

Building



THE

Future

OF

Nursing



Together

A MESSAGE FROM

The Senior Vice President, Hospital Operations & Chief Nursing Officer

Dear Friends and Colleagues,

After two incredibly challenging years, nursing at VHC Health has not only recovered, but it is thriving. The leadership and Board of Directors have been our biggest cheerleaders, enabling us to make the investments necessary in nursing to bring back experienced nurses, preceptors and charge nurses. Our recruitment and retention rates soared in 2022, strengthening our team and easing the burden of the nursing shortage we experienced in 2020 and 2021.

When it comes to creating a supportive and inspiring environment for our team, VHC Health is not afraid to innovate and meet nurses where they are. One way we facilitated recovery and hiring of our nursing team was through new benefits programs. For example, in March 2022, we started offering loan repayments to our full-time employees for all undergraduate school loans, even those not related to healthcare. We also began a program that gives some full-time workers the option of earning more take-home pay in lieu of most benefits. And we offer the option of weekend alternatives, giving nurses more flexibility with their work week.

Our nurses feel supported and able to grow here, as evidenced by the high standard of care they provide. But we're not the only ones who notice. In 2022, our Nurse Residency Program earned Practice Transition Accreditation Program (PTAP) recognition from the American Nurses Credentialing Center's (ANCC) Commission on Accreditation in Practice Transition Programs. We opted to take on the challenge of PTAP accreditation to see if we measured up—and we did.

When I reflect on the past two years and see the headway we've made in improved staffing and the rebuