▶ Implementation of Systems Review report

Informatics Council Membership (alpha order by first name)

Amy Crain	Assistant Nurse Manager	IRU
Amy Slater	Nurse Manager	Emergency Department-Trauma
Amy Ursprung	Informatics Manager	Informatics
Andrea Limont	Clinical Nurse	General Surgery
April Andrew	Informatics Coordinator II	Informatics
Ashley Wilson	Clinical Nurse	General Medical
Austin Philips	Clinical Nurse	Medical Surgical Oncology
Bernard Maurer (Chair)	Informatics Supervisor	Informatics
Bethany Quiel	Clinical Nurse	Medical Surgical Oncology
Deborah Piccirilli	Clinical Nurse	PMC
Emmanuel Eguma	Informatics Coordinator II	Informatics
Evan Bumgarner	Assistant Nurse Manager	PACU
Frank Gatto	Clinical Nurse	Float Pool
Gabriel Piccirilli	Clinical Nurse	NTCU
Geoffrey Brennan	Clinical Nurse	IP Rehab
Jacob Drinnon	Clinical Nurse	Orthopedics
Jean Lucas	Clinical Nurse	ICU
Jeanne Hawkins	Clinical Nurse	Infusion & Wound
Jennifer Graham	Clinical Nurse	WCS Collaborative
Jennifer Humphreys	Clinical Nurse	Prep/Recovery
Jennifer Sachao	Clinical Nurse	Prep/Recovery
Jerrod Potter	Informatics Coordinator II	Informatics
Jessica Reese	Clinical Nurse	General Medical
Jessica Williams	Patient Safety Consultant	Patient Safety and Accreditation
Jill Horton	Clinical Nurse	WCS Collaborative
Joshua Green	Clinical Nurse	ICU
Joshua Reese	Informatics Coordinator II	Informatics

Informatics Council Membership (alpha order by first name)

Jules Johnson	Clinical Nurse	IMCU
Karen Huntzinger	Registered Dietician	Nutrition Services
Kathleen Jones Anthony	Clinical Nurse	PMC
Kristen Perrin	Clinical Nurse	Angiography
Krystal Gamboa	Informatics Coordinator II	WVH
Lacey Geigle	Informatics Coordinator II	Informatics
Laura Fredericks	Informatics Coordinator II	Informatics
Marcie Kohls	Clinical Nurse	CVCU
Matt Tanner	Pharmacist	Pharmacy
Megan Hollingsworth	Informatics Coordinator II	Informatics
Megan Schwabauer	Clinical Nurse	Medical Surgical
Melissa Berry	Rehab Services Manager	Acute Rehab
Miranda Hennan	Clinical Nurse	ED
Mollie Beleiciks	Clinical Nurse	Float Pool
Rebeca Cowin	Informatics Coordinator II	Informatics
Renee Murray	Clinical EMR Coordinator	OR
Renee Montes	Informatics Coordinator II	Informatics
Russel Roberts	Clinical Nurse	Float Pool
Ryan Mackey	Patient Safety Consultant	Patient Safety and Accreditation
Sarah Aulerich (Co-Chair)	Clinical Nurse	Medical Telemetry
Seunghyo Hong	Critical Care Director	Critical Care Division
Shanna Israel	Informatics Coordinator II	Informatics
Tamara Gregor	Clinical Nurse	NTCU
Thomas VaVerka	Informatics Coordinator II	Informatics
Virginia Gaze	Respiratory Care Supervisor	Respiratory Care
Yturri Camara	Informatics Coordinator II	Informatics
Zachary Geer	Clinical Nurse	IMCU

Informatics Council



Andrea Limont



Bernard Mauer



Gabriel Piccirilli



Jean Lucas



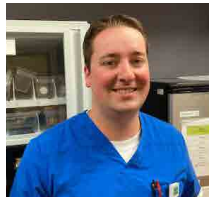
Jennifer Graham



Jessica Thomas



Jill Morre



Josh Green



Karen Huntzinger



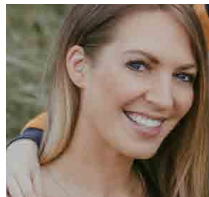
Lacey Geigle



Laura Fredericks



Matt Tanner



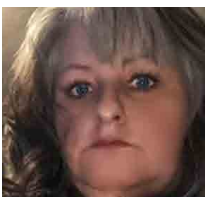
Megan
Hollingsworth



Melissa Berry



Miranda Hennan



Rebecas Cowin



Renae Murray



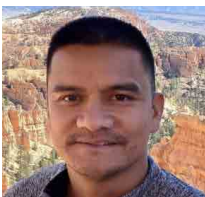
Sarah Aulerich



Seunghyo Hong



Thomas VaVerka



Yturri Camara

House-wide Staffing Council Report

Barb Merrifield, MSN, RN, NE-BC, Director of Clinical Practice Support and Magnet®

The house-wide staffing council (HWSC) is a shared governance council co-chaired by direct care staff nurse, Annie Derochowski, BSN, RN, PCCN, Float Pool, and nurse manager, Shelley Weise, BSN, RN, Mother Baby Unit. The HWSC is unique in that the membership, meeting cadence and decision-making are directed by the Oregon nurse staffing law.

The HWSC is dedicated to:

- Providing an avenue to participate in staffing recommendations.
- Promoting the health and safety of our patients by ensuring that there are sufficient numbers of qualified nursing staff to meet the nursing care needs of our patients.
- The evaluation and modification of nurse staffing plans whose primary consideration is the provision of safe quality care and adequate nurse staffing based on nationally recognized and evidence based standards and guidelines.
- Support and make visible compliance with the Oregon Nurse Staffing Law.

Milestones and Accomplishments

Oregon Health Authority (OHA) Nursing Staffing Survey Process:

The council remained focused on survey readiness and participated in a successful OHA nurse staffing survey in November 2019. The survey included:

- One-to-one interviews with the former co-chairs, and Hannah Wade-Sandlin, BSN, RN, CEN, HWSC co-chair, was involved throughout the process;
- Unit tours and change nurse question and answer sessions;
- Five units participated in intensive, deep dive review of unit staffing plans including competencies and qualifications, minimum staffing levels and break and lunch coverage processes;
- The HWSC documentation received detailed review of attendance tracking, quorum minimums, and 12-months' of minutes were reviewed for verification of equal voting throughout all shared decision making.

All involved represented Salem Health extremely well and depicted the operations of an organized and well-run council.

Findings and Plan of Correction

Following a long OHA processing pause, in the midst of 2020 and their own COVID-response effects, we received our OHA survey report in January 2020 with a final approval of the plan of correction in August 2021. As was expected, there were opportunities for improvement and the HWSC began turning their attention to outreach in support. While many of the findings were very technical in nature such as a missing date and title on a HWSC document or a decision was missing the name of the council member that made the motion to vote. Others prompted a collaborative effort that resulted in immediate improvement such as:

- HWSC continues reviewing updates on workload intensity and acuity implementation.
- A HWSC subcommittee will reconvene to define additional structure for workload intensity and acuity scoring adjustments.
- As part of the COVID-imposed prolonged state of emergency due to staffing capacity and stressor concerns, HWSC participated in surge plan development and will recommend policy adjustments as a result.
- Most importantly, HWSC will monitor all aspects of the rigorous regulatory compliance process set forth in the Salem Health nurse staffing survey plan of correction and will assist unit in preparation for the resurvey process.
- The council will also focus extra effort on staff education as we already know that for our next nurse staffing survey, OHA will spend much more time with staff to gain their feedback and understanding of organizational process.

A Look Ahead

It has been a great body of work and HWSC looks forward to continuing to provide the organization regulatory readiness support related to nurse staffing law, through education, mock surveys and review staffing concerns.

House-wide Staffing Council Membership (alpha order by first name)

Annie Derochowski (Co-Chair)	Clinical Nurse	Float Pool
Alison Eshleman	Clinical Supervisor	Infusion Center
Amy Nagelhout	CNA	House Operations
Andrea Mclaughlin	Clinical Nurse	Operating Room
Barb Merrifield (Co-Chair)	Director of Magnet® and Clinical Excellence	Clinical Excellence
Ben Burlison	Nurse Manager	ICU
Betsy Alford	Nurse Manager	Medical Surgical Unit
Brooke Kamm	Nurse Manager	Medical Telemetry
Chris LeBel	TAVR Program Coordinator	Angiography
Courtney Burroughs	Clinical Nurse	PACU
Dianne Powers	Nurse Manager	PACU
Gina DiGiusto	Nurse Manager	Inpatient Rehab
Hannah Wade-Sandlin	Clinical Nurse	Emergency Center
Heidi Strawn	Clinical Nurse	PACU
Hilory McIntyre	Clinical Nurse	Advanced Wound Care
Jeanne Hawkins	Assistant Nurse Manager	Infusion Center
Jennie Banuelos	Clinical Nurse	NTCU
Jessica Johnson	Nurse Manager	Inpatient Rehab
Joanne Walker	CNA	Med Surg Oncology
Kara Toma	Clinical Nurse	CVCU
Kelsi Lowe	Clinical Nurse	Labor and Delivery
Kim Vachter	Clinical Nurse	Inpatient Rehab
Kristin Brownlee	Clinical Nurse	ICU
Laura Morin	Operations Nurse Manager	House Operations
Lis Lonsford	Clinical Nurse	PACU
Michelle Tobias	Nurse Manager	Operating Room

House-wide Staffing Council Membership (alpha order by first name)

Nancy Bee	Nurse Manager	Emergency Center
Nancy Leach	Nurse Manager	Cath Lab
Nduta Nyoro-Cayton	Clinical Nurse	IP Rehab
Nicholas Lawrence	Clinical Nurse	Medical Surgical Unit
Pete Byrne	Clinical Nurse	PMC
Raven Layton	Nurse Manager	Medical Telemetry Unit
Samantha Sanberg	Nurse Manager	PMC
Sandra Shore	Nurse Manager	General Surgery Unit
Seunghyo Hong	Nursing Director	Nursing Administration
Sheila Loomas (Co-Chair)	Nurse Manager	IMCU
Shelley Weise (Co-Chair)	Nurse Manager	Mother Baby Unit
Suzanne Killegrew	Clinical Nurse	Operating Room
Theresa Johnson	Nurse Manager	General Surgery Unit
Valeria Peterson	Clinical Nurse	Infusion Center
Zennia Ceniza	VP Clinical Operations	Nursing Administration

House-Wide Staffing Council



Barb Merrifield



Hannah Wade-Sandlin



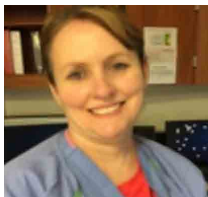
Joanne Walker



Kelsi Lowe



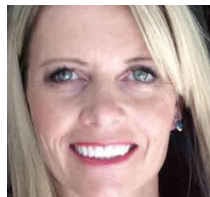
Kimberly Vachter



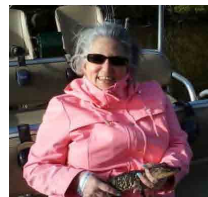
Nancy Leach



Pete Byrne



Samantha Sanberg



Suzanne Killegrew

Nursing Peer Case Review Council Report

Sandra Bunn, MSN, CNS-PP, ACNS-BC, BC-ADM, Advanced Practice Nursing
Miranda Hennan, BSN RN CEN PCCN, Emergency Department

Nursing Peer Case Review remains committed to the original ANA Peer Review Guidelines and ANA Code of Ethics for Nurses (2001) by maintaining standards of nursing practice and upgrading nursing care. The primary purpose of Nursing Peer Case Review is to help ensure the quality of nursing care through safe deliverance of standards of care and newly discovered evidence-based practices. “Peer review in nursing is the process by which practicing registered nurses systematically access, monitor and make judgments about the quality of nursing care provided by peers as measured against professional standards of practice. Peer review implies that the nursing care delivered by a group of nurses or an individual nurse is evaluated by individuals of the same rank or standing according to established standards of practice (ANA 1988).”

Objectives of Council

- Provide a structured format for clinical nurses to review untoward patient events where nursing had a primary role;
- Provide a forum to share learning for professional nursing practice issues throughout the organization;
- Identify gaps in structure or processes leading to poor patient or nursing outcomes.
- Generate an awareness of gaps in care from a systems perspective;
- Ensure action items focus on legitimate root causes;
- Stimulate performance improvement initiatives for nursing and patient care.

Primary Outcomes of Council

- Make recommendations to Practice Council regarding changes in practice to address the root causes of untoward patient and staff events.
- Improved Patient Safety.

Achievements in Practice 2020-2021

Through the investigative and collaborative process of the Nursing Peer Case Review

Council, systems and practices have improved. Some of the highlighted ‘Pearls of Practice’ include improvements in the following areas:

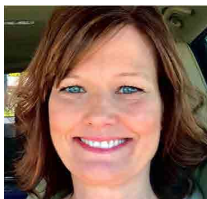
- Changed practices to ensure consistent delivery of IV antibiotics;
- Increased system-wide processes for identification of patients at risk for suicide;
- Identified code and code airway issues and solutions;
- Educated staff on identification of cerebellar stroke vs withdrawal;
- Solved system issue to increase documentation of APGAR scores in EMR;
- Completed improvements in newborn care and perinatal care;
- Partnered with Clinical Education to make-over Code Blue debrief process and education regarding use of the Code Blue Cart;
- Improved carry-over orders from ED to admitting units for:
 - ▶ Hypokalemia protocol and sequential monitoring of CBGs
 - ▶ IV insulin infusions
- Improved process for initial assessment of direct admit patients;
- Standardized application of DNR Bands;
- Improved patient safety standards across the continuum of care:
 - ▶ Standardized work for patient transfers requiring staff from the ED to inpatient units
 - ▶ Improved consistency with actual vs stated patient weights for better outcomes
 - ▶ Researched process for communication of patients dietary status regarding medications for procedures.

