



RESPECTING

RECOGNIZING

RENEWING

2021 *NURSING REPORT*

A MESSAGE FROM THE SENIOR VICE PRESIDENT, HOSPITAL OPERATIONS & CHIEF NURSING OFFICER

Dear Friends and Colleagues,

We have come through one of the most impactful and disruptive series of challenges faced by nurses in generations. During 2021, persevering through these challenges has required extraordinary commitment by our dedicated nursing team at Virginia Hospital Center, now VHC Health. We are all grateful for the sacrifices they made in order to keep the promise we make every day to our patients—to always provide the highest quality of compassionate care.

Throughout it all we were able to achieve great things for our profession and our health system. VHC Health (VHC) was officially designated as a Level II Trauma Center with nursing playing a key role in this major accomplishment. We continued our streak of straight A's in Hospital Safety Grades from The Leapfrog Group. We provided valuable input in unit design and organization as VHC Health prepares for the opening of our new Outpatient Pavilion in 2023. And we found innovative opportunities for personal and professional development for all our nurses.

We would expect these achievements in any normal year, but 2021 was not a normal year. This year's annual report will include a number of references to events and activities that future generations will find hard to understand. But we understand them, because we have lived through them. In this annual report we will:

- ▶ **Respect** the impact that it's had on all of us.
- ▶ **Recognize** what we've gone through.
- ▶ **Renew** our commitment to provide high-quality, compassionate care that improves every life we touch.

Thank you all for all you do. We've made it through the worst together, looking forward to the many brighter days ahead.

Melody Dickerson, MSN, RN, CPHQ

Senior Vice President, Hospital Operations & Chief Nursing Officer
and President, Northern Virginia Chapter, Virginia Nurses Association



Melody Dickerson

EARNING RESPECT AND RECOGNITION NATIONALLY AND REGIONALLY

- ▶ One of only 72 hospitals nationwide to receive the Top Teaching Hospital distinction from The Leapfrog Group.
- ▶ Leapfrog Hospital Safety Score of A for the 19th consecutive grading period.
- ▶ Selected as one of *Newsweek's* Top 200 Best Hospitals in the United States.
- ▶ *U.S. News and World Report* ranked VHC the number two hospital in the Washington, DC area. VHC also earned recognition for performance in colon cancer and surgery, lung cancer, heart failure, heart attack, kidney failure, stroke, knee replacement, hip replacement, hip fracture and chronic obstructive pulmonary disease.
- ▶ Designated a Level II Trauma Center by the Commonwealth of Virginia.
- ▶ Inpatient Rehabilitation named one of America's Best Physical Rehabilitation Centers for 2021 and ranked first in the state by *Newsweek*.
- ▶ Selected for the Healthgrades 2021 Outstanding Patient Experience Award™, placing VHC in the top 10 percent of hospitals nationwide for patient experience.
- ▶ Received the American Heart Association's Gold Plus Get With the Guidelines® for Stroke Award and the Target: Type 2 Honor Roll™ Award.
- ▶ Recertified by Joint Commission of our Center of Excellence status as a Primary Stroke Center.

LEADER ROUNDING

VHC'S Leader Rounding initiative began in 2019 with the goal for leader rounding on 100 percent of patients through time devoted by Patient Care Directors along with unit nursing leaders. Daily reports of leader rounding on patients by care area provide focus on the importance of rounding with purpose and just-in-time feedback to the nursing care team. In 2021, the average number of encounters each month was 6,012. Total Leader Rounding Encounters for 2021 was 66,137, representing an increase over 2020.

2021 HCAHPS HIGHLIGHTS

87%

87% of our patients were likely to recommend VHC Health to family and friends

80%

VHC outperformed 80% of all other hospitals nationwide in terms of patients' rating the hospital as 9 or 10 (out of 10)

2021 EMPLOYEE ENGAGEMENT SURVEY

Nurses ranked VHC higher than the national average on 81% of survey items.

- ▶ 95% of nurses find their work at VHC very meaningful
- ▶ 94% of nurses believe the environment at VHC allows them to deliver safe, error-free care
- ▶ 94% of nurses believe VHC cares about its patients



WOMEN & INFANT HEALTH

Enhancing the patient experience for new moms, babies and their families was a key initiative for the Women & Infant Health team, led by Dena Carey, BSN, BS, RN, Associate Vice President of Women & Infant Health. The team's hard work in revising educational materials, hardwiring AIDET and more achieved these significant results:

- ▶ Families 25% more likely to report their Nurse Communicated well with them
- ▶ Families 74% more likely to report staff Responsive to their call light
- ▶ Families 45% more likely to report they were prepared for Discharge
- ▶ Families 18% more likely to rate VHC as a "10"
- ▶ Families 15% more likely to Recommend VHC Health to others

VHC OB connect

In 2021, we launched VHC OB Connect, an innovative prenatal care program that combines in-office appointments

with an OB/GYN or midwife, virtual continuing care visits with a registered nurse, and the ability for patients to participate in their care through home monitoring. VHC OB Connect is based on Mayo Clinic's Nest program, which has been shown to improve patient satisfaction and decrease prenatal stress.

The first OB Connect baby was born May 15, 2021, and so far the program has reached 128 women. Participants like the flexibility to adapt to their work and family schedule, convenience of access without leaving their work or home, and peace of mind from having access to fetal monitors. They appreciate the personalized care that continues into the postpartum period.



Patients participating in OB Connect receive a fetal Doppler and blood pressure cuff for at-home monitoring, a journal, water bottle and travel bag.

STEPPING UP TO THE CHALLENGE

The entire year was a balancing act to continue providing high levels of care despite the ongoing challenges of the pandemic. Throughout it all, nurses stepped up to fill the gaps—working weekends and nights, doing whatever it took to care for our community.

Units 7B and 8B, our designated COVID-19 units, deserve special recognition. Every day for the past two years, they have cared for COVID-19 patients in our Hospital. We respect and are grateful for their selfless efforts on the front lines.

Building on what we learned in 2020 and the recognition that we needed more leadership support, we added three new Patient Care Directors to address the challenges created by the pandemic.

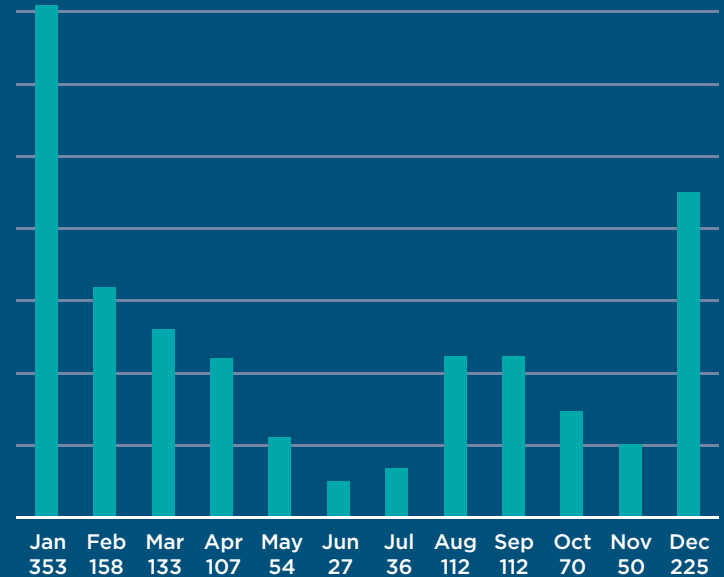
COVID-19 VACCINATION PROGRAM

Nurses from all over VHC contributed their time and energy to vaccinating their coworkers. On December 14, 2020, the first COVID-19 vaccine was administered to frontline healthcare workers. Our full campaign began December 16, when we vaccinated 2,400 employees and staff over four days. We would go on to vaccinate 5,500 employees/staff/volunteers in the next 45 days to complete their primary vaccination series. As we moved into vaccinating our community, nurses from every division and department answered the call. Our nurses helped set up vaccine programs and administer vaccines at VHC's Outpatient Adult and Pediatric Clinics and Physician Group offices, as well as at the Arlington Free Clinic and the Walter Reed Community Center.



Members of the VHC Health vaccination team.

2021 COVID-19 ADMISSIONS BY MONTH



VIRTUALLY CONNECTED WITH OUR COMMUNITY

To help guard the safety of our community, VHC significantly increased the number of ways patients could connect with their care providers virtually. We provided everything from telehealth visits with doctors and nurses to online exercise classes and diabetes education, corporate health programs, oncology support groups and childbirth education.

Not only did Fran Williams, BSN, RN, RNC-OB, Director, Childbirth Education, and her team take VHC's complete suite of childbirth education classes and support groups virtual, they also created new programs to help families deal with the special stressors of the pandemic, such as Parenting During COVID-19, What to Expect When Having a Baby at VHC and the Moms4Moms Support Group.

“Social isolation during the pandemic took away the opportunity for new moms to get together and talk with other women about parenting, breastfeeding, and all the changes a new baby brings. In our virtual classes and support groups, moms could ask questions, share ideas and address concerns with other moms who were going through exactly the same thing.”

—Fran Williams, BSN, RN, RNC-OB

VHC HEALTH: EMPLOYER OF CHOICE

VHC Health is committed to creating an environment for nurses that provides competitive compensation and benefits packages and opportunities for personal and professional development. In 2021, we implemented multiple pay adjustments and bonuses for nurses at all levels, as well as new training, new procedures and new programs. One innovative example of our ongoing efforts to retain top nursing talent was creating a program for nurses who are looking for alternative choices for compensation and benefits.

LEADING BY EXAMPLE—VIRTUALLY

When you connect to peoples' values and help them learn the skills necessary to be successful, good outcomes follow. Chief Nursing Officer Melody Dickerson, MSN, RN, CPHQ, and Grace Greenan, MA, LPC, Associate Vice President for People and Experience, Talent Management & Patient Experience, appeared on The Busy Leaders podcast to discuss creating an engaged workforce, ways to connect to the values of employees, and how to lead through a crisis.



Dena Carey, BSN, BS, RN, Associate Vice President, Women & Infant Health, appeared on @theorsiniway "Difficult Conversations" podcast to discuss the importance of engaged employees for promoting an excellent patient experience. She also shared how she navigated the stress faced by healthcare workers during COVID-19, as well as advice for young nurses who want to become leaders.

ADVANCED MEDICINE

VHC Health offers nurses opportunities to grow professionally by working in a hospital with state-of-the-art technology that performs advanced procedures. In 2021, our structural heart program completed its 500th Transaortic Valve Replacement procedure (TAVR), a minimally invasive procedure that does not require open-heart surgery. A pioneer in robotic surgery since 2005, VHC Health is designated as a Center of Excellence in Robotic Surgery by the Surgical Review Corporation. We have received national recognition for many areas of medical and surgical services, including bariatric surgery, breast health, cardiovascular surgery, primary stroke, total joint replacement, cancer and more.



NURSE RESIDENT PROGRAM

The nurse resident program is a primary driver behind our strong retention rate for new graduates, with our numbers consistently in the high 90th percentile for 2021. Nurse residents engage in activities such as monthly meetings with cohorts, small group sessions where they share what is working well and what can be improved, and a resident graduation celebration at year's end.

We began the process of adding a new component to the nurse resident program—applying for the ANCC Practice Transition Accreditation Program® (PTAP). PTAP sets the global standard for residency for fellowship programs that transition registered nurses and advanced practice registered nurses (APRN) into new practice settings. The program includes RN residencies, RN fellowships and APRN fellowships. Implementation of PTAP is planned for 2022.

SARITA'S MY WHY

"During my senior year of high school, my mother almost lost her life—and I am convinced that the ICU nurses saved her. They took such great care of her, as well as myself and my dad. We never forgot that experience. My first job as a nurse was in the ICU. Today, it is my team and the hundreds of staff members who work in Acute Care Services who drive my passion for nursing. My team keeps me grounded in purpose and pushes me to be the best leader I can be. I couldn't have asked for a better team and I am proud to work for such an amazing organization. One of the best decisions of my life was choosing to work at VHC."



FRIENDS OF NURSING

The Friends of Nursing Fund enables our nurses to further their education through specialty training, certification programs and advanced degrees. In 2021, the Friends of Nursing Fund provided \$193,000 in scholarships and awards.

For the second year in a row, the traditional Nurses Week recognition program was expanded to Nurses Month—recognizing nursing excellence throughout October. What's more, the celebrations for the 28 award winners were brought to their units to celebrate together with a "Party in a Box!"

Nurse Leadership Excellence Award: Lindsay Greer, BSN, RN, CWON, Staff Development—Wound Care, received the new Betsy Gadaire Phoenix Award for Nursing Excellence. Catherine Brown, MSN, RN, RN-NIC, Staff Development—NICU, received the Nursing Excellence in Leadership Award.



Lindsay Greer, BSN, RN, CWON



Catherine Brown, MSN, RN, RN-NIC

LIGHT THE NIGHT

Thanks to the efforts of Lorraine Waltz, BSN, RN, OCN, 8A patient care director, compassionate nurses, pharmacists and other care team members, VHC Health hosted a special event in honor of the Leukemia and Lymphoma Society to remember and celebrate those we've lost to blood cancers. Held in the Healing Garden on October 21, patients and grateful families enjoyed music, fellowship, cookies and love.



(L-R): Melody Dickerson, MSN, RN, CPHQ; Lorraine Waltz, MSN, RN, OCN; Antoinette Hudson, MSN, RN, CMSRN; Cathy Turner, MS.

2021 ANNUAL RN SURVEY HIGHLIGHTS

VHC exceeded the benchmarks for:

- ▶ Nursing participation in hospital affairs (x5 years top 10th percentile)
- ▶ Career Development/ Clinical Ladder opportunity (x5 years top 10th percentile)
- ▶ A chief nursing officer who is highly visible and accessible to staff
- ▶ Opportunities for advancement
- ▶ Staff nurses who are involved in the internal governance of the hospital (top 10th percentile)
- ▶ Joy and meaning scale (top 10th percentile)
- ▶ In my job I am treated with dignity and respect by everyone (top 10th percentile)

2021 PATIENT SAFETY

Nurse-Sensitive Clinical Outcomes

Performance better than benchmark for all four Quarters of 2021:

- ▶ Percent of surveyed patients with hospital-acquired pressure injuries Stage 2 and above
- ▶ Central line-associated blood stream infections per 1,000 central line days
- ▶ Total patient falls per 1,000 patient days
- ▶ Injury falls per 1,000 patient days
- ▶ Total patient falls per 1,000 patient visits/cases
- ▶ Injury falls per 1,000 patient visits/cases

DAISIES ARE ALWAYS BLOOMING AT VHC HEALTH

The DAISY Award® is an international program that recognizes the compassionate and skillful care given by our nurses every day. What makes the recipients unique is that they are nominated by the patients they cared for. Each of our DAISY winners is an outstanding example and role model in our nursing community.

