

Nursing

Sentara Obici Hospital

2023 Nursing Annual Report





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Dear Nursing Colleagues,

As I pen my message for the 2023 Nursing Annual Reports, I am proud to recognize and celebrate the countless contributions Sentara's nurses make in the lives of the thousands of patients, members, and community residents we serve each year throughout our hospitals, home health/hospice services, health plans and ambulatory services across the system. There is a reason that nursing has remained the most trusted profession in the country for 22 consecutive years, per Gallup annual report which highlights the high honesty and ethical standards displayed by nurses across the country. Here at Sentara, we see and feel this impact every day, both within our walls and throughout the many communities we serve.

When I reflect upon the over 9,000 incredible nurses and total 30,000 colleagues who make up the Sentara team, the words that first come to mind include commitment, professionalism, and excellence. Sentara nurses work tirelessly to deliver the highest quality care to our patients and members at every level of our organization. At the same time, we know it takes a dynamic, diverse, and multidisciplinary team to support Sentara's mission to improve health every day. As nurses, we work in collaboration with countless other disciplines, and we could not do what we do without the expertise and support of our colleagues across the system.

As a nurse for more than 42 years, I often reflect on why I have chosen to continue my commitment to the

profession of nursing, year after year. For me, it is that passion – that fire within me that reminds me of the importance of what we are doing here. Every day, patients, members, and their families place their humanity into our hands. That is an honor and a privilege that many other professions never experience.

2023 saw us launch the One Sentara strategic plan as a road map for the future, along with Transformation Initiatives to accomplish that plan. Nursing has a key role in much of this work for the years ahead. System outcomes in 2023 showed overall improvement in many areas. Overall Hospital Acquired Infections (HAIs) decreased in 2023 and has over the past 7 years. Nursing retention for 2023 was in the top quartile of the nation with nursing turnover at 12.5%. Close to 2,000 RNs were hired in 2023, well over our 2022 volumes. Our nursing shared governance structure continues to be strong and allows for frontline staff to collaborate with leaders for shared decision-making. Our scholarly work, including published manuscripts, poster and podium presentations, and research projects continue to add to nursing's overall body of knowledge.

I wish you all well and look forward to seeing each of you live out our mission "to improve health every day." Making a difference takes courage, integrity, passion, ingenuity, and advocacy. These endeavors connect all Sentara nurses.



With deepest gratitude and respect,
Mary Morin, MSN, RN, NEA-BC
Enterprise Chief Nursing Officer /
Senior Vice President

Dear Nursing Team,

I am proud of the excellent performance achieved by Sentara Obici Hospital and Sentara BelleHarbour team members in 2023. You maintained your re-commitment to Because We Care expectations, focusing on quality and patient experience. We ranked in the top quartile of Sentara hospitals for our Clinical Performance Improvement for the majority of the year, meeting our goals for Disease Specific Mortality and Patient Experience. We were among the highest performers in the system on length of stay and hospital-acquired infections. After a challenging 2022 with hospital-acquired pressure injuries, we outperformed our goal rate this year. We did exceed our falls with injury goal but have committed to refocusing on injury prevention strategies. Through it all, we have lived our mission to improve health every day and our purpose to be the trusted partner of the patients and community we serve.

When I think about our scope of practice, I am energized by the growth of our shared governance over the last year. You have a voice, and you are using it through your unit practice councils, our hospital-wide Nursing Professional Practice Council (NPPC), and various system councils. Sentara Obici nurses chaired or co-chaired four of our system councils or committees: Med-Surg Practice Forum, Critical Care Practice Forum, Behavioral Health Practice Forum, and Nursing Documentation Advisory Council. We had an exceptional Magnet® site visit and received Magnet redesignation in August. Evidence-based interventions have been implemented to improve

patient care, and we have several projects in the works.

Our nursing engagement scores improved year over year and outperformed in all seven of the Magnet® categories compared to the benchmarked mean. Our nurse vacancy rate decreased to less than 5% with the support of internal travelers. I noted fewer comments on staffing in the engagement survey results; however, staffing will continue to remain a priority focus. We continue to have a significant number of internal travelers and our amazing Resource Pool supporting staffing needs. I need your help with recruiting nursing team members committed to SOH and our campuses. Please take advantage of the Employee Referral Program and share your recruiting and retention ideas at SOHCNO@sentara.com. Your feedback makes a difference!

I want to acknowledge the 12 nurses who received DAISY awards and the 345 nurses who received nominations in 2023. We have an all-time high of 86 certified nurses, some with multiple nursing certifications. Our BSN-prepared nurse rate continued to increase over prior years, with 71.5% of nurses currently with BSNs or higher. We have collaborated and coordinated activities to support our community, and we have celebrated our achievements! While reflecting on our accomplishments, what really amazes me is your dedication to upholding our values: People, Quality, Safety, Service, and Integrity. Thank you for all that you do to support our mission, purpose, and values!



With gratitude,
Stephanie Jackson, DNP, MBA, RN, NE-BC, FAONL
VP/Chief Nursing Officer

Quality & patient sensitive measures


Nurse-sensitive indicators (NSIs) are benchmarked at the national level through the use of the NDNQI database. NDNQI measures the most recent eight (8) quarters of data. Magnet® hospitals are expected to outperform the national benchmark on the majority of the units, the majority of the time. As the graph below indicates, all of our inpatient units outperform the national benchmark the majority of the time for all 7 indicators. This exceeds Magnet® expectations!

NDNQI Indicators

8/9	7/7	7/7	8/8	8/8	7/8	8/8
Falls with injury	HAIPs ≥ Stage 2	Device related PLS	CLABSI	CLAUTI	CDIFF	MRSA

Our ambulatory unit measures falls with injury.As indicated by the graph below, all units outperformed the majority of the time.

Ambulatory

 Falls with injury	5/8 SOH ED	4/4 Garden Lvl East (SSU)	8/8 Wound Care Ambulatory	8/8 Same Day Sx	8/8 Endo	7/8 Interventional Cardiology/RAD
	6/8 SBLH ED	7/8 Cardiac Rehab	7/8 PACU	8/8 Operating Room	8/8 Radiation Endo	

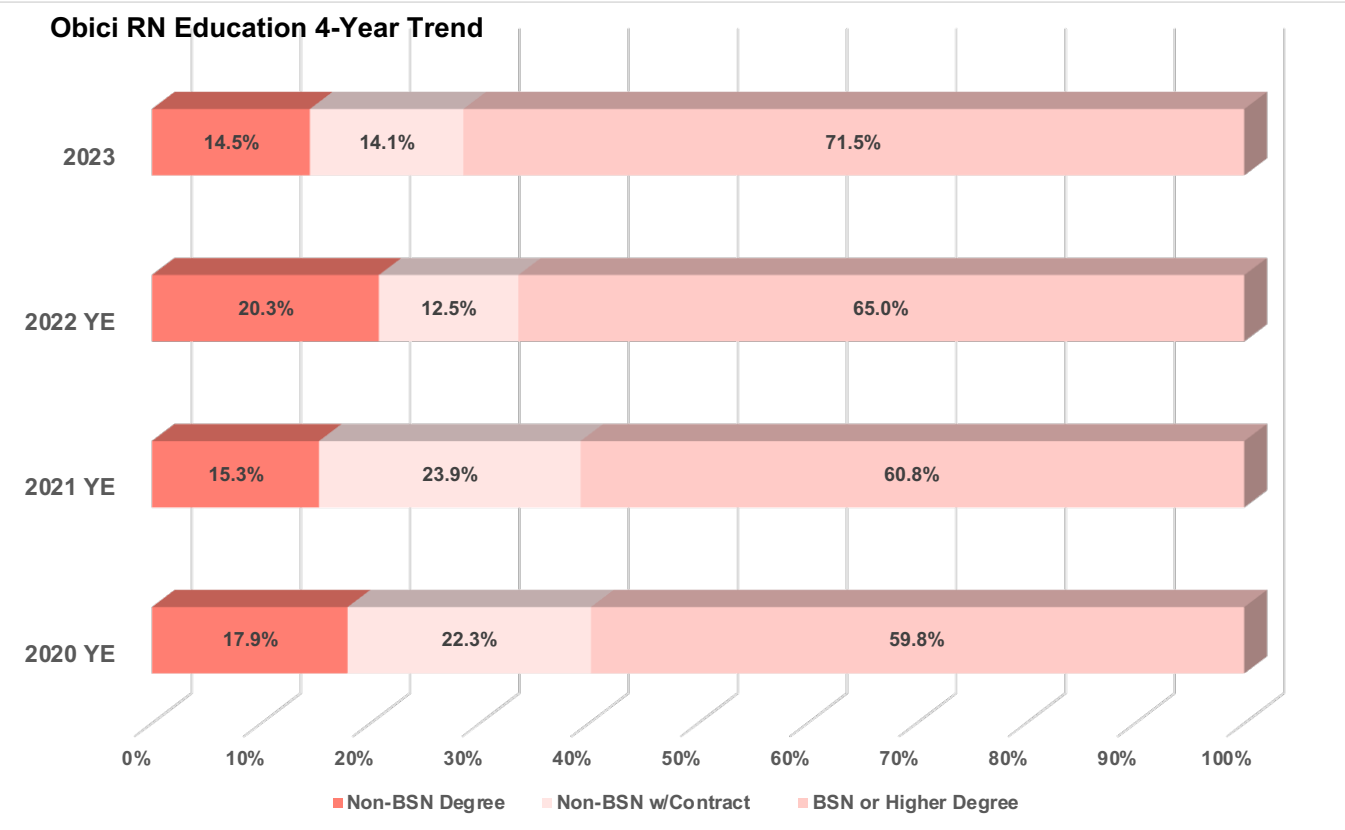
Patient Experience

	Demographic	Value	n	%	Goal
Inpatient	Care team used whiteboard	Always	1502	70.92	70%
Inpatient	Nurse visited me every two hours	Yes	1843	87.39	80%
Inpatient	Shift change discussion at bedside	Always	1402	66.54	70%
Inpatient	Visited by leadership team	Yes	1787	85.87	80%

We outperformed in 3 out of 4 nursing bundle questions.
Great job, team!

BSN Achievement

The BSN or higher percentage has continued to increase year over year. In 2023, the BSN or higher percentage was 71.5%.



Certified Nurses

Susan Griffin
Accredited Case Manager RN

Cathy Allsbrook
Critical Care Registered Nurse

April Kyer
Critical Care Registered Nurse

Kayla Leslie
Critical Care Registered Nurse

Kristi Morgan
Critical Care Registered Nurse

Abigaile Capulong
Critical Care Registered Nurse

Sherrie Grimmert
Critical Care Registered Nurse

Rebecca Poulson
Critical Care Registered Nurse

Joshua Sante
Critical Care Registered Nurse



Kimberly Katula
Critical Care Registered Nurse

Brittney Curle
Adult Gerontology Clinical Nurse
Specialist Board Certified



April Bullock
Ambulatory Care Nursing

Lauren Bailey
Cardiac/Vascular Nurse

Sandra Buck
Cardiac/Vascular Nurse

Faron Jusino
Cardiac/Vascular Nurse

Kimberly Katula
Cardiac/Vascular Nurse

Katherine Dudley
Case Management Nurse

Tairn Mccalley
Case Management Nurse

Nicole Parker
Case Management Nurse

Maricris King
Certified Ambulatory
Perianesthesia Nurse

April Bullock
Certified Bariatric Nurse

Lisa Arrington
Certified Case Manager

Catherine Cupp
Certified Case Manager

Barbara Kelly-Gibbs
Certified Case Manager

Alisa Mays
Certified Case Manager

Tairn Mccalley
Certified Case Manager

Kim Tidwell
Certified Case Manager

Carole Ebaugh
Certified Diabetes Educator

Jorge Amezaga
Certified Emergency Nurse

Alexandra Blum
Certified Emergency Nurse

Rachel Campbell
Certified Emergency Nurse

Kathleen Colantuono
Certified Emergency Nurse

Colleen Cox
Certified Emergency Nurse

Lindsay Davis
Certified Emergency Nurse

Heath Fly
Certified Emergency Nurse

Elizabeth Gibson-Palmer
Certified Emergency Nurse



Certified Nurses (con't)

Lauren Lawless
Certified Emergency Nurse

Alisa Mays
Certified Emergency Nurse



Elisabeth Parker
Certified Emergency Nurse

Rebecca Poulson
Certified Emergency Nurse

Victoria Pratkan
Certified Emergency Nurse

Ashley Reed
Certified Emergency Nurse

Sarah Taylor
Certified Emergency Nurse

April Bullock
Certified in Infection Control

Jaleesa Abdel-Aziz
Certified Medical Surgical Registered Nurse

Ashley Chrisman
Certified Medical Surgical Registered Nurse

Mary Jones
Certified Medical Surgical Registered Nurse

Faron Jusino
Certified Medical Surgical Registered Nurse

Lee Knill
Certified Medical Surgical Registered Nurse

Monique Presley-Kelso
Certified Medical Surgical Registered Nurse

Ashley Smith
Certified Medical Surgical Registered Nurse

Amber Trotman
Certified Medical Surgical Registered Nurse

Taylor Vick
Certified Medical Surgical Registered Nurse

Amy Taylor
Certified Nurse Manager and Leader

Lisa Bradshaw
Certified Nurse Operating Room



Thomas Drake
Certified Nurse Operating Room

Gerri Ellis
Certified Nurse Operating Room



Lori Marfio
Certified Nurse Operating Room

Latarsha Waddy
Certified Professional in Healthcare Quality

Robin McClelland
Certified Radiology Nurse

Jonathan Romero
Certified Surgical First Assistant

Pamela Downs
Certified Vascular Nurse

Vanessa Johns
Certified Wound Care Nurse

Stephanie Edwards
Certified Wound Ostomy Nurse



Maricris King
Clinical Nurse Leader

Emily Lam
Clinical Nurse Leader

Danyelle Bender
Electronic Fetal Monitoring

Dawn Eure
Electronic Fetal Monitoring

Lisa Milburn
Electronic Fetal Monitoring

Heather Perry
Electronic Fetal Monitoring

Danyelle Bender
EMT Basic

Latoya Johnson
EMT Basic

Lauren Heckenlaible
Family Nurse Practitioner

Shannon Husted
Family Nurse Practitioner

Heather Perry
Inpatient Obstetric Nursing

Penny Baugham International Board Certified Lactation Consultant

Stephanie Clements International Board Certified Lactation Consultant

Judith Alvarado
Low Risk Neonatal Nursing

Denise Tarves
Low Risk Neonatal Nursing

Rachel Dusenberry
Medical Surgical Nursing

Esscence Riddick
Medical Surgical Nursing

Llewellyn Smith
Medical Surgical Nursing

Ronna Bergamini
Medical Surgical Nursing

Rachel Dusenberry
Medical Surgical Nursing



Virginia Fly
Medical Surgical Nursing

Brenda Godwin
Medical Surgical Nursing

Melissa Myrick
Medical Surgical Nursing

Samantha Paquette
Medical Surgical Nursing

Stephanie Clements
NCC Maternal Newborn Nursing

Wendy Biando
Nurse Executive Board Certified

Jessica Carpenter
Nurse Executive Board Certified

Stephanie Jackson
Nurse Executive Board Certified

Miranda Powell
Nurse Executive Board Certified

Melissa Bell
Oncology Certified Nurse

Monique Presley-Kelso
Oncology Certified Nurse

Taylor Vick
Oncology Certified Nurse

Kelly Best
Orthopedic Nurse Certified

Lisa Bradshaw
Orthopedic Nurse Certified

Tracey Stallard
Orthopedic Nurse Certified

Tricia Christoffer
Progressive Care Nursing Adult

Melissa Myrick
Progressive Care Nursing Adult

Karen Tew
Progressive Care Nursing Adult

Jorge Amezaga
Trauma Certified Registered Nurse

Lindsay Davis
Trauma Certified Registered Nurse

Nurse Residency Program 2023 Graduates

Congratulations to our 2023 NRP Graduates!

March 2023 Graduating Class

- Abby Souza**
1-North
- Brooke Schlosser**
Family Maternity Center
- Haleigh Graham**
2-East
- Haley Miller**
3-North
- Lynden Faria**
3-North
- Mallory Moore**
Family Maternity Center
- Morgan Faria**
2-South

September 2023 Graduating Class

- Ashlyn Pippin**
1-East
- Augustina Garcia**
1-East
- Brenda Navarrete**
3-North
- Cassidy Dickens**
1-North
- Cheyenne Brothers**
AHRT
- Cynthia Nava Chavez**
Garden Level East
- Erica Faulk**
Family Maternity Center
- Jaime Willard**
- Jessica Jaramillo**
2-East IMCU
- Katrina Cosendine**
2-East IMCU
- Latoya Johnson**
Emergency Department
- Lauren Woline**
3-North
- Madison Capps**
Family Maternity Center
- Mary Johnson**
AHRT
- Payton Gladney**
1-North
- Sarah Dilley**
ICU
- Taelar Cox**
1-East



Introducing the new Sentara Nursing Professional Practice Model

Professional Practice Models (PPMs) serve as graphical depictions demonstrating how professional nurses practice, function, interact, and develop professionally to provide high quality care. SOH's PPM is used to describe a common foundation of nursing practice, provide clear vision for nursing care, and helps visually set nursing culture.