Nursing Peer Case Review Council Membership (alpha order by first name)		
Amanda Sheehan	Care Manager	Care Management
Angela Hanes	Professional Development Specialist	Clinical Education
Anna Harris	Professional Development Specialist	Clinical Education
Frank Gatto	Clinical Nurse	Float Pool
Harriet Martin	Clinical Nurse	IMCU
Jessica Reese	Clinical Practice System Analyst	Clinical Excellence
Jessica Williams	Patient Safety Consultant	Patient Safety & Accreditation

Nursing Peer Case Review Council Membership (alpha order by first name)

Jules Johnson	Clinical Nurse	WVH Emergency Department
Kelly Bodnarchuk	Nurse Manager	CVCU
Kristiina Broten	Professional Development Specialist	Clinical Education
Lisa Theobald	Clinical Nurse	PACU
Matt Boles	VP Medical Affairs	SH Executive Offices
McKenzie Pendexter	Clinical Nurse	Medical Surgical Unit
Megan Schwabauer	Clinical Nurse	Medical Surgical Unit
Michelle Hirsch Korn	Clinical Nurse Specialist	Women's and Children's
Miranda Hennan (Co-Chair)	Clinical Nurse	Emergency Department
Rebecca Boris	Clinical Nurse	Float Pool
Sandra Bunn (Chair)	CNS	Advanced Practice
Sarah Moyes	Clinical Nurse	IMCU

Nursing Peer Case Review Council



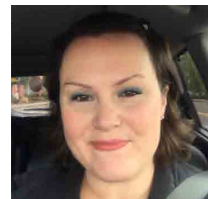
Angie Hanes



Harriett Martin



Jessica Reese



Jessica Williams



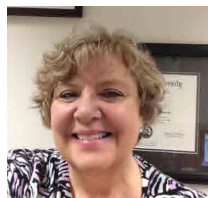
Matt Boles



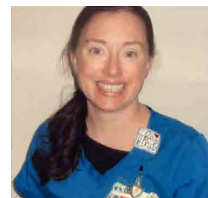
McKenzie
Pendexter



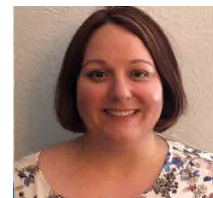
Miranda Hennan



Sandra Bunn



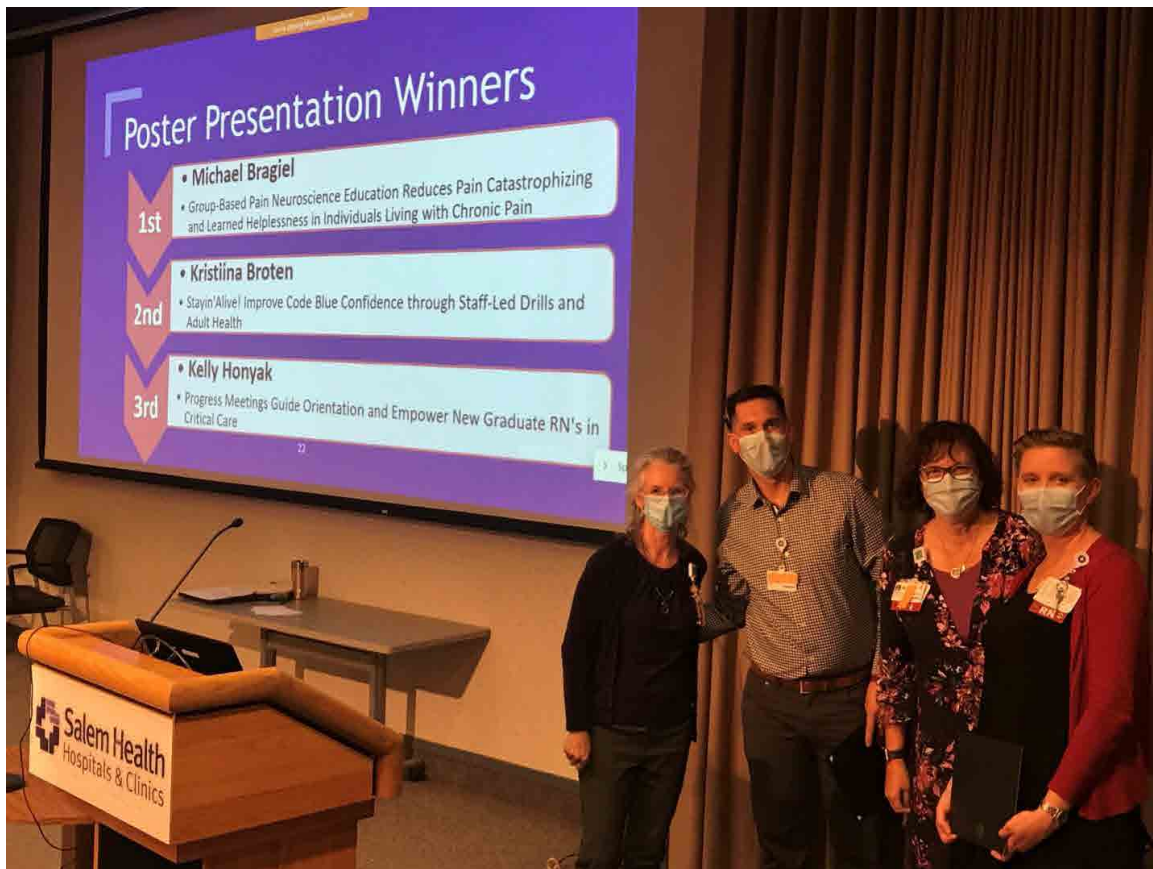
Sara Moyes



Sarah Wolfe

Professional Practice Day Poster Presentations

Salem Health celebrated Professional Practice Day on September 22, 2020. Nurses and interprofessional partners presented 19 posters displaying best practices. Five poster authors also presented their projects orally to an audience of peers, leadership, and medical providers.



Cardiopulmonary Arrest Outcomes in the Time of COVID-19

Poster Author(s) & Team Members: Ann Allway, MS, RN, CNS, CNRN; Kovid Trivedi, MD; Cody Rosentrater, MPH.

Determining Risk Factors for Clostridium Difficile Infections

Poster Author(s) & Team Members: Aaron McGinn, RN, Nursing Student at GCU; Brooke Kamm, BSN, RN, PCCN; Ann Allway, MS, RN, CNS, CNRN.

Improving Trauma Charge Capture – A Collaborative Journey

Poster Author(s) & Team Members: Kathy Tompkins, BS, RN, CCRN-K, NPD-BC, CPAN; Denise Sproed, BSN, RN.

Stayin’ Alive! Improve Code Blue Confidence through Staff-Led Drills in Adult Health

Poster Author: Kristiina Broten, MSN, RN, PCCN; Ellie Butsch, MSN, RN, PCCN; Michelle Riley, MSN, RN, ONC, NE-BC; Mary Secor BSN, RN, ONC; Sierra Triem, BSN, RN, ONC; Kaci Brembry, BSN, RN; Kimberly Boethin, MSN-Ed, RN, ONC.

NEW Salem Health Tool to Screen for Concussion at any Time, by any Professional

Poster Author(s) & Team Members: Deborah Timmons, LPTA; Laura Aspinwall, MS, PT; Claire Barnes, MS, CCC-SLP; Melissa Berry, PT, MS; Ellie Bonanno, PT, DPT; James Dobkins, OT/L; Trent Dunlop, MPT, ATP/SMS; Michelle Personius, MHA, OTR/L.

Electronic Trauma Narrator Improves Documentation of Glasgow Coma Scale

Poster Author: Kathy Tompkins, BS, RN, CCRN-K, NPD-BC, CPAN.

Diabetes Champions Improve Inpatient Glycemic Management

Poster Author(s) & Team Members: Sandra Bunn, MSN, CNS-PP, BC-ADM, ACNS-BC.

Group-Based Pain Neuroscience Education Reduces Pain Catastrophizing and Learned Helplessness in Individuals Living with Chronic Pain

Poster Author(s) & Team Members: Michael Bragiel, PT, DPT, OCS.

Improving Healthcare Professional Happiness

Poster Author(s) & Team Members: Nancy Dunn, MS, RN; Sara Nash, BSN, RN.

Is Your Patient a Candidate for a Midline IV Catheter?

Poster Author: Wendee Flesher, MSN, RN.

Level of Care Protocol Transforms a Traditional CardioVascular Surgical Pathway

Poster Authors: Heather Rideout, MBA, BSN, CCRN-CSC; Amanda Griffith, BSN, RN, CCRN; Roberta Bronson, MSN, RN; Erin McGinnis, BSN, RN, CCRN; Joel Dupuis, BSN, RN, CCRN; Paul Wacek, PA-C; Crystal Dryden, BSN, RN; Ann Alway, MS, RN, CNS, CNRN.

Mobility Pause for a Cause: Fall Prevention

Poster Authors: Ellie Butsch, MSN, RN; Allie Purvine, BSN, RN, CMSRN; Jessica Thomas, BSN, RN, CMSRN; Tanika Majors; BSN, RN.

Preventing Nerve Injury During Labor

Poster Author(s) & Team Members: Kelsie Powell, MSN, RNC-OB; Pamela Haneberg, ADN, RNC-OB; Katelyn Delamarter, BSN, RN; Tracy Kennedy, BSN, RN; Leah Amsberry, BSN, RNC-OB; Chelsea Lewellyn, BSN, RN; Erica Haner, BSN, RND-OB, Jamie Lindsey, BSN, RNC-OB; Rhiannon Laurie, BSN, RNC-OB.

Nurse Policy Entrepreneur Becoming a Full Partner in Healthcare Reform to Zero Suicide!

Poster Author: Michael Polacek, MSN, RN, NDP-BC.

Nursing Satisfaction with Changing Acute Alcohol Withdraw Treatment Therapy

Poster Author: Sierra Schneider, DVM, BSN, RN, CCRN.

Early Diagnostic Patterns Yielded Practice Changes for COVID-19 Infection

Poster Author: Sierra Schneider, DVM, RN, BSN, CCRN.

Progress Meetings Guide Orientation and Empower New Graduate RN's in Critical Care

Poster Author: Kelly Honyak, MSN, RN, NPD-BC.

Decrease Trauma Retrospective Entries; Identification of Single System Injuries with Injury Severity Score (ISS) >9

Poster Author: Kathy Tompkins, BS, RN, CCRN-K, NPD-BC, CPAN.

Figure-of-Eight Suture Technique Versus Perclose ProglideVascular Closure Device for Hemostasis after Complex Electrophysiology Procedures

Poster Author(s) & Team Members: Elizabeth Falletta, MSN, RN; Aryssa Broucek, BSN, RN; Emily Closs, BSN, RN; Sandeep Saha, MD.

Salem Health Caring Beyond the Bedside

In 2010, the “Nurses Give Back” program launched under the approval of Salem Health’s Practice Council, Chief Nursing Officer and Nurses Week Committee. The program was born from attendance at the 2009 American Nurses Credentialing Committee (ANCC) National Magnet® Conference in Kentucky. Nurses unanimously voted to forgo their traditional Nurses Week gift and instead donated those monies along with volunteerism to charitable organizations. This spirit of volunteerism is in keeping with the mission, vision and values of Salem Health to support our community. As a result, Salem Health nurses supported over 30 projects and organizations during the first year with the support of their Specialty Practice Teams (SPTs).

The project evolved over the years and was renamed “Nurses SHINE On” with emphasis placed on volunteerism to charitable organizations in the Salem area. Each year during Nurses Week,



April 18-24, 2021

**SHINING A LIGHT ON THE PEOPLE AND
CAUSES THAT INSPIRE US TO SERVE.**

#NVW #LOCALLIGHT

National Volunteer Week is an opportunity to recognize the impact of volunteer service and the power of volunteers to tackle society's greatest challenges, to build stronger communities and be a force that transforms the world. Each year, we shine a light on the people and causes that inspire us to serve, recognizing and thanking volunteers who lend their time, talent and voice to make a difference in their communities.

National Volunteer Week was established in 1974 and has grown exponentially each year, with thousands of volunteer projects and special events scheduled throughout the week. Today, as people strive to lead lives that reflect their values, the expression of civic life has evolved. Whether online, at the office, or the local food bank; whether with a vote, a voice, or a wallet – doing good comes in many forms, and we recognize and celebrate them all.

**2021 Salem Health Caring Beyond the Bedside
April 18-24, 2021 National Volunteer Week**

the Unit Department Councils, or UDCs (previously SPTs), had the opportunity to volunteer their special talents along with designated monies to provide support to charitable organizations. UDCs with interprofessionals, such as Rehab Services, Respiratory Therapy and Clinical Nutrition started participating in the program so Practice Council renamed the program to Salem Health Caring Beyond in February 2020. They also decided to align the distribution of monies to the National Volunteer Week in April rather than Nurses Week in May.

**Anticoagulation Council
Charity: Bush Elementary School**

The Salem Anticoagulation Clinic Council (SHACC) chose Bush Elementary School because SHACC was looking forward to meeting the needs of a local school near Salem Hospital. Upon conversation, the school stated they were hoping to buy chairs for special needs children with the donation.

Not only is this in alignment with Salem Health’s mission to support our community, one of SHACC staff members has an adult son with Cerebral Palsy and SHACC felt it would be so beneficial to help a school that would provide resources for children like our coworkers son- almost a pay it forward. SHACC is looking forward to continuing this partnership in future.



**Care Management Council
Charity: H.O.P.E.
Northwest Human Services,
Homeless Outreach and Advocacy
Project**

The Care Management team refers many patients to the HOAP program to provide them with resources and support after discharging from hospital. Our team recognizes the importance that this organization has in our community to support a vulnerable population, and we want to provide them with our support.



Cath Lab Council

Charity: Center for Hope and Safety

The cath lab chose The Center for Hope & Safety because of the work they do to provide a safe and inclusive environment for survivors of domestic violence, sexual assault, stalking and/or human trafficking for over 40 years in the Salem community. The cath lab staff firmly believe that everyone should be treated with respect and dignity, and aligns with the CHS belief that

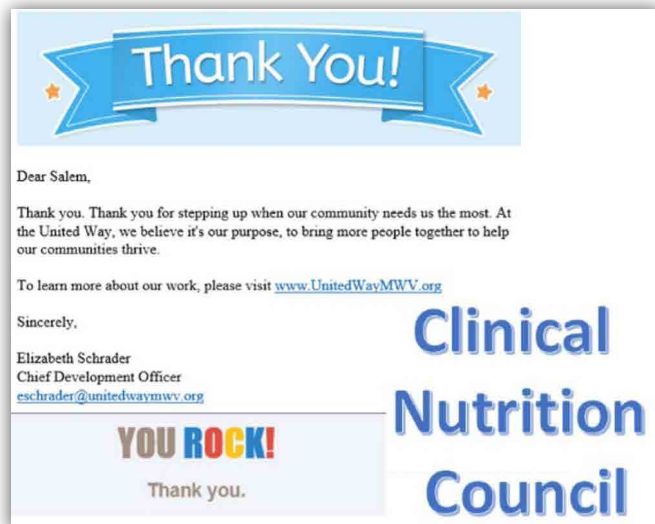


“everyone deserves a life free of violence”. The Center for Hope & Safety provides advocacy services and a safe refuge for all who seek their help. Currently the Center for Hope & Safety is developing HOPE Plaza in downtown Salem to generate affordable housing and job opportunities for their clients. The plan is that Hope Plaza will also provide case management and other services to support their clients in the Salem community.

Clinical Nutrition Council

Charity: Safe Sleep United, a part of United Way of Mid-Willamette Valley

This charity was selected because as a team of all women, we feel strongly about supporting other women and organizations that aim to do the same. We work with many patients experiencing homelessness and know the impact that it can have on our patients. We believe that having a shelter for women who are experiencing homelessness is so important in Salem and we want to support it in any way that we can.



CNA Council

Charity: Camp Tapawingo

CNA council chose to work with Camp Tapawingo because of their commitment to helping kids and guests grow within their faith and relationships. They offer a quiet, peaceful,

natural environment and enable a positive atmosphere. Our council member, Nicole Clark also has a personal connection with this camp and we are excited to volunteer this summer with them. Council will be available to check temperatures at check in and help streamline the process of making sure everyone is safe under COVID guidelines. The camp will be utilizing the donation Salem Health has provided to gather more first aid supplies and thermometers.



CVCU

Charity: West Salem Church

Kara Toma has been attending this church for over a year now. The Church partners with Chapman Elementary School and has stepped up in assisting students who do not have the home resources to attend school.



The church has utilized their own funds to upgrade their internet services so students can attend school at the Church. They have also provided volunteers that are available to assist students when needed.

Emergency Department Council

Charity: H.O.M.E.

H.O.M.E. Youth and Resource Center serves homeless or at risk young adults who are in need of job skills, day shelter, or positive social interactions. The Salem Health Emergency Department voted H.O.M.E. as our charity selection due to our heartfelt interactions with young runaways or homeless youth as patients. In the past SHED has voted for H.O.M.E. and provided clothes and goods through fundraising.



Float Pool and Vascular Access Unit Council

Charity: Acres of Hope Youth Ranch

Our UDC selected this charity due to interest in helping out vulnerable youth in our community. The purpose of this charity is to help children who are HURT (Harmed, Unseen, Rejected, Traumatized). By supporting youth at this ranch providing jobs, lessons, and personal development we felt this was something all of us on the UDC found to be important to support.



General Surgery Council

Charity: Habitat for Humanity

General Surgery has been supporting Habitat for Humanity for many years both financially and with volunteer hours. Although we weren't able to participate physically this year we wanted to support them monetarily and hope that soon we can open up some volunteer hours. Although the gifting of financial assistance is important it is really the camaraderie we enjoy and meeting the families that will soon move into their new homes that we helped construct.



ICU

Charity: Comfort Care Blankets

We have been making quilts for our comfort care patients for years. Making these quilts and providing them to our patients and their families has been a comfort to them during a very difficult time in their lives.



Imaging Council

Charity: Camp Odakoda

Imaging UDC chose Camp Odakoda to help give a wonderful camp experience to children that would not be able to attend summer camp. Camp Odakoda has supported children

with high functioning autism spectrum disorders and Asperger’s syndrome. Knowing what it would take to facilitate medications, intake of patients and settling the campers in their rooms is quite the feat. Camp Odakoda staff 1 adult councilor to every 2 campers. Having the support of the Imaging UDC will make the first night of camp go smoothly. Salem Health Imaging Department staff have the knowhow of medication management and the friendly skills to help the campers feel welcome and loved. The imaging department really hopes Camp Odakoda will open this year. We have volunteered in the past and are excited to get another chance this year!



IMCU

Charity: Comfort Care Quilts

Historically IMCU has used Caring Beyond the Bedside (previously Nurses SHINE On) sponsorship to purchase materials (fabric, thread, batting) for our comfort care quilts. Due to this past year and the inability to gather as a unit to make quilts, we have plenty of supplies on hand. Therefore a consensus decision was made to purchase blankets that we can use for our comfort care patients until the time comes again for us to gather as a group and make quilts.



Inpatient Rehab Council

Charity: YMCA

The Salem Family YMCA has served for more than a century, making an impact on the community and coming up with innovative programs for the future. It meets the health and fitness needs of over 5,000 participants. The full-service facility provides opportunities throughout Marion County. From promoting



healthy activity to supporting the health needs of the community, this was a good choice for our Inpatient Rehab Council.

**Interventional Recovery Unit Council
Charity: Boys and Girls Club – Dental Program**

Most of the staff in the IRU are parents, so a children’s charity focusing on preventative health is something the IRU staff felt was a good place to donate to. We often see adults in our care who would have benefitted from preventive healthcare when they were young that they maybe didn’t have access to. The Boys and Girls Club Dental Program helps create healthy smiles though education, prevention, and treatment, and is one of the many programs that The Boys and Girls Club provides to those in need. We appreciate their contribution to preventative health here in Salem and surrounding areas.



**Labor and Delivery Council
Charity: Court Appointed Special
Advocates (CASA)**

This charity supports abused children who need court advocates. This is a cause that is dear to the labor and delivery community and we are excited to support their mission.



**Mother Baby Unit Council
Charity: Father Taaffe**

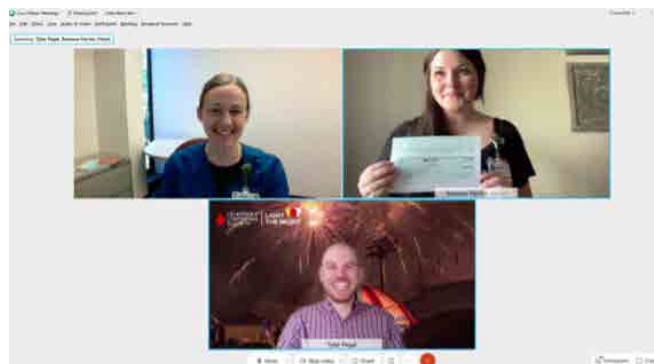
The Father Taaffe House provides housing and support to single, pregnant and young moms in our community who do not have a safe place to live. This organization provides supplies, resources, and guidance on how



to succeed as single moms. As mother-baby staff we care for many young moms and their babies and believe in the Father Taaffe House mission statement to “champion the positive development of children and adults, strengthen families, and build community” and want to lend our support. Our unit council plans to partner with this organization to provide education classes to young moms on how to care for themselves and their babies after discharging from the hospital.

Medical Surgical Oncology Unit Council Charity: Leukemia and Lymphoma Society

Our council wanted to participate in the Leukemia and Lymphoma Society’s “Light the Night” event in 2020. Unfortunately, due to COVID restrictions, the event was canceled. We felt this would be an important cause to support because we serve a large population of Leukemia and



Lymphoma patients on our unit. We are hopeful that the 2021 Light the Night event will occur and a group of staff are excited to fundraise and attend. Funds raised for the Light the Night event are allotted directly to research and development for treatments (and hopefully someday, a cure) for blood cancers.

Medical Surgical Unit Council Charity: Salem Free Clinic

Salem Free Clinics provides free medical care to those with no insurance. 4S voted on this charity because it addresses health disparities in our community. While working primarily with COVID19+ patients



over the last year, our unit saw first-hand the horrible effects of health disparities in our own community. We hope to spend time volunteering with Salem Free Clinics and further support their cause of providing access to care for those in need.

Medical Telemetry Council Charity: St. Francis Shelter

The Medical Telemetry Unit has a long history of supporting the great work of St Francis Shelter. The Shelter provides an invaluable service for providing temporary housing for displaced women and children. These are some of the most vulnerable members of our society and St Francis Shelter is more than deserving of our support.



Neuro Trauma Care Council Charity: Willamette Humane Society

Not only has NTCU sponsored and participated in a “Kitten Clinic” in the past, we have also volunteered at other animal facilities to represent NTCU of Salem Health. NTCU’s UDC finds that working with animals alleviates a lot of the stress we acquire in our professional work. This type of volunteering encourages staff to participate and enjoy time with their peers away from work. This provides the staff the opportunity to improve communication, relationship building and explore teamwork activities.



Oncology Service Line Collaborative Charity: Marion Polk Food Share

In 1987, Marion Polk Food Share was formed as an independent nonprofit to help lead the fight to end hunger in Marion and Polk counties. Today, Food Share collects and distributes food to a network of more than 100 partner agencies such as food pantries, foster homes, low-income daycare, senior housing sites and meals on wheels for seniors. Members of our collaborative felt that we can positively affect more people in our community through this charity, to help stop hunger and food insecurity.



Operating Room Council

Charity: Ike Box

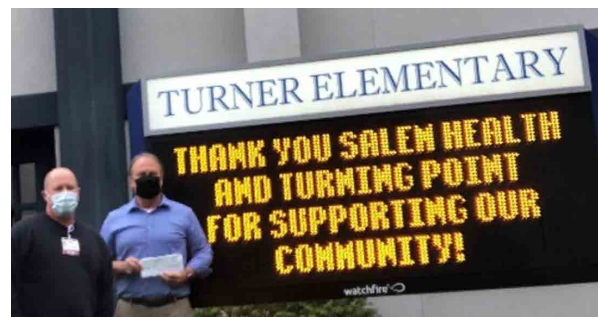
The staff of the operating room found that the IKE Box mission aligns with many of our beliefs. The IKE box has set out to mentor the divested youth of our community, with a goal to provide tools they need to be independent and confident. Their vision is to strengthen the young members of our community to restore our future. They know that a healthy community isn't possible without "engaged and caring" young people. As a unit, we work hard every day to improve the health of our community members. Although we use different approaches, our hearts are in the same place.



Orthopedics Council

Charity: Summer in the Streets

Orthopedics has supported Summer in the Streets since 2017. We support this charity by assisting with a backpack and school supply giveaway to children in need, in the Turner/Aumsville Cascade School district.



Our contribution includes a monetary donation toward the giveaway, as well as donations of a variety of hygiene items, such as hand sanitizer, oral care items, shampoos, etc. We continue to offer our time and support each year due to the community connection we have made with the charity group and the children and families it serves.

Post Anesthesia Care Unit Council

Charity: Family Building Blocks

PACU has partnered with Family Building Blocks for over the last four years by sponsoring families at Christmas time and participating in coat and rain boot drives. It seemed a natural progression to add them to the Caring Beyond the Bedside selection as well.



Pediatric Unit Council

Charity: Her Place

Her Place is connected to a specific population served in the pediatric unit. Our unit council has spent countless hours developing better communication tools for use between staff and families who experience drug addiction and



subsequent neonatal opiate withdrawal. As a continuation of our work to make better connections with this patient population, we chose to donate to Her Place. This is one more way we can support moms and babies who are trying to better their lives.

Psychiatric Medicine Center Council

Charity: Recovery Outreach Community Center (ROCC)

ROCC has been devoted to providing peer support and validation to those in mental health recovery, including addiction and trauma since its founding in 2007. Our patient population faces mental health illness. This charity is a safe place for people recovering from or who are interested in mental health, addiction, trauma or other related issues.



Prep Recovery Council

Charity: Simonka Place

Our department has enjoyed supporting the Simonka Place which provides supportive services, employment assistance, and learning centers to women whose greatest needs are stable employment and housing. For the last two years, Prep/Recovery has provided money donations, created giving trees at Christmas, and routinely donate miscellaneous personal items throughout the year. We believe in the work Simonka Place provides.



Pre Surgical Screening Council Charity: Salem Harvest

Our department selected Salem Harvest as we feel strongly about supporting our community with the most basic needs. We believe in Maslow’s Hierarchy of needs, where humans cannot function without having the most primal needs met, in this case, food.



Patient Safety and Clinical Support Division Council Charity: Mended Hearts

Mended hearts is a program for patients who have gone through a cardiac event to mentor community members/patients who currently face these challenges.

The Safety and Quality Division Unit Division Council (UDC) chose Mended Hearts to receive the funds, as one of the UDC members has seen the great work the Mended Hearts Volunteers do. “I worked in CVCU for 8+ years as a care manager, and I got to see the daily interactions with the Mended Hearts members and cardiovascular patients,” said Jessica Williams, former care manager. “They were an instrumental support for not only cardiac patients, but also their families. They helped bridge the transition from inpatient cardiac care over to the outpatient cardiac rehab services. It was an amazing program that benefited our inpatients, their families and the outpatients too. Some of the inpatients who experienced these services even went on to volunteer with the program once they were recovered!”



Rehab Services Collaborative Charity: Union Gospel Mission

This charity connects to our patients, specifically those with physical mobility limitations and are also homeless. Because UGM exists, many of these at-risk patients



have a roof to stay under. Such a roof helps significantly reduce the risk of falls, starvation, and exposure. We breathe much easier knowing this community location exists when recommending discharges. During the height of the pandemic, we had the privilege of organizing a food drive for UGM, which ultimately collected 200 pounds for their organization!

Respiratory Therapy Council Charity: American Lung Association

As Respiratory Therapists, we are impassioned about the lung health of our patients and do what we can to educate about lung health. The American Lung Association complements the values that Respiratory Therapist strive for -- to improve lung health and prevent disease.



Many of our respiratory therapist have partnered with the American Lung Association during their internships while completing advanced education. This year the RTC raised \$1,138 during the ALA's Fight for Air Climb.

Celebrations

EXTERNAL AWARDS

American Association of Critical-care Nurses:

- Beacon Awards for Excellence in Critical Care since 2006.
- Beacon Award Silver level for CVCU, 2018.
- Beacon Award Gold level for ICU, 2019.

Honors in cancer treatment

- American College of Surgeons Commission on Cancer (CoC) accredited cancer program.
- American College of Surgeons National Accreditation Program for Breast Centers, first designed in 2010.
- Lung Cancer Alliance Screening Center of Excellence (since 2015).

Women's and Children's Services

- World Health Organization Baby-Friendly USA designated birth facility (2017-2022).

US News & World Report 2018-2020

- Best Hospitals, #4 in Oregon.
- *Statesman Journal* Online Readers' Poll, Best of Mid-Willamette Valley: Best Place to Have a Baby (2013 to 2019), Best Hospital (2020).

Other honors and awards

- Top Workplace for 2019, *The Oregonian* (fourth time in past seven years).
- American College of Radiology's Commission on Breast Imaging: Breast Imaging Center of Excellence since 2011.
- American Society for Metabolic and Bariatric Surgery: Bariatric Surgery accredited comprehensive center since 2010, re-accredited in 2013, 2016, 2019.
- The Joint Commission: Recertified in 2020, the Salem Health Spine Center of Excellence and the Salem Health Joint Replacement Center of Excellence, for hips and knees.

-
- American Nurses Credentialing Center, Magnet®: Salem Hospital reached Magnet® designation in 2010 and was re-designated in 2015 and 2020.
 - Oregon Health Authority: Accredited as Level II Trauma Center 1992-2012; Level II in 2013, 2016 through 2019.
 - Pacific Northwest Transplant Bank: Hope Award in 2017 and 2021, highest number of tissue donors.
 - Advanced Wound Care Center of Distinction Award, Healogics, awarded in 2020.

INTERNAL AWARDS

Daisy Award Recipients

- September 2019 – Scarlet Fellingham, BSN, RN – Cardiovascular Care Unit
- November 2019 – Kimberly Greulich, BSN, RN, CBC – Mother Baby Unit
- January 2020 – Randi Stephens, BSN, RN – Orthopedics Unit
- March 2020 – Angela Gill, BSN, RN, Labor and Delivery Unit
- July 2020 – Nick Oleskiewicz, BSN, RN, CMSRN – Care Management
- August 2020 – Stacey Harrison Whitaker, RN – Emergency Department
- September 2020 – Jennifer Erpelding, BSN, RN, CCRN - ICU
- October 2020 – Debra Campbell, BSN, RN – IMCU

Trillium Award Recipients

- Winter 2019 – Irma Sandoval, CNA – Medical Surgical Oncology Unit
- Spring 2020 – Maria May, CNA II – General Medical Unit
- Summer 2020 – Magdalena Goldsmith, CNA II – Orthopedics
- Fall 2020 – Renee Nygaard, CNA II – Medical Surgical Oncology

SERVICE EXCELLENCE AWARDS

2020 Service Excellence Award Winners

- Sarah Acosta, BSN, RN, CEN, Emergency Department
- Edward (Ted) Anderson, DPT, Acute Rehab Services
- Jennifer Ball, RN, General Medical Unit

-
- Elisa Bledsoe, Kaizen Promotion Office
 - Kate Harrahill, OTR/L, Acute Rehab Services
 - Michael Bragiel, PT, Musculoskeletal Therapies
 - Lisa Davis, LPTA, Musculoskeletal Therapies
 - Michael Devine, BSN, RN, Imaging
 - Jordain Gagliardi, OTD, Neuromuscular Therapies
 - Jarrelle Harper-Waldorf, MSN, RN, CEN, TCRN, Emergency Department
 - Doris Hernandez, Environmental Services
 - Annette Johnson, CNA II, Intermediate Care Unit
 - Lisa Lewis, RN, CCRN, Intensive Care Unit
 - Steven Marvel, MD, Medical Staff
 - Rachel McDowell, BSN, RN, Nursing Resources
 - Barb Merrifield, MSN, RN, NE-BC, Nursing Administration
 - Steven Miller, RRT, Respiratory Therapy
 - Jessica Reese, BSN, RN, CMSRN, Medical Telemetry Unit
 - Sierra Schneider, DVM, BSN, RN, CCRN, Intensive Care Unit
 - Amy Silvey, BSN, RN, Orthopedics
 - Derek Stephens, CHC, Construction and Engineering
 - Cheryl Stoenner, CHAA, Imaging
 - Jackie Williams, RRT, Respiratory Therapy
 - Michael Williams, LPC, Psychiatric Patient Services

2021 Service Excellence Award Winners

- Kaitrin Bassett, MBA, Kaizen Promotion Office
- Jennifer Beitel, BSN, RN, PCCN, Intermediate Care Unit
- Kelly Brinker, CPA, Finance
- Thomas Carmichael, IS Data Engineering
- Jasmin Chaudhary, MD, Medical Staff
- Liza Chuprova, Security
- James Dobkins, OTR/L, Inpatient Rehabilitation
- Angela Douglas, MD, Medical Staff
- Nancy Dunn, MS, RN, Nursing Administration

-
- Angela Gill, BSN, Labor & Delivery
 - Kimberly Griffith, RN, Endoscopy
 - Martin Johnson, II, MD, Medical Staff
 - Katie Koenig, DPT, Acute Rehabilitation
 - Tim Lamberson, Solution Center
 - Kristin McKee, RRT, Respiratory Care
 - Kelly Pullin, BSN, Intensive Care Unit
 - Jose Oscar Ortega, Emergency Department
 - Kavan Ramachandran, MD, Medical Staff
 - Maria Reynaga, Environmental Services
 - Robert Spaulding, PT, Neuromuscular Therapy
 - Kovid Trivedi, MD, Medical Staff
 - Jennifer Von Derahe, BSN, WVH Administration

Lean Excellence Awards

2020 Lean Excellence Awards

- Gina Hensley, Nutrition Services
- Kevin Offield, Nutrition Services

2021 Lean Excellence Awards – Honorable Mention

- ED Sepsis Bundle Compliance:
 - ▶ Amie Wittenberg, ED
 - ▶ Nancy Bee, ED
 - ▶ Stephanie Banford, ED
 - ▶ Devin Koontz, ED
 - ▶ Amelia Schuch, ED
 - ▶ Angie Hanes, Clinical Ed
 - ▶ Amy Dourgarian, SEPS
 - ▶ Kate Landen, SEPS

-
- Improving Capacity in the Breast Center:
 - ▶ Justin Millar, Imaging
 - ▶ Rose Quintana, Imaging
 - ▶ Kate Large, Imaging
 - ▶ Cheryl Stoenner, Imaging
 - ▶ Jonathon Fetterley, Imaging
 - Reduce NSAID/Steroid use in patients with a history of Gastric Bypass (GB) Surgery
 - ▶ Rajan Nair, Bariatric Surgery
 - ▶ Lisa Nair, Bariatric Surgery
 - ▶ Matt Tanner, Pharmacy
 - ▶ Heather Phelps, IS
 - ▶ Marnie Rosasco, IS
 - ▶ Tabitha Harris, IS
 - ▶ Jim Byrkit, Salem Clinic
 - Revise Critical Care II Class
 - ▶ Kelly Honyak, Clinical Ed
 - ▶ Jennifer Rice, ICU
 - ▶ Seunghyo Hong, ICU
 - ▶ Kelly Bodnarchuk, CVCU
 - ▶ Sheila Loomis, IMCU
 - ▶ Lydia Reid, NTCU
 - ▶ Tamara Peden, NTCU

2021 Lean Excellence Awards – Award Winner

- Imaging Services – Imaging Patient No-Show Rate Improvement
 - ▶ Jonathan Fetterley, Imaging
 - ▶ Justin Millar, Imaging
 - ▶ Arnie Blecker, Imaging
 - ▶ Kristy LeGault, Imaging
 - ▶ Kaleb McCann, Imaging
 - ▶ Annette Caruth, Imaging

-
- ▶ Barb Flores, Imaging
 - ▶ Zuly Garcia, Imaging

2020 Board of Trustees' Hero Awards

- Deborah Timmons, LPTA, Inpatient Rehab Therapies
- Christina Dyk, Inpatient Rehab Therapies
- Kathrina Cruz, Outpatient Pharmacy

Board of Trustees' Hero Award

- Sydney Tonack, Emergency Department

INDIVIDUAL STATEWIDE OR NATIONAL NURSING AWARDS

2019 March of Dimes Awards

- Women's Health
 - ▶ Katie Ahlstrom, BSN, RN, RNC-OB (nominee)
 - ▶ Kelsie Galusha (now Powell), BSN, RN, RNC-OB (winner)
 - ▶ Jenny Mitchell, ADN, RN (nominee)
- Critical Care Adult
 - ▶ Jennifer Erpelding, BSN, RN, CCRN (nominee)
 - ▶ Miles Hamamoto, ADN, RN (nominee)
 - ▶ Joel Perry, BSN, RN, CCRN (nominee)
- Adult Acute Care
 - ▶ Trish Handrich, BSN, RN, CPN, RN-BC (nominee)
- Nurse Educator & Research
 - ▶ Kelly Honyak, MSN, RN-BC (winner)
- Surgical Services
 - ▶ Adam Humphreys, BSN, RN, CNOR
- Emergency Department
 - ▶ Donald Rodenfels, ADN, RN, CEN

2020 March of Dimes Awards

- Critical Care Adult
 - ▶ Emily Day, BSN, RN, CCRN (winner)
- Mental Health & Behavioral Health
 - ▶ Michael Polacek, MSN, RN, RN-BC (winner)
- Pediatric Care
 - ▶ Tara Edick, BSN, RN, PCN (nominee)
- Surgical Services
 - ▶ Denise Ziak, BSN, RN, CPAN (winner)
- Women's Health
 - ▶ Wendi Lahodny, BSN, RN, ONC (winner)
 - ▶ Angela Gill, BSN, RN, RNC-OB (nominee)
 - ▶ Nora Deglow, BSN, RN, RNC-OB (nominee)
- Nurse Manager
 - ▶ Seunghyo Hong, MSN, RN, CCRN, NEA-BC (nominee)