2021 DAISY AWARD WINNERS

- Safiya Abdi / 8A
- Erica Besore, RN / ED
- Kristen Coffey, ADN, RNC-OB / L&D
- Megan Curl, RN / 6B
- Kiera Ervin, MSN, RN / 4A
- Honeylet T. Ferrer, ADN, RN / 8A
- Marcy Harkins, BSN, RN / 8B
- Keirsten Kelly, BSN, RN / MB
- Adama Kourouma, BSN, RN / IRC
- Rosalila Mastriano, BSN, RN / 8A
- Amanda Smith, BSN, RN, C-EL-BW / NICU
- Jamie Vazquez, BSN, RN / NICU

CHERRY BLOSSOM AWARDS FOR OUTSTANDING CLINICAL TECHNICIANS

Cherry Blossom Awards recognize our outstanding clinical technicians. Nominations for the award can come from patients or their families, co-workers and supervisors.

- Najat Ahausal, CT3 / 8A
- Lily Beers, CT2 / 8A
- Erica Brown, CT3 / 4E
- Thais Caramori, CT / 5B
- Ardene Moses, CT3 / 5A
- Madison Pickel, CT / 8B
- Ashley Rowels, CT / 5B
- Tiruwork Seyoum, CT3 / 5A
- Zabrail Smith, CT3 / 4A
- Otis Thorne, CT / 8A
- Kym Valentine, CT3 / 8B



(L-R): Angela Leo, BSN, RNC-NIC; Megan Dunn, MSN, RNC-OB, CNL; Lesley Daigle, MA, BSN, RN, JD.

FALL-BACK NIGHT SHIFT CELEBRATION

Night Shift Saturday—our 5th Annual Fall-Back Event was a huge success. The Night Shift Council did an amazing job planning the event and preparing bags of treats for all the departments. A great lasagna dinner was served. In addition, free massage chairs and the fun photo booth made for a great evening.

JAMES B. COLE HEALTHCARE EDUCATION FUND

For nearly three decades, James B. Cole served Virginia Hospital Center, now VHC Health, as President and Chief Executive Officer. The Healthcare Education Fund in his name supports professional development, certification and the pursuit of meeting academic requirements toward earning a college degree. The fund honors Mr. Cole's commitment to retaining talented clinical technicians and growing VHC Health's nursing workforce.

NURSES WEEK



In recognition of the excellent, compassionate care our nurses gave to patients and their families under the challenging circumstances of the pandemic, the theme for Nurses Week was “superheroes.” Leslie Cope, RN, NICU, captured the diversity of VHC nursing and our superhero theme by designing original artwork, which was placed on commemorative Nurses Week bags.

NATIONAL ANCC MAGNET CONFERENCE®

After a one-year hiatus due to the pandemic, VHC sent a contingent of 12 nurses to the combined ANCC MAGNET Conference® and Pathway to Excellence Conference®. The conference began with an emotional tribute to recognize what the healthcare profession and nursing had experienced during the past year. Sessions focused on common themes of the times, such as workplace violence; diversity, equity and inclusion; improving RN turnover; and innovations in healthcare.

Second row (L-R): Janelle Roper, BSN, RN; Sheri Harsanyi, BSN, RN, CCRN; Sarita Rhodes-Vivour, MSN, RN, CCRN-K, NEA-BC; Dot Boresky, DNP, RN, NE-BC; Kelly Miller, BSN, RN, CAPA; Julie Pierce, MS, BSN, RN, CBCN.

First row (L-R): Loni Alston, BSN, RN; Randi DiBucci, BSN, RN; Sarah Akers, MSN, RN, CMSRN, OCN; Michelle Altman, MBA, MSN, RN; Ashley Jones, BSN, RN; Melody Dickerson, MSN, RN, CPHQ.



PATHWAYS TO PROFESSIONAL GROWTH

Excitement continues to grow about our move to the Pathways model promoting nursing professional growth at VHC. Our previous clinical ladder was replaced with “Pathways for Professional Nursing Excellence”—a comprehensive program designed for our nurses by our nurses. The program for the year was titled, “Nurse Residency 2.0—Mapping Your Professional Journey” and featured Lunch & Learn sessions and WEBEX virtual programs. Pathways went live in June.