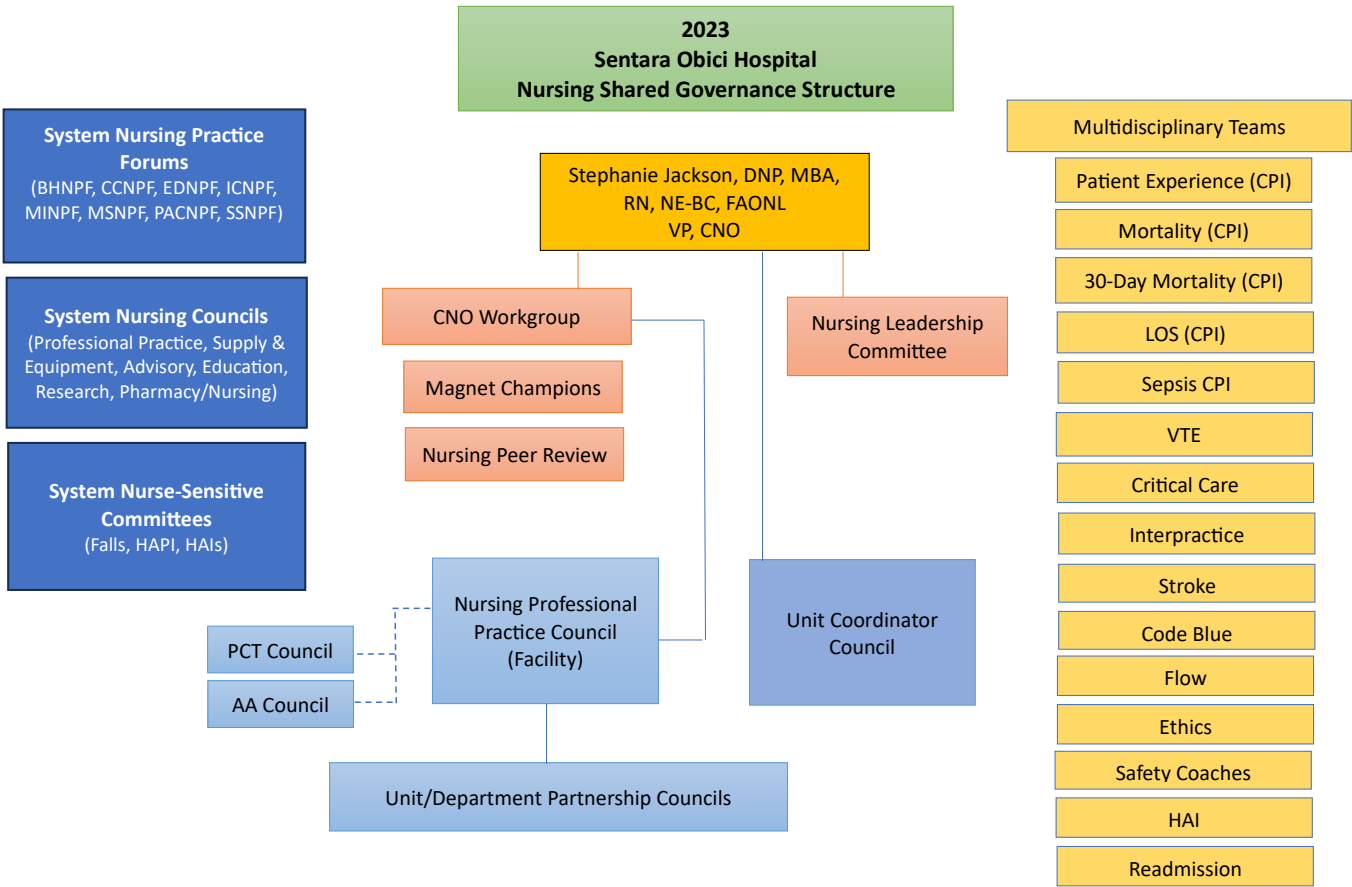


Mission: We Improve Health Every Day

Shared governance

ANCC Magnet® identifies shared decision-making as “a dynamic partnership between leadership, nurses, and other health care professionals that promotes collaboration, facilitates deliberation and decision-making, and fosters accountability for improved patient outcomes, quality, and enhancing of one’s work life” (ANCC, 2021).

At SOH, nurses collaborate within their unit, and within the hospital to identify opportunities for improvement and work to develop strategies to improve patient outcomes and the work environment. Below is a depiction of the shared decision-making structure within SOH.



Nursing peer review

Formal nursing peer review was launched at SOH in early 2023. "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.

The SOH Nursing Peer Review Committee is chartered to evaluate nursing practice in a non-punitive manner to improve patient care. Cases can be referred to the NPR committee by fellow nurses, the leadership team, the quality department, or physicians.

Case summaries are shared at the Sentara System Nursing Peer Review Committee to identify and trend common themes.



Magnet redesignation

In August 2023, the ANCC Commission on Magnet®, redesignated Sentara Obici Hospital as a Magnet® facility. We received six exemplars on inpatient and ambulatory patient safety indicators. Less than 10% of hospitals in the United States (N = 6,129, as of February 2024) are designated Magnet®.