EDUCATIONAL ADVANCEMENT

FY 2020

- Angela Hanes, MSN, RN, CEN (Clinical Education) – MSN, Western Governors University
- Bethanie Quiel, BSN, RN (Medical Surgical Oncology) – BSN, Western Governors University
- Diana Armouch, CNA, (Pediatrics) – AD, Institute of Technology, Salem, Oregon and LPN license
- Elena Cale, BSN, RN (Med Surg Oncology) – BSN, University of Texas at Arlington
- Heidi Ramp-Rogers, MBA, BA (Infection Prevention) – MBA, Northwest Christian University
- Jaimy To, MBA (Laboratory Services) – MBA, Western Governors University
- Kaitlyn Carlow, MSN, RN (Emergency Department) – MSN & MBA, MidAmerican Nazarene University
- Kari Velez, MSN, RN (Interventional Recovery Unit) – MSN Ed, Grand Canyon University
- Karissa Hudspeth, BSN, RN, CEN (Emergency Department) – BSN, Western Governors University

-
- Kathleen Hainsworth, MBA, MLS (ASCP) – MBA, Western Governors University
 - Laurie Ryther, MT, ASCP (Laboratory Services) – MBA-HM, Western Governors University
 - Lori Brown, MBA, BSN, RN, CNOR (Bariatrics) – MBA-HA, Western Governors University
 - Samantha Sanberg, MSN, RN, CEN, NE-BC (PMC) - MSN, Western Governors University
 - Shawna Paslay, BS, PBT, ASCP – BS, Western Governors University

FY 2021

- Amanda DuBois, DNP, FNP (Emergency Center) – DNP, Gonzaga University
- Anna Harris, MSN, RN (Clinical Education) – MSN Nursing Education, Drexler University
- Bianney Cano Espinoza, ADN, RN (WCS Float Pool) – AD, Linn-Benton Community College
- Chelsea Giblin, BSN, RN (Med Surg Oncology) – BSN, University of Texas at Arlington
- Hana Conner, BS, RT(R)(ARRT) (Imaging) – BS, Boise State University
- Hannah Wade-Sandlin, BSN, RN, CEN (Emergency Department) – BSN, Western Governor’s University
- Harriett Martin, BSN, RN, PCCN (IMCU) – BSN, Unknown
- Heather Lamberg, MSN, RN, CMSRN (Medical Surgical) – MSN, Western Governors University
- Jennifer Tucker, MSN, RN (Emergency Department) – MSN, Western Governors University
- Jenny Clow, MBA, MLS (ASCP), SC – MBA, OHSU
- Joel Roberts, MSN, RN (Emergency Department) – MSN, Maryville University
- Justin Millar, MBAHM, RT(R) (Imaging) – MBAHM, Western Governors University
- Kimberly Alt, BSN, RN (Emergency Department) – BSN, Western Governors University
- Kristy Legault, MBAHM, RT(R) (Imaging) – MBAHM, Western Governors University
- Maddison McPherson, BS (Laboratory Services) – BS, Western Oregon University
- Mickie Hartley, BS, RRT, NPS (Respiratory Care) – BS, Eastern Oregon University
- Ronda Andrews, MSN, RN CMSRN (Medical Surgical) – MSN, Western Governors University
- Sarah Daniels, MS-ED, RN, CEN (Stroke Coordinator) – MS-ED, Western Governors University
- Shannon Carefoot, MBA, BSN, RN, CCRN (CVCU) – MBA, OHSU/PSU
- Skye Taimanao, MSN, RN, CCRN (PACU) – MSN, University of Saint Mary

NEW AND RENEWED CERTIFICATIONS

FY20 New Certifications

- Adriel Bush, BSN, RN, CPN (Pediatrics) – CPN
- Alexandra Rollandi, BSN, RN, CCRN (CVCU) – CCRN
- Alexandra Adelman, BSN, RN, PCCN (Medical Telemetry Unit) – PCCN
- Alisha Miyashiro, BSN, RN, PCCN (CVCU) – PCCN
- Alison James, ADN, RN, RN-BC (Care Management) – RN-BC
- Allison Adewunmi, BSN, RN, RNC-NIC (NICU) – RNC-NIC
- Allison Kimball, ADN, RN, RNC-MNN (Mother Baby Unit) – RNC-MNN
- Allison Purvine, BSN, RN, CMSRN (Medical Unit) – CMSRN
- Allison Seymour, BSN, RN, CMSRN (Medical Telemetry Unit) – CMSRN
- Alyce Henry, BSN, RN, CNOR (Operating Room) – CNOR
- Alyssa Hausler, BSN, RN, PCCN (CVCU) – PCCN
- Alyssa Powell, PharmD, BCPS (IP IV Pharmacy) – BCPS
- Alyssa Scheler, BSN, RN, RNC -LRN (NICU) – RNC-LRN
- Alyssa Wegener, BSN, RN CCRN (ICU Intensive Care Unit) – CCRN
- Amanda Griffith, BSN, RN, CCRN (CVCU) – CCRN
- Amber Butler, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
- Amber Hilgert, BSN, RN, RNC -OB (Labor & Delivery) – RNC -OB
- Amy Anderson, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
- Amy Jones, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
- Amy Molan, BSN, RN, RNC-MNN (Mother Baby Unit) – RNC-MNN
- Amy Strickler, BSN, RN, RNC-LRN (NICU) – RNC-LRN
- Amy Threlkel, BSN, RN, PCCN (CVCU) – PCCN
- Anamaria Sevedean, BSN, RN, CCRN (CU Intensive Care Unit) – CCRN
- Andrea Bell, MBA, BSN, RN, NE-BC; CPN (Pediatrics) – NE-BC; CPN
- Andrea Limont, BSN, RN, RN-BC MedSurg; CBN (General Surgery) – RN-BC MedSurg; CBN
- Andrea Moye, BSN, RN, CMSRN (Medical Unit) – CMSRN
- Angela Gill, BSN, RN, RNC-OB (Employee Health) – RNC - OB
- Angela Ray, MSN, RN, NE-BC (COVID-19 Vaccine Task Force) – NE-BC

-
- Angi Clark, BSN, RN, CNOR (Operating Room) – CNOR
 - Angie Bishop, BSN, RN, PSYCH N AP (Psychiatric Patient Svcs) – PSYCH N AP
 - Angie Delacruz, BSN, RN, IBCLC (Lactation Department) – IBCLC
 - Annaleah Atkinson, BSN, RN, CCRN (CVCU) – CCRN
 - April Derochowski, BSN, RN, PCCN (SH Float Pool) – PCCN
 - Ashika Bhan, MPH, CIC (Infection Prevention) – CIC
 - Ashley Ellingsworth, BSN, RN, SANE-A (Emergency Center) – SANE-A
 - Ashley Gadach, BSN, RN, RNC-LRN (NICU) – RNC-LRN
 - Ashley Stinger, BSN, RN, CCRN (CVCU) – CCRN
 - Ashley Wilson, BSN, RN, CMSRN (Medical Unit) – CMSRN
 - Barbara Breyer, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Barbara Howard, BSN, RN, CMSRN (Vascular Access) – CMSRN
 - Barbara Merrifield, MSN, RN, NE-BC (Nursing Administration) - NE-BC
 - Benjamin Eslinger, BSN, RN, CEN (Emergency Center) – CEN
 - Benjamin Young, ADN, RN, PCCN (CVCU) – PCCN
 - Betsy Alford, MSN, RN, NE-BC (Medical Surgical Unit) – NE-BC
 - Bonnie Woods, ADN, RN, CEN (Emergency Department) – CEN
 - Breanne Parries, BSN, RN, OCN, RN-BC (Medical Surgical Oncology) – RN-BC (Pain Management); OCN
 - Brenda Boyce, ADN, RN, RN-BC (Psychiatric Patient Svcs) – RN-BC
 - Brenda Pavelek, MSN, RN, CNOR (Patient Safety and Accreditation) – CNOR
 - Brenda Umulap, MBA, BSN, RN, NE-BC (Medical Unit) – NE-BC
 - Brian Reif, BSN, RN, CMSRN (Medical Unit) – CMSRN
 - Britni Childs, BSN, RN, CCRN (CVCU) – CCRN
 - Brittany MacNeill, BSN, RN, RNC-LRN (NICU) – RNC-LRN
 - Brittney McIntosh, BSN, RN, SANE-A (Emergency Center) – SANE-A
 - Brooke Kamm, BSN, RN, PCCN (Medical Telemetry Unit) – PCCN
 - Carlee Bizon, BSN, RN, CMSRN (Medical Unit) – CMSRN
 - Carly Gerhardstein, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Caroline Thomas, BSN, RN, CCRP-REHAB (Cardiac Rehab) – CCRP-REHAB
 - Carrie Scheckla, MSN, NP, NNP-BC (NICU Professional Services) – NNP-BC

-
- Cassandra Peters, BSN, RN, CCRN (CVCU) – CCRN
 - Catherine Traeger, BSN, RN, CMSRN (Medical Surgical Oncology) – CMSRN
 - Charlette Lumby, ADN, RN, CCRN (Trauma Program) – CCRN
 - Cheryl Endicott, ADN, RN, RNC-MNN (Mother Baby Unit) – RNC-MNN
 - Christine Harvey, AND, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Christine Steiner, AND, RN, IBCLC (Mother Baby Unit) – IBCLC
 - Cindy Davis, MSN, NNP, NNP-BC (NICU Professional Services) – NNP-BC
 - Cody Crockett, BSN, RN, CCRN (CVCU) – CCRN
 - Connie Simons, ADN, RN, CAPA (PACU) – CAPA
 - Courtney Ferris, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Dannel Jaynes, BSN, RN, CMSRN (Float Pool) – CMSRN
 - Dawn Allen, MSN, NNP-BC; RNC-OB, CSN (NICU Professional Services) – NNP-BC; RNC-OB
 - Deanna Carroll, BSN, RN, CMSRN (Medical Telemetry Unit) – CMSRN
 - Denai Evans, BSN, RN, RNC-MNN (Mother Baby Unit) – RNC-MNN
 - Dianne Powers, BSN, RN, CPAN (PACU) – CPAN
 - Elena Prajescu, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Elizabeth Batory, BSN, RN, ONC (Orthopedics) – ONC
 - Elizabeth Lowery, BSN, RN, PCCN (Float Pool) – PCCN
 - Elizebeth Colwell, BSN, RN, CBCN (Cancer Service Line) – CBCN
 - Ellie Butsch, MSN, RN, PCCN (Advanced Practice Nursing) – PCCN
 - Emilie Jacobs, BSN, RN, OCN (Medical Surgical Oncology) – OCN
 - Emilio Reyna, RT(R)(CT) (Respiratory Therapy) – RT(R)(CT)
 - Emily Day, BSN, RN, CCRN (CVCU) – CCRN
 - Emily Haydel, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Emily Tucker, BSN, RN, CMSRN (Medical Unit) – CMSRN
 - Erica Alvarez, BSN, RN, CMSRN (Float Pool) – CMSRN
 - Erica McCarty, ADN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Erin Jamieson, BSN, RN, OCN (Medical Surgical Oncology) – OCN
 - Esther Collmer, BSN, RN, CMSRN (Medical Surgical Oncology) – CMSRN
 - Evelyn Jones, BSN, RN, CPN (Pediatrics) – CPN
 - Freida Ryan-Anzur, BSN, RN, ONC (Medical Surgical Oncology) – ONC

-
- Geoffrey Brennan, BSN, RN, CRRN (IP Rehab Nursing) – CRRN
 - George Karakey, ADN, RN, CRN (Imaging Administration) – CRN
 - Glenda Arreola, BSN, RN, PCCN (NTCU Neuro Trauma Care Unit) – PCCN
 - Grace Lownsbery, BSN, RN, RN-BC (ICU Intensive Care Unit) – RN-BC
 - Gwen Schneider, DVM, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Hailey Clothier, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Hanna Miller, BSN, RN, CMSRN (Medical Unit) – CMSRN
 - Harriett Martin, BSN, RN, PCCN (IMCU Intermediate Care Unit) – PCCN
 - Heather Lamberg, BSN, RN, CMSRN (Medical Surgical Unit) – CMSRN
 - Heather Pfrehm, BSN, RN, CCRN (CVCU) – CCRN
 - Heather Wofford, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Hilary Zehr, BSN, RN, CMSRN (Medical Telemetry Unit) – CMSRN
 - Holly Correa, BSN, RN, CRRN (IP Rehab Nursing) – CRRN
 - Jack Luke, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Jacqueline Hanley, BSN, RN, RN-BC, MSRN (General Surgery) – RN- BC, MSRN
 - Jamie Holmstrom, BSN, RN, RNC-LRN (NICU) – RNC-LRN
 - Jamie Lindsey, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Janelle Williams, BSN, SH, CPN (Pediatrics) – CPN
 - Janice Harless, BSN, RN, CVRN (Prep Recovery) - CVRN
 - Jay Harris, MSN, RN, RN-BC (Psychiatric Patient Svcs) - RN-BC
 - Jayde Eichler, BSN, RN, RNC (Maternal Fetal Medicine) - RNC
 - Jean Lucas, BSN, RN, CCRN (ICU Intensive Care Unit) - CCRN
 - Jeanette Edel, BSN, RN, PCCN (Float Pool) - PCCN
 - Jena Hendricks, BSN, RN, CMSRN (Medical Unit) – CMSRN
 - Jena McClain, BSN, RN, RNC-LRN (NICU) -- RNC-LRN
 - Jenna Baird, BSN, RN, CPN (Pediatrics) -- CPN
 - Jennifer Atkinson, ADN, RN, RNC-LRN (NICU) -- RNC-LRN
 - Jennifer Kameshima, BSN, RN-BC, PCCN (Float Pool) – PCCN
 - Jennifer Rice, BSN, RN, CCRN (ICU Intensive Care Unit) -- CCRN
 - Jessica Lindsey, ADN, RN, RNC- OB (Labor & Delivery) – RNC- OB
 - Jessica Thomas, BSN, RN, CMSRN (Medical Unit) -- CMSRN