NURSING LEADERSHIP PROGRAMMING

Two Straight “A” Leadership programs were held in 2021, under the framework of Alignment, Accountability, Action. Programs were attended by patient care directors and nursing staff at multiple levels.

In March, the focus was on our People Pillar with a number of presentations on subjects including difficult conversations, expectations for leaders, best practices for “exit” and “stay” interviews, and more.

In June, nursing leadership gathered to study the Finance Pillar under the title “Nursing & Finance: A Powerful Partnership.” Beginning with operational budget foundations, we did a deep dive into expense budgets, supplies and contracts and understanding volume and revenue.

NATIONAL/REGIONAL PRESENTATIONS

This year, VHC Health nurses shared their expertise, presenting at national and regional nursing conferences.

- ▶ American Organization for Nursing Leadership (AONL): Melody Dickerson, MSN, RN, CPHQ, and Lisa Steeves, MSN, RN, were podium presenters during the virtual AONL Conference on “Climbing the Ladder to Clinical Tech Retention.”
- ▶ Synova 25th Anniversary Leadership Forum in Tucson, AZ: Dena Carey, BSN, BS, RN, Associate Vice President, Women & Infant Health, presented a panel discussion, “What Right Looks Like: Successfully Rebuilding a Nursing Leadership Team from the Ground Up,” with several VHC nurses participating on the panel. In addition, our nurses presented at several of the breakout sessions for OB Connect (Melody Dickerson, MSN, RN, CPHQ, and Taryn Overman, MSN, RN, CEN); Emergency Response in the NICU (Jami Guerrina, BSN, RNC-NIC, and Amy Selby, BSN, RNC-NIC, CPN, IBCLC); and Women & Infant Health (Megan Dunn, MSN, RN-OC, CNL, and Lesley Daigle, MA, BSN, RN, JD).
- ▶ Virginia Nurses Association Spring Conference: Lindsey Cardwell, MSN, RN, NPD-BC, spoke on “Culturally Sensitive Nursing Care of Elderly Immigrant Patients after Orthopedic Surgery.”

COMMUNITY BACKPACK CAMPAIGN FOR PEDIATRIC PATIENTS

“VHC has your Back(Pack)” was the Nursing Shared Governance Community Outreach Project for 2021, with the goal of collecting 1000 backpacks for VHC Health Pediatrics patients, ages 5-18. Thanks to a great effort and coordination by the Professional Development Council and Education Council with support from the VHC Health Foundation, we exceeded our goal. A special shout out to the Emergency Department, which donated 150 backpacks to this worthy cause, the most of any department.

SUPPORTING NURSES TO BECOME LEADERS

VHC Health nurses are encouraged to advance their careers through leadership opportunities. We provide support to help nurses assume leadership positions through these tiered programs:

Emerging Leaders is for high-performing employees who are considering entering leadership. The cohort is selected by application and includes self and skills evaluation for leadership preparedness.

Developing Leaders is a cohort selected by application and includes advanced self and skills evaluation and an expanded scope.

Talent Management is open to all and involves multidisciplinary and multi-level classes focused on collaborative and interactive learning and leadership core competencies.

Dedicated Leader Orientation is required for any leaders new to the organization or new to their position. The goal is to acclimate leaders to the culture at VHC Health and provide leadership expectations.



Our nurses had input in every phase of the remodeling of our Labor and Delivery rooms.



Our designation as a Level II Trauma Center took an already great relationship between nursing and Arlington Fire and Rescue to a new level of confidence and efficiency. Our sponsorship of the 9/11 5K continued to build on our partnership with Arlington Police, Fire and Sheriff departments.

LEVEL II TRAUMA CENTER DESIGNATION

In May 2021, the entire VHC Health family celebrated our official designation as a Level II Trauma Center. This came after years of planning and preparation to take on the challenge. It had been estimated that VHC Health would be able to provide care for about 1,000 trauma patients a year. In 2021, the first year of operation, our Level II Trauma Center saw 1,997 patients, reinforcing a critical need for trauma care in our community.