Nurse Excellence Award Winners 2023

SBLH ED

Andrew Houle
Nurse Excellence – Novice

Jacqueline Stumps,
Nurse Excellence – Expert

SOH ED

Ashley Villanueva
Nurse Excellence – Novice

Linda Allen
Nurse Excellence – Expert

Family Maternity Center

Mallory Moore
Nurse Excellence – Novice

Taneisha Winns
Nurse Excellence – Expert

Behavioral Health Unit

Shari Andersen
Nurse Excellence – Expert

Endoscopy

Rose Hoover
Nurse Excellence – Expert

General Surgery/OR

Stephanie Gilmer
Nurse Excellence – Novice

Kortni Bosselma

Nurse Excellence – Expert

Same Day Surgery/PACU/PASS

Brittany Portlock
Nurse Excellence – Novice

Lindsey Weller

Nurse Excellence – Expert

Garden Level East

Cynthia Nava-Chavez
Nurse Excellence – Novice

Brittany Forde

Nurse Excellence – Expert

Cardiology/Radiology

Faron Jusino
Nurse Excellence – Expert

Cardiac Therapy

Lauren Bailey
Nurse Excellence – Expert

2 South

Khrystian Johnson
Nurse Excellence – Novice

Annette Hagwood
Nurse Excellence – Expert

2 East IMCU

Laura Brabble
Nurse Excellence – Novice

Latonja Jones
Nurse Excellence – Expert

2 North ICU

Sarah Dilley
Nurse Excellence – Novice

Ashley Atkinson
Nurse Excellence – Expert

3 North

Lauren Woline
Nurse Excellence – Novic,

Stacy Davis
Nurse Excellence – Expert

1 East

Ashlyn Pippin
Nurse Excellence – Novice

Angelina Steward
Nurse Excellence – Expert

1 North

Cassidy Dickens
Nurse Excellence – Novice

Elsienor Java
Nurse Excellence – Expert

1 South

Taylor Vick
Nurse Excellence – Expert

Resource Pool

Karen Tew
Nurse Excellence – Expert

Integrated Care Management

Melissa Vann
Nurse Excellence – Novice

Nicole Parker
Nurse Excellence – Expert

Quality

Corey Garner
Nurse Excellence – Novice

Latarsha Waddy
Nurse Excellence – Expert

CHOP

Catherine Cupp
Nurse Excellence – Expert

Nursing Education

Lee Knill
Nurse Excellence – Expert

Stroke Coordinator

Maureen Dearing
Nurse Excellence – Expert

Enterostomal Therapy

Stephanie Edwards
Nurse Excellence – Expert

Diabetes Education

Carole Ebaugh
Nurse Excellence – Expert

Healthy Work Environment



The DAISY Award for extraordinary nurses

The DAISY Foundation was established in 1999 by the family of Patrick Barnes. He died at the age of 33 from complications of Idiopathic Thrombocytopenic Purpura (ITP). Like many families who nurses see every day going through this kind of horrific loss, the Barnes family wanted to find a way to turn their grief into something positive and do something that would honor the very special man Patrick was. They created DAISY – an acronym for Diseases Attacking the Immune System. The family was so impressed by the clinical care Pat’s nurses provided, and they were overwhelmed by the level compassion and kindness that his nurses brought to Pat’s bedside day in and day out. The DAISY award is bestowed upon nurses who go above and beyond for their patients



and families. Nurses may be nominated by patients, families, and colleagues, and they are chosen by a committee of nurses at Sentara Obici Hospital to receive the DAISY Award.

The winners of the 2023 DAISY award were:

January 2023: Susana Baker	August 2023: Taneisha Winns
February 2023: Fatima Khalifa	September 2023: Rebekah Baird
March 2023: Bryson Everett	October 2023: Emily Lam
April 2023: Emily Kyne	November 2023: Jordyn Morse
May 2023: Fran Samuel	December 2023: Marianne Merilan
June 2023: Tasha Manley	2023 DAISY Leader Award Hillarie Garner
July 2023: Beth Altman	2023 DAISY Team Award 3 North

Healthy work environment

In October 2023, nurses participated in the Sentara Obici Hospital employee engagement survey. At SOH, the categories of autonomy, fundamentals of quality nursing care, interprofessional relations, leadership access and responsiveness, and professional development were assessed. Every category outperformed the national benchmark!

ANCC Category	Performance Summary: Percent of Units Outperforming Benchmark
Adequacy of Resources & Staffing	63.16%
Autonomy	73.68%
Fundamentals of Quality Nursing Care	73.68%
Interprofessional Relationships	84.21%
Leadership Access and Responsiveness	78.95%
Professional Development	68.42%
RN to RN Teamwork and Collaboration	57.89%

Scholarly dissemination



Research Studies

- Effects Of Cannabis Use On Sedation Requirements For Endoscopic Procedures
- Exploratory Factor Analysis: Moral Distress And Intent To Leave Employment
- Covid-19 Pandemic As A Moderator Of The Association Between Patient Characteristics And Hospital Patient Experience Scores
- A multi-hospital spine surgery readmission study: Use of machine learning algorithms to evaluate patterns in pre-surgical data and predict readmission after spine surgery
- Utilization Of The Stanford Crisis Management Emergency Manual

Manuscripts

- Zimbrow, K., Bridges, C., Bunn, S., Wilmoth, D., Beck, M., Smith, C., Marra, M., Ver Schneider, P., & Morgan, M. (2023). Remote patient monitoring improves patient falls and reduces harm. Journal of Nursing Care Quality. Online ahead of print.
- Jones, K. P., Cachaper, G. A., Danley, K., Morgan, M. K., Maduro, R. S., McGee, G. W., Danley, S. C., Zimbrow, K. S. (Mar/April 2023). Equitable Nurse Assignments within the Context of Census-Driven Staffing Models. MEDSURG Nursing, 32(2), 101-117.

Conference Poster

- Covid-19 and Magnet Designation Moderate HCAHPS Scores. ANA Enterprise Research Symposium.

Community outreach & volunteerism



United Way Day of Caring
We spent the day at the Children's Harbor Suffolk helping to fix, clean, and do landscaping to the building



The Great Suffolk Clean Up
We spent half a day helping to clean up an area of Suffolk

National Night Out 2023



Annual Flu Drive 2023



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