-
- Jessica Van Enkevort, ADN, RN, CCRN (CVCU) -- CCRN
 - Jill Stipe, BSN, RN, CCRN (CVCU) -- CCRN
 - Joel Perry, BSN, RN, CCRN (ICU Intensive Care Unit) -- CCRN
 - Johanna Kemry, BSN, RN, CMSRN (Medical Surgical Unit) -- CMSRN
 - Joshua Green, BSN, RN, CCRN; TCRN (ICU Intensive Care Unit) -- CCRN; TCRN
 - Joyce Kintz, BSN, RN, CNOR (Operating Room) – CNOR.
 - Kacy Bradshaw, MN, RN, NNP-BC (NICU Professional Services) – NNP-BC
 - Kaenta Phothiyane, BSN, RN, CCRN (CVCU) – CCRN
 - Karin Hills, ADN, RN, PCCN (IMCU Intermediate Care Unit) – PCCN
 - Karli Velivela, BSN, RN, PCCN (Medical Telemetry Unit) – PCCN
 - Katelyn Leggett, BSN, RN, RNC-LRN (NICU) – RNC-LRN
 - Katherine Orr, BSN, RN, TCRN (CU Intensive Care Unit) – TCRN
 - Katherine Wanner, MSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Kathleen Parham, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Kathryn Kuenzi, MSN, NNP, RNC-NIC (NICU) – RNC-NIC
 - Katie Daugherty, BSN, RN, RNC-LRN (Womens & Childrens Flt Pool) – RNC-LRN
 - Katie Stofleth, BSN, RN, CCRN (CVCU) – CCRN
 - Kayla Goldman, BSN, RN, CNOR (Operating Room) – CNOR
 - Kaylee Corrado, BSN, RN, CEN (Emergency Center) – CEN
 - Kayli McBride, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Kellie Wilcox, BSN, RN, CCRN (CVCU) – CCRN
 - Kelly Bodnarchuk, BSN, RN, CENP (CVCU) – CENP
 - Kelly Ward, BSN, RN, CCM (Family Practice Care Mgt) – CCM
 - Kelsie Powell, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Kimberly Alt, BSN, RN, CEN (Emergency Center) – CEN
 - Kirsten Paschall, BSN, RN, CMSRN (Medical Telemetry Unit) – CMSRN
 - Kristen Gesner, BSN, RN, CAPA (Prep Recovery) – CAPA
 - Kristiina Broten, BSN, RN, PCCN (Clinical Education) – PCCN
 - Kristin Brownlee, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Kristin Schumpert, BSN, RN, CEN (Emergency Center) – CEN
 - Kurt Sorensen, BSN, RN, CNOR (Operating Room) – CNOR

-
- KyLee Bowers, BSN, RN, CCRN (CVCU) – CCRN
 - Lacey Weishaar, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Lacey West, BSN, RN, PCCN (IMCU Intermediate Care Unit) – PCCN
 - Lani Kelley, BSN, RN, CNOR (Surgical Services) – CNOR
 - Lauren Gianoni, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Laurie Albrich, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Leah Gideon, BSN, RN, PCCN (IMCU Intermediate Care Unit) – PCCN
 - Leah Lindsey, BSN, RN, CMSRN (Medical Telemetry Unit) – CMSRN
 - Leshaya Pugh, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Lindsay Klampe, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Lindsey Spencer, BSN, RN, CEN (COVID-19 Vaccine Task Force) – CEN
 - Lisa Bliven, ADN, RN, CCRN (CVCU) – CCRN
 - Lisa Boeder, BSN, RN, PCCN (CVCU) – PCCN
 - Lisa Burk, BSN, RN, CEN (Emergency Department) – CEN
 - Lisa Lewis, ADN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Mackenzie Linder, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Maile Mortemore, BSN, RN, RNC-LRN (Womens & Childrens Flt Pool) – RNC-LRN
 - Malachi Teague, BSN, RN, TCRN (ICU Intensive Care Unit) – TCRN
 - Malinda Close, BSN, RN, CWOCN (Wound & Ostomy Nursing) – CWOCN
 - Mallory Neighbors, BSN, RN, RNC-MNN (Mother Baby Unit) – RNC-MNN
 - Marc Knight, BSN, RN, CEN (Emergency Center) – CEN
 - Margaret Shaw, BSN, RN, CNOR (Operating Room) – CNOR
 - Maria Fe Amor Vertulfo, BSN, RN, CMSRN (Float Pool) – CMSRN
 - Maria Kochi, BSN, RN, IBCLC (Lactation Department) – IBCLC
 - Maria Moore, ADN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Marie Flores, BSN, RN, CEN (Emergency Department) – CEN
 - Mary Secor, BSN, RN, ONC (Orthopedics) – ONC
 - Meagahn McDonald, BSN, RN, IBCLC (Lactation Department) – IBCLC
 - Megan Fink, BSN, RN, CEN (Emergency Department) – CEN
 - Melissa Hancock, BSN, RN, PCCN (Float Pool) – PCCN
 - Melissa Ng'aida, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB

-
- Melissa Shortt, MSN, RN, CMSRN (Medical Surgical) – CMSRN
 - Melody Hankins, BSN, RN, CCRN (CVCU) – CCRN
 - Michelle Grove, MSN, NP, BC-ADM (Hospitalists) – BC-ADM
 - Michelle Riley, BSN, RN, NE-BC; ONC (Orthopedics) – NE-BC; ONC
 - Michelle Watson, BSN, RN, CMSRN (Medical Telemetry Unit) – CMSRN
 - Millie Chaney, BSN, RN, CMSRN (Medical Surgical Unit) – CMSRN
 - Miranda Hennan, BSN, RN, PCCN; CPEN; CEN (Emergency Center) – PCCN; CPEN; CEN
 - Miranda Schotthoefer, BSN, RN, PCCN (IMCU Intermediate Care Unit) – PCCN
 - Molly Druliner, BSN, RN, RN-BC (Psychiatric Patient Svcs) – RN-BC
 - Molly Freni, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Molly Pizano, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Monique Vierra, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Nancy Alt, BSN, RN, RNC-OB (OBGYN Clinic) – RNC-OB CNOR
 - Ola Bachofner, BSN, RN, CEN (Emergency Center) – CEN
 - Pamela Haneberg, ADN, RN, RNC-OB(Labor & Delivery) – RNC-OB
 - Patricia Elmore, BSN, RN, CPN (Pediatrics) – CPN
 - Patricia Handrich, BSN, RN, ONC (Medical Surgical Oncology) – ONC
 - Patricia Moore, BSN, RN, CCDS (CDI & Coding) – CCDS
 - Penelope Lutz, BSN, RN, CMSRN (Medical Telemetry Unit) – CMSRN
 - Rachel Croeni, BSN, RN, RNC-LRN (NICU) – RNC-LRN
 - Randy Rockwell, ADN, RN, CCRN(CVCU) – CCRN
 - Rebecca Hansis, BSN, RN, CMSRN (Medical Surgical Unit) – CMSRN
 - Rebecca Wilson, ADN, RN, CNRN (ICU Intensive Care Unit) – CNRN
 - Rhawnie Hilchey, BSN, RN, TCRN,CCRN (ICU Intensive Care Unit) – TCRN,CCRN
 - Rosemary Black, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Roxanne Goodwin, RT(R)(M) (Respiratory Therapy) – RT(R)(M)
 - Samantha Baldwin, BSN, RN, CEN (Emergency Center) – CEN
 - Samantha Miles, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Sandra Johnson, BSN, RN, CEN; CCRN (Emergency Center) – CCRN,CEN
 - Sara Baldwin, BSN, RN, CRRN (IP Rehab Nursing) – CRRN
 - Sara Blackmore, BSN, RN, PCCN (IMCU Intermediate Care Unit) – PCCN

-
- Sara Nash, BSN, RN, CMSRN (Medical Surgical Oncology) – CMSRN
 - Sarah Foster Griggs, BSN, RN, CCRN (ICU Intensive care Unit) – CCRN
 - Sarah Garcia, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Sarah Kruse, BSN, RN, CMSRN (Float Pool) – CMSRN
 - Sarah McMillen, BSN, RN, SANE-A (Emergency Center) – SANE-A
 - Sarah Neeld, BSN, RN, RNC-OB (Emergency Center) – RNC-OB
 - Sarah Rabe, ADN (SH NICU) – RNC-LRN
 - Sarah Wolfe, MSN, RN, RN-BC (Clinical Education) – RN-BC
 - Shannan Murphy-Barlow, BS, OT, CNT (NICU, Acute Rehab) – CNT
 - Shannon Carefoot, BSN, RN, CCRN (CVCU) – CCRN
 - Shawn Fisher, BSN, RN, PCCN (Float Pool) – PCCN
 - Shelby Dewar, BSN, RN, PCCN (IMCU Intermediate Care Unit) – PCCN
 - Shelley Reynolds, BSN, RN, RN-BC-CGN (Float Pool) – RN-BC-CGN
 - Shyla McDade, ADN, RN, CMSRN (General Surgery) – CMSRN
 - Sierra Schneider, BSN, RN, CCRN (ICU) – (CCRN) (Renewal)
 - Stephanie Burnham, ADN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Stephanie Cassidy, PharmD (Pharmacy) – ASHP Teaching Certificate
 - Susan Dent, ADN, RN, RNC-MNN (Mother Baby Unit) – RNC-MNN
 - Tabor Scrobeck, BSN, RN, CNOR (Operating Room) – CNOR
 - Takahla Circle, BSN, RN, CCRN (CVCU) – CCRN
 - Tamara Mumey, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Tara Dugger, BSN, RN, CCRN (CVCU) – CCRN
 - Tara Edick, BSN, RN, CPN (Pediatrics) – CPN
 - Taylor Lovell, BSN (SH IMCU Intermediate Care Unit) – PCCN
 - Teri Howard (Financial Services) – CRCC
 - Teri Ottosen, ADN, RN, CBN, RN-BC-MSRN (General Surgery) – CBN, RN-BC-MSRN
 - Terry Newkirk, BSN, RN, CMSRN (Medical Surgical Unit) – CMSRN
 - Tia Rodriguez, BSN, RN, CPAN (Surgical Services) – CPAN
 - Tiffany Gross, MSN, RN, RN-BC-PMHN (Psychiatric Patient Svcs) – RN-BC-PMHN
 - Tiffany Karnaghon-Wirt, BSN, RN, CCRN (CVCU) – CCRN
 - Tiffany Walker, BSN, RN, CEN, SANE-A (Emergency Center) – CEN, SANE-A

-
- Tina Karo-Grunberg, ADN, RN, PCCN (Interventional Recovery Unit) – PCCN
 - Tina Schindler, BSN, RN, CNOR (Operating Room) – CNOR
 - Todd VonBergen, ADN, RN, CNOR (CVCU) – CCRN
 - Valerie Daberkow, BSN, RN, CNOR (Operating Room) – CNOR
 - Venice Richardson, BSN, RN, PCCN (IMCU Intermediate Care Unit) – PCCN
 - Vianney Hernandez Cortes, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Victoria Flor, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Victoria Stacy, MSN, RN, ONC (Orthopedics) – ONC
 - Vilaiphone Hillyer, ADN, RN, CCRN (CVCU) – CCRN
 - Wendee Flesher, BSN, RN, PCCN (Float Pool) – PCCN
 - Wendie Leaper, ADN, RN, IBCLC (NICU) – IBCLC
 - Wendy Felix, BSN, RN, OCN (Medical Surgical Oncology) – OCN
 - Wesley Grant, BSN, RN (SH Orthopedics) – ONC
 - Whitney Mueller, BSN, RN, RNC-MNN (Mother Baby Unit) – RNC-MNN
 - Zoie Fayette, BSN, RN, CEN (Emergency Center) – CEN

FY21 New Certifications

- Ashley Latuharhary, BSN, RN, CEN; SANE-A (Emergency Center) – CEN; SANE-A
- Aden, Habteab, MSN, RN, PCCN (CVCU) – PCCN
- Aleksandra, Shane, BSN, RN, CEN (Emergency Center) – CEN
- Alexander Rollandi, BSN, RN, CCRN (CVCU) – CCRN
- Allie Rolland, BSN, RN, CCRN, CMC (CVCU) – Cardiac Medicine Certification (CMC)
- Amber Stutzman, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
- Amie Wittenberg, BSN, RN, NE-BC (Nursing Administration) – NE-BC
- Amy Cummings, BSN, RN, CRNI (Infusion Center) – CRNI
- Amy Slater, BSN, RN, NE-BC (Trauma Program) – NE-BC
- Andrea Bell, BSN, RN, NE-BC (Pediatrics) – NE-BC
- Andrey Zholnerovich, BSN, RN, PCCN (IMCU Intermediate Care Unit) – PCCN
- Angela Lockwood-Trimnell, RT(R)(M) (Respiratory Therapy) – RT(R)(M)
- Asia Bull, BSN, RN, CCRN (CVCU) – CCRN
- Audra Stauffer, BSN, RN, RNC-LRN (Lactation Department) – RNC-LRN