“As a Level II Trauma Center we are taking the care at VHC to a higher level of acuity.”

MELODY DICKERSON,
MSN, RN, CPHQ,
CHIEF NURSING OFFICER



NEW ROOMS REVEALED IN LABOR AND DELIVERY

Our nurses had input in every phase of the remodeling of our Labor and Delivery rooms. In particular, their work area beside the bed transformed what had been a cart to a sleek workstation. The results are both functional and beautiful. Special thanks to the Women & Infant Health leadership team of Dena Carey, BSN, BS, RN, Associate Vice President; Megan Dunn, MSN, RNC-OB, CNL, Patient Care Director; Megan Canote, BSN, RNC-OB; and Loni Alston, BSN, RN.

ABOUT US



23,568
Admissions



122,544
Patient Days



59,057
ER Visits



3,926
Deliveries



15,219 Surgeries
(Inpatient & Outpatient)

EARNING RESPECT FROM OUR PARTNERS AND PEERS

VHC Health is proud to partner with nationally recognized healthcare providers. They enhance our ability to provide world-class healthcare close to home.



VHC Health is part of the Mayo Clinic Care Network—a unique collaboration that connects our physicians with world-renowned Mayo Clinic specialists and resources. Since 2015, we have brought the expertise of Mayo Clinic to our patients and community.



Children's National.

Our Level III NICU is managed by board-certified neonatologists from Children's National Hospital, again ranked #1 in neonatology in the *U.S. News & World Report* 2021 Best Children's Hospital survey.



KAISER
PERMANENTE® Premier Partner

VHC Health has been carefully evaluated—and is regularly reassessed—for the quality of care, comfort and services provided in order to be recognized as a Premier Partner.

WASHINGTON POST STAR NURSES

Two members of the VHC Health nursing team were honored by being named 2021 Star Nurses by *The Washington Post*, in partnership with the American Nurses Association. Hundreds of nurses were nominated by patients, colleagues and families from across the region with 65 deserving finalists who make up the list of Star Nurses. Our Star Nurse winners were:

- ▶ Lori Howerton Burn, BSN, RN, Senior Director, Behavioral Health
- ▶ Andrea Useem, RN, ICU

NATIONALLY RECOGNIZED FOR EXCELLENCE

In the *U.S. News & World Report's* 2021-2022 Best Hospitals rankings, VHC Health holds the No. 2 spot among Washington, DC, metro area hospitals, up from No. 3 last year. Statewide, VHC is ranked eighth out of 121 hospitals, and was noted for its strength in adult orthopedics and in 10 procedures and conditions, including colon cancer and surgery, lung cancer, heart failure, heart attack, kidney failure, stroke, knee replacement, hip replacement, hip fracture, and chronic obstructive pulmonary disease.

VHC Health earned its **19th consecutive "A" grade from The Leapfrog Group's Hospital Safety Grade**, which recognizes achievements in patient safety. There are only 39 hospitals in the nation and seven in the state of Virginia that have reached this status, based on each hospital's performance in preventing harm to patients in their care, including medical errors, injuries, accidents and infections.

VHC Health received the **Healthgrades 2021 Outstanding Patient Experience Award for the 10th consecutive year**—a significant achievement that places VHC Health in the top 10 percent of hospitals nationwide for patient experience.