-
- Austin Phillips, MPH, RN, OCN, CPH (Oncology) – OCN
 - Benjamin Burlison, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Benjamin Pinkham, BSN, RN, PCCN (IP Rehab Nursing) – PCCN
 - Beth Morgan, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Brandi Labarthe, RT(R)(M) (Respiratory Therapy) – RT(R)(M)
 - Carey Stephens, BSN, RN, ONC (Orthopedics) – ONC
 - Carrie Bandtel, BSN, RN, CVRN-BC (Angiography) – CVRN BC
 - Carrie Sedano, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Cheri Sorenson, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Christina Graham, ADN, RN, CMSRN (Medical Unit) – CMSRN
 - Colleen Rollandi, BSN, RN, PCCN (CVCU) – PCCN
 - Dana Pearson, BSN, RN, TCRN (Emergency Center) – TCRN
 - Daniele Hamilton, BSN, RN, PCCN (IMCU Intermediate Care Unit) – PCCN
 - Daryn Jones, MSN, RN, CNOR (Operating Room) – CNOR
 - Deborah Piccirilli, BSN, RN, PMHNP-FAM (Family Med SkylineVillage) – PMHNP-FAM
 - Dillon Easton, BSN, RN, RNC-NIC (NICU) – RNC-NIC
 - Ellen Phelps, BSN, RN, PCCN (IMCU Intermediate Care Unit) – PCCN
 - Emilie Jacobs, BSN, RN, OCN (Medical Surgical Oncology) – OCN
 - Eric Pearson, ADN, RN, TCRN (Emergency Center) – TCRN
 - Erica Alvarez, BSN, RN, CMSRN (Float Pool) – CMSRN
 - Erin Carli, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Erin Jones, BSN, RN, CCRN (CVCU) – CCRN
 - Frances Loberg, BSN, RN, IBCLC (Lactation Department) – IBCLC
 - Gabriel Gaertner, BSN, RN, CCRN (Angiography) – CCRN
 - Glenda Arreola, BSN, RN, PCCN (NTCU Neuro Trauma Care Unit) – PCCN
 - Hannah Wade-Sandlin, BSN, RN, CEN (Emergency Center) – CEN
 - Harriett Martin, BSN, RN, PCCN (MCU Intermediate Care Unit) – PCCN
 - Heather Rideout, BSN, RN, CCRN-CSC (CVCU) – CCRN-CSC
 - Heather Yancey, BSN, RN, PCCN (Angiography) – PCCN
 - Heidi Komada, MSN, RN, PCCN (Medical Unit) – PCCN
 - Irina Hyde, BSN, RN, CNOR (Operating Room) – CNOR

-
- Jamie McCrea, BSN, RN, CWON (AWC) – CWON
 - Jared Montgomery, MBA (Cardiovascular and Oncology SL) – Certified Healthcare Financial Professional
 - Jayli Bernards, BSN, RN, PCCN (Emergency Center) – PCCN
 - Jennifer Graham, BSN, RN, RNC-MNN (Mother Baby Unit) – RNC-MNN
 - Jennifer Humphreys, BSN, RN, CAPA (Prep Recovery) – CAPA
 - Jennifer Power, BSN, RN, CAPA (Prep Recovery) – CAPA
 - Jessica Stueve, ADN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Jill Taylor, MSN, RN, OCN (Medical Surgical Oncology) – OCN
 - Jodi Phillips, CTR (Registry Services) – CTR
 - John Brun, BSN, RN, CPAN (PACU) – CPAN
 - Julia Koos, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Julie Miller, BSN, RN, CPAN (PACU) – CPAN
 - Kacie Burck, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Kara Scott, BSN, RN, CCRN (Float Pool) – CCRN
 - Kathryn Rogers, BSN, RN, CMSRN (Medical Services) – CMSRN
 - Kathy Johnson, ADN, RN-BC (Psychiatric Patient Svcs) – RN-BC
 - Katie Bearden, BSN, RN CMSRN (Gyn Oncology) – CMSRN
 - Kayla Corwin, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Kaylee Corrado, BSN, RN, CEN (Emergency Center) – CEN
 - Kaylor Hollen, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Kelly Pullin, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Kelly Starbuck, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Kelsey Muramoto, BSN, RN, CMSRN (General Surgery) – CMSRN
 - Kianalee MacPherson, BSN, RN, PCCN (NTCU Neuro Trauma Care Unit) – PCCN
 - Kimberly Kelley, BSN, RN, CWON (Wound & Ostomy Nursing) – CWON
 - Kimberly Skelly, MSN, RN, CEN (Emergency Center) – CEN
 - Kristen Emerson, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Kristen Myers, BSN, RN, NE-BC (Operating Room) – NE-BC
 - Kristin Starr, BSN, RN, CCRN (CVCU) – CCRN
 - Lacey Parks, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB

-
- Liliana Andrews, BSN, RN, RNC-MNN (Mother Baby Unit) – RNC-MNN
 - Lori Phillips, BSN, RN, CRNI (Infusion) – CRNI
 - Lori Schomus, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Lorica Bielemeier, BSN, RN, CMSRN (Medical Unit) – CMSRN
 - Lydia Reid, MSN, RN, NE-BC (Emergency Center) – NE-BC
 - Madeline Pelley, BSN, RN, CCRN (NTCU Neuro Trauma Care Unit) – CCRN
 - Malinda Close, BSN, RN, CWOCN (Wound & Ostomy Nursing) – CWOCN
 - Marci Jordan, BSN, RN, CMSRN (General Surgery) – CMSRN
 - Marcie Kohls, BSN, RN, PCCN (CVCU) – PCCN
 - Marcie Lester, ADN, RN, CMSRN (Medical Telemetry Unit) – CMSRN
 - Mark McNutt, BA, AA, RHIT (HIM) – RHIT
 - Mary Gregory, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Mary Harris, BSN, RN, CPAN (PACU) – CPAN
 - Mary Pflaum, BSN, RN, RNC-MNN (Mother Baby Unit) – RNC-MNN
 - Maylinda Rose Suson, BSN, RN-BC-PMHN (Psychiatric Patient Svcs) – RN-BC-PMHN
 - Mckenzie Pendexter, BSN, RN-BC-MSRN (Medical Surgical Unit) – RN-BC-MSRN
 - Mckenzie Ramirez, BSN, RN, CMSRN (Medical Unit) – CMSRN
 - Megan Wentworth, RN, BSN, CRRN (Inpatient Rehab) – CRRN
 - Melissa Escalona Vazquez, BSN, RN, CMSRN (Medical Surgical Unit) – CMSRN
 - Melissa Lorenzen, BSN, RN, CCRN (PACU) – CCRN
 - Michele Alaniz, ADN, RN, CNOR (Operating Room) – CNOR
 - Michelle Carrington, BSN, RN, RN-BC (Psychiatric Patient Svcs) – RN-BC
 - Michelle Sanders, BSN, RN, PCCN (IMCU Intermediate Care Unit) – PCCN
 - Miranda Durst, BSN, RN, CCRN (NTCU Neuro Trauma Care Unit) – CCRN
 - Monica Kropf, BSN, RN, CCRN (CVCU) – CCRN
 - Natasha Sullivan, BSN, RN, PCCN (Vascular Access) – PCCN
 - Nathaniel Fleshman, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Nereyda Leder, BSN, RN, CPAN(PACU) – CPAN
 - Nicole Anderson, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Nora Deglow, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Norine Pierson, Diploma, RN (Operating Room) – CNOR

-
- Patricia Shoun, MSN, RN, CCRN (Emergency Center) – CCRN
 - Rachel Barnes, BSN, RN, RNC-MNN (Mother Baby Unit) – RNC-MNN
 - Rashed Eduard Ceniza, MSN, RN, CMSRN (Float Pool) – CMSRN
 - Rhawnie Hilchey, BSN, RN, TCRN (CU Intensive Care Unit) – TCRN
 - Robin Mack, BSN, RN, CCRN (PACU) – CCRN
 - Robyn Randall, BSN, RN, CPAN (PACU) – CPAN
 - Ruth Lindvall, BSN, RN, PSYCH N AP (Psychiatric Patient Svcs) – PSYCH N AP
 - Ryan Blyleven, BSN, RN, CEN (Emergency Center) – CEN
 - Ryan Yartzak, MSN, RN, CMOR (Operating Room) – CNOR
 - Sandra L. Moreno, MBA, RDN, LD, CNSC (Clinical Nutrition) – CNSC
 - Sara Towell, BSN, RN, RNC-OB (Labor & Delivery) – RNC-OB
 - Sara Wargnier, BSN, RN, PCCN (Interventional Recovery Unit) – PCCN
 - Sarah Moyes, MSN, RN, CNL (IMCU Intermediate Care Unit) – CNL
 - Scott Balding, BSN, RN, PMHNP-FAM (Psychiatric Patient Svcs) – PMHNP-FAM
 - Shannon Ward-Sunderland, ADN, RN, RNC-MNN (Mother Baby Unit) – RNC-MNN
 - Stephanie Beutler, BSN, RN, CPAN (ICU Intensive Care Unit) – CPAN
 - Stephanie Burnham, ADN, RN, RNC-OB(Labor & Delivery) – RNC-OB
 - Suzanne Killegrew, BSN, RN, CNOR (Operating Room) – CNOR
 - Sydney Knight, BSN, RN, PCCN (Emergency Center) – PCCN
 - Sydney Tonack, BSN, RN, SANE-A (Emergency Center) – SANE-A
 - Tamara Wallace, BSN, RN, CCRN (ICU Intensive Care Unit) – CCRN
 - Tami Rice, BSN, RN, ONC (Orthopedics) – ONC
 - Tiffany Zhen, BSN, RN, CMSRN (Float Pool) – CMSRN
 - Tyler Hunt, BSN, RN, CEN (Emergency Department) – CEN
 - Wendie Leaper, ADN, RN, IBCLC (NICU) – IBCLC
 - Yrris Kline, PBT (ASCP)(Laboratory Clinical Services) – PBT
 - Zoe Rain, BSN, RN, CWON (IMCU Intermediate Care Unit) – CWON

PROFESSIONAL APPOINTMENTS

- Allison Seymour, BSN, RN – Board Member, Oregon Nursing Association Board of Directors; Secretary, Policy Chair; Board Member: ON-PAC Political Action Committees - Director; Legislative Advocate.

-
- Ann Alway, MS, RN, CNS, CNRN – Board Member, Board of Directors for Salem Free Clinics.
 - Bahaa Wanly, MHA – Vice Chair of the Board of Directors for Marion-Polk Food Share; Board Member with United Way.
 - Barbara Merrifield, MSN, RN, NE-BC – Board Member, Oregon Nurse Staffing Advisory Board; Board Member, Oregon Nurse Staffing Collaborative.
 - Brandon Schmidgall, MBA, RN – Member, Board of Directors, Gilbert House; Board Member, Monmouth/Independence Chamber of Commerce; School Board, Santiam Christian Schools; Member, Economic Development Commission, City of Dallas.
 - Brenda Umulap, RN, BSN, MBA, NE-BC – Board Member, Salem Angels, Corporate Relations Director.
 - Bryce Peterson – UGM Board Member.
 - Cheryl Nester Wolfe, MSN, RN, NEA-BC – Board Member, Board of Directors, Boys and Girls Club; Board Member, Portland Board of the Federal Reserve Bank.
 - Crystal Dryden, BSN, RN – Northwest Regional Baroda Leader (Oregon, Washington, Idaho, Alaska, Montana, Hawaii), Society of Thoracic Surgeons.
 - Cyndi Leinassar, BS – President, Salem Police Foundation.
 - Debra Jasmer, BSN, RN, VA-BC – Board Treasurer, Oregon State Chapter of the Association of Vascular Access (ORVAN).
 - Denise Hoover, MBA, SPHR, CHHR, CEBS, PMP, FACHE – Board Member, Habitat for Humanity of the Mid-Willamette Valley.
 - Denyc Boles – Marion County Budget Committee.
 - Earlene Naylor, BA – Valley Credit Union Board Member and Supervisory Committee Member.
 - Ellie Butsch, MSN, RN, PCCN – Board Member, Greater Portland Chapter of the Academy of Medical-Surgical Nursing.
 - Heidi Ramp-Rogers, MBA, BA – Board member, Western Oregon University Alumni Association Board of Directors.
 - Jackie Williams, BS, RRT – Senior Delegate, House of Delegates for the American Association for Respiratory Care, Oregon Chapter.
 - James Parr – SEDCOR and Former CCO Board; Polk County Public Safety Committee.
 - Kyla Postrel, MBA – Advisory Board Member, Oregon Symphony Association.
 - Jeff Scofield – Valley Credit Union Board Member and Supervisory Committee Chair.
 - Josh Franke – Salem Fire Foundation.
 - Katherine Dobler – Chair, Oregon Community Board of Comagine Health.