PATIENT CARE DIRECTORS

- Alexandria Adamonis, BSN, RN
- Michelle Altman, MSN, RN, MBA
- Lynda Ariaban, BSN, RN
- Meagan Beyers, MSN, RN
- Meghan Bozzelli, BSN, RN, CEN
- Matt Brown, MSN, BS, GERO-BC
- MaryAnn Casuga, BSN, RN, CNN
- Kerri Conner, BSN, RN
- Deborah Craddock, BSN, RN, CGRN
- Lesley Daigle, MA, BSN, RN, JD
- Megan Dunn, MSN, RNC-OB, CNL
- Hannah Fraley, BSN, RN
- Kristin Gannon, BSN, RNC-NI
- Anna Ha, MSN, RN, CPN
- Antoinette Hudson, MSN, RN, CMSRN
- Ashley Jones, BSN, RN
- Maria Jurlano, MS, RN, NEA-BC, CCRN-K
- Cheniquea Key, BSN, RN
- Dexter McDowell, MSN, RN, BSN, PCCN
- Kelly Miller, BSN, RN, CAPA
- Janelle Roper, DNP, BSN, RN
- Niama Roland, BSN, RN
- Alyssa Sunga, BSN, RN
- Jennifer Swenson, BSN, RN, CRRN
- Lorraine Waltz, MSN, RN, OCN
- Leslie Wyatt, BSN, RN, MS, CNOR, CRNFA

COORDINATING COUNCIL

Provides structural support for the Professional Practice of Nursing and promotes nursing autonomy and serves as the oversight body for the nursing Shared Governance process

Education Council ■ Facilitates the education of staff and patients throughout the organization

Clinical Practice Council ■ Defines and develops methods to ensure excellent evidence-based clinical practice

Knowledge and Innovation Council ■ Supports and enhances evidence-based nursing standards of excellence through performance improvement. Will provide the structure for and guide the process of nursing research

Nursing Leadership Council ■ Facilitates the professional practice of nursing through transformational leadership in concert with the mission of VHC Health

Night Shift Council ■ Supports and facilitates excellence in patient care and teamwork for the interdisciplinary night shift team

Professional Development Council ■ Supports and facilitates the development, implementation and evaluation of professional practice at VHC Health



PATIENT CARE SERVICES LEADERSHIP

1. Dorothy Boresky, DNP, MBA, RN, NE-BC, Senior Director of Systems & Special Projects;
2. Dena Carey, BSN, BS, RN/Associate Vice President, Women & Infant Health;
3. Naomi Coppedge, MSN, RN/Associate Vice President, Nursing Operations;
4. Dan Greenberg, MBA, MS, CLSGB, Associate Vice President, Perioperative;
5. Kingsley Kouam, MBA, RN, CMSRN, Senior Director 6A & 6B Stroke, Cardiac and Patient Monitoring;
6. Nancy Nystrom, PhD, RPh, BCACP, Senior Director of Pharmacy;
7. Taryn Overman, MSN, RN, CEN/Associate Vice President, Emergency & Outpatient Services;
8. Sarita Rhodes-Vivour, MSN, RN, CCRN, NEA-BC/Associate Vice President, Acute Care Services;
9. Lisa Steeves, MSN, RN/Senior Director of Staff Development;
10. Joanne Sundin, Senior Director, Behavioral Health;
11. Lisa Tobin, MSN, RN, Senior Director, Outpatient Surgery.



A GREAT PLACE TO WORK



VHC Health Expansion: Our health system continues to grow and add beds—we are now officially a 453-bed facility. (Above): Rendering of new Outpatient Pavilion, scheduled to open in 2023.

VHC Health is a great place for healthcare and a great place to be a nurse. We're located in the heart of the Washington, DC metro area—one of the most dynamic and vibrant areas of the country. A national leader in healthcare, VHC Health is recognized as a Top Teaching Hospital by The Leapfrog Group, and we are a proud member of the Mayo Clinic Care Network. VHC Health is expanding to meet our community's growth with the opening of the new Outpatient Pavilion in 2023 and plans to add a dozen new healthcare locations throughout the region. A Magnet® hospital since 2014, we value our nurses, foster their professional development and support their education through Friends of Nursing scholarships and awards. At the end of the day, however, it is our fantastic people who define and distinguish VHC Health. That's why we seek the best people. Come join us.

vhchealth.org/careers



1701 N. George Mason Drive • Arlington, VA 22205
703.558.5000 • vhchealth.org