-
- Kathleen Hainsworth, BS, MLS (ASCP) – Portland Community College Advisory Board.
 - Kelsie Powell, MSN, BSN, RN – Co-Leader, Mid-Willamette Chapter of Association of Women’s Health, Obstetric and Neonatal Nurses (AWHONN).
 - Leah Mitchell, MSN, RN – Board Member for Center for Hope and Safety; Board Member and Treasurer, Oregon Patient Safety Commission; Board Member, Western Oregon University.
 - Leilani Slama, MBA –Family Building Blocks Board member; Member of Executive Committee/Mid-Willamette Valley Homeless Alliance; Willamette Career Academy Advisory Council Member.
 - Malinda Close, MSN, RN, CWOCN – Wound, Ostomy and Continence Nursing (WOCN) - CB Board Member; Exam Committee.
 - Manya Kanavalov, MPH, RRT, BSRC – Junior Delegate, House of Delegates, American Association for Respiratory Care, Oregon Chapter; American Association for Respiratory Care, Member, Political Action Contact Team.
 - Marge Willis, DNP RN NEA-BC CCRN-K – Treasurer, Sigma Theta Tau International Nursing Society, Beta Psi Chapter.
 - Matt Boles, MD, MHA – Board Member, Willamette Health Council.
 - Michael Gay – Board Member, American Red Cross.
 - Miranda Hennan, BSN, RN, PCCN, CEN – Treasurer, Oregon State Chapter of the Emergency Nurses Association.
 - Nancy Baldwin, CES, LCCE, CTTS – Board Member, YMCA.
 - Ralph Yates, DO – Member of Advisory Board, The Salvation Army.
 - Reid Sund, CPA, CHFP – City of Salem Budget Committee, Young Life.
 - Sarah Horn, MBA, BSN, RN, NE-BC, RNC-LRN – Board Member, Board of Directors for Liberty House; Board Member, Oregon State Board of Nursing.
 - Shannon Carefoot, MBA, RN – Board President local Habitat for Humanity McMinnville, OR.
 - Shannon Priem, APR – Member of the Board and Past President, Willamette Humane Society; FETCH Founder; Board Chair for EAGLE Charter School; Chair of the Southeast Salem Neighborhood Association.
 - Shea Corum, MBA/HC – President of Salem Free Clinic.
 - Sierra Schneider, DVM, BSN, RN, CCRN – Board Member, Association of Clinical Documentation Integrity Specialists.
 - Zennia Ceniza, MA, RN, CCRN-K, ACNP-BC, NE-BC – Board Member, Deepwood Estate. Board Member, Nurse Staffing Advisory Board.

Presentations, Publications and Other Honors

POSTER PRESENTATIONS

FY 2020

- Allie Purvine, BSN, RN, CMSRN – “Mobility Pause”. Oregon Nursing Research & Quality Consortium 11th Annual Conference, April 20, 2020.
- Ben Burlison, BSN, RN, CCRN – “It’s all About the Dangle: Getting ICU Patients to Mobilize.” 46th Annual Acute & Critical Care Fall Symposium, Vancouver, WA, November 4-5, 2019.
- Darci Cimino, ADN, RN, VA-BC – “Anti-Reflux Valve Project to Reduce PICC Line Occlusions”. National AVA Conference, Las Vegas, NV, October 4-7, 2019.
- Debra Jasmer, BSN, RN, VA-BC – “Decrease of occlusions rates in PICC lines with the use of Anti-reflux needleless connections.” National Association of Vascular Access, Las Vegas, NV.
- Ellie Butsch, MSN, RN, PCCN – “Diabetes Champions Making a Difference.” 46th Annual Acute & Critical Care Fall Symposium, Vancouver, WA, November 4-5, 2019.
- Ellie Butsch, MSN, RN, PCCN – “Mobility Pause”. Oregon Nursing Research & Quality Consortium 11th Annual Conference, April 20, 2020.
- Jennifer Beitel, BSN, RN, PCCN – “Safe Oral Intake for Patients Using High Flow Nasal Cannula: An Interdisciplinary Approach.” 46th Annual Acute & Critical Care Fall Symposium, Vancouver, WA, November 4-5, 2019.
- Jennifer Beitel, BSN, RN, PCCN – “Safe Oral Intake for Patients using High Flow Nasal Cannula Therapy: An Interdisciplinary Approach”. Oregon Nursing Research & Quality Consortium 11th Annual Conference, April 20, 2020.
- Jennifer Rice, BSN, RN, CCRN – “Sharing New Knowledge through Nursing Grand Rounds.” 46th Annual Acute & Critical Care Fall Symposium, Vancouver, WA, November 4-5, 2019.
- Joel Dupuis, BSN, RN, CCRN – “Early Transition from a Traditional Cardiovascular Surgical Pathway.” 53rd Annual Western Institute of Nursing Conference. April 16, 2020.
- Kala Schraner Hayes, BSN, RN, VA-BC – “Anti-Reflux Valve Project to Reduce PICC Line Occlusions”. National AVA Conference, Las Vegas, NV, October 4-7, 2019.
- Katie Hole, BSN, RN, CMSRN – “Diabetes Champions Making a Difference.” 46th Annual Acute & Critical Care Fall Symposium, Vancouver, WA, November 4-5, 2019.

-
- Kaylor Hollen, BSN, RN, CCRN – “Reducing CAUTI: HOUDINI” 46th Annual Acute & Critical Care Fall Symposium, Vancouver, WA, November 4-5, 2019.
 - Kelly Honyak, MSN, RN-BC – “Successful Transition to Practice: using the Nursing Process to Individualize Critical Care Orientation”. Oregon Nursing Research & Quality Consortium 11th Annual Conference, April 20, 2020.
 - Leah Gideon, BSN, RN, PCCN – “Safe Oral Intake for Patients Using High Flow Nasal Cannula: An Interdisciplinary Approach.” 46th Annual Acute & Critical Care Fall Symposium, Vancouver, WA, November 4-5, 2019.
 - Leah Gideon, BSN, RN, PCCN – “Safe Oral Intake for Patients using High Flow Nasal Cannula Therapy: An Interdisciplinary Approach”. Oregon Nursing Research & Quality Consortium 11th Annual Conference, April 20, 2020.
 - Nancy Dunn, MS, RN – “The Happiness Advantage in Healthcare”. Oregon Nursing Research & Quality Consortium 11th Annual Conference, April 20, 2020.
 - Sandra Bunn, MSN, CNS-PP, ACNS-BC, BC-ADM – “Diabetes Champions Making a Difference.” 46th Annual Acute & Critical Care Fall Symposium, Vancouver, WA, November 4-5, 2019.
 - Sandra Bunn, MSN, CNS-PP, ACNS-BC, BC-ADM – “Diabetes Champion Improves Inpatient Glycemic Management”. Oregon Nursing Research & Quality Consortium 11th Annual Conference, April 20, 2020.
 - Sara Nash, BSN, RN – “The Happiness Advantage in Healthcare”. Oregon Nursing Research & Quality Consortium 11th Annual Conference, April 20, 2020.
 - Sarah Wolfe, MSN, RN, RN-BC – “Successful Transition to Practice: using the Nursing Process to Individualize Critical Care Orientation”. Oregon Nursing Research & Quality Consortium 11th Annual Conference, April 20, 2020.
 - Seunghyo Hong, MSN, RN, CCRN; NEA-BC – “Sharing New Knowledge through Nursing Grand Rounds.” 46th Annual Acute & Critical Care Fall Symposium, Vancouver, WA, November 4-5, 2019.
 - Sierra Schneider, DVM, BSN, RN, CCRN – “Changing Practice: New Treatments Yield New Outcomes” 46th Annual Acute & Critical Care Fall Symposium, Vancouver, WA, November 4-5, 2019.
 - Skye Taimanao, MSN, RN, CCRN – “Reducing CAUTI: HOUDINI” 46th Annual Acute & Critical Care Fall Symposium, Vancouver, WA, November 4-5, 2019.
 - Sierra Schneider, DVM, BSN, RN, CCRN (ICU) – “Minimizing Proton Pump Inhibitors (PPI) usage to enhance patient safety.” AACN-CCN Greater Portland Chapter, Vancouver, WA, Nov 2019.
 - Tanika Majors, BSN, RN – “Mobility Pause”. Oregon Nursing Research & Quality Consortium 11th Annual Conference, April 20, 2020.

FY 2021

- Ellie Butsch, MSN, RN, PCCN – “Culture Change: Care in Place to Meet the Varying Needs of the Patient” NTI Virtual Conference, May 24-27, 2021.
- Kristiina Broten, MSN, RN, PCCN – “Culture Change: Care in Place to Meet the Varying Needs of the Patient” NTI Virtual Conference, May 24-27, 2021.
- Marge Willis, DNP, RN, NEA-BC, CCRN-K – “Culture Change: Care in Place to Meet the Varying Needs of the Patient” NTI Virtual Conference, May 24-27, 2021.

ORAL PRESENTATIONS

FY 2020

- Kristen Lorenz, RN, BSN, CDE – “Real Life Strategies: Optimal Diabetes Management for Challenging Patients.” AADE-Oregon 33rd Annual Conference & Education Program, Salem, OR, Sept 20-21, 2019.
- Michael Polacek, MSN, RN, NDP-BC – Public Health Ethics, Advocacy and Leadership 101 Class. Willamette University - March 4, 2020.
- Val Hergenreter, RN, BSN, CDE – “Real Life Strategies: Optimal Diabetes Management for Challenging Patients”, AADE-Oregon 33rd Annual Conference & Education Program, Salem, OR, Sept 20-21, 2019.

FY 2021

- Debra Lee Grey, MS, CCC-SLP – “COVID-19 and acute care considerations” Oregon Speech Language Hearing Association, Oregon Speech-Language Pathologists at state convention via Zoom.
- Rebecca A. Ruppert, MCH, MP, OCN, GC-C – “Ready or not- final wish planning Resiliency in Nursing” due to COVID, videotaped presentations to be used housewide, Salem Cancer Institute location of videotaping.

GUEST LECTURES

FY 2020

- Kelly Honyak, MSN, RN-BC – “So you want to be a nurse? The 411 on the greatest job in the world.” Sprague High School AVID program.
-

-
- Kari Velez, MSN, RN – “Cardiac Conduction & Coronary Artery Disease.” George Fox University, Medical Surgical Nursing.
 - Malinda Close, BSN, RN, CWOCN – “Introduction to Wound/Ostomy Management.” 1st Year Nursing Students May 2020, Chemeketa Community College.
 - Sierra Schneider, DVM, BSN, RN, CCRN – “Chocolate Toxicosis- demonstrating how mathematics is applied in medical practice to middle school age children.” Elton Gregory Middle School, October 2019.

PUBLICATIONS

- Stephanie Cassidy, PharmD – ACCP Student News Article.
- Michael Polacek, MSN, NPD-BC – “Developing Community Engagement: The Psychiatric Nurse Generalist as Full Partner in Suicide Prevention.” Archives of Psychiatric Nursing: July 10, 2020.

COMMUNITY INVOLVEMENT

FY 2020

- Sierra Schneider, DVM, BSN, RN, CCRN – Kauai HI- Animal Balance Sept 2019; Spring Thing Smith Rock State park May 2019; Salem Farmer’s Market.
- Malinda Close, BSN, RN, CWOCN – Boy Scouts of America, Arrow of Light Den Leader, Pack 7044 and Assistant Scoutmaster Troop 9019. Merit Badge Counselor: First Aid, Medicine, Cooking, and Family Life.
- Mary Simon, BSN, RN, CFN – Linn County Medical Reserve Corps Linn County Sheriff’s Office - Search and Rescue.
- Jennifer Kameshima, BSN, RN-BC – Salem Free Clinics.

FY 2021

- Aubrey Lerwick, DPT, PT – Volunteers through the CATALYST program at Oregon State University. Mentors pre PT students through that program. We meet monthly for an hour and discuss relevant topics of the professional and leadership qualities.
- Carolyn Wiens, BSN, RN – Volunteers at Food pantry and clothing closet for low-income Yamhill County residents.
- Cindy Basto, BSN, RN, OCN – Prepared and served food monthly for the homeless. This was organized by my church (East Salem Seventh-Day Adventist), and served at ARCHES.

-
- Lori Phillips, RN - Arches homeless dinner.
 - Malinda Close, BSN, RN, CWOCN – Scouts-BSA Assistant Scoutmaster Merit Badge Counselor for Public Health, First Aid, and Medicine.
 - Megan Wentworth, BSN, RN, CRRN – Capital FC volunteer Boys and Girls Club volunteer.
 - Melissa Berry, MS, PT – Saturdays of Service Committee Chair, Open Door Churches of Salem Keizer Lay Leader, Salem First United Methodist Church.
 - Natalie Reed, MSPT, PT – McMinnville Grizzly Softball Board Member, Coach 12U and 14U Girls Softball.
 - Rebecca A. Ruppert MCA, OCN, GC-C – Assisted Stayton area Chaplains with support during wild fires; grief booklet compiled, helped support elderly neighbor during COVID with meals, gathering her mail and providing text message support.
 - Sandra L. Moreno, MBA, RDN, LD, CNSC – Salem Free Clinic.
 - Shannon Carefoot, BSN, RN, CCRN – Ghana Hope Foundation volunteer.
 - Tia Rodriguez, BSN, RN, CPAN – Polk County CERT.
-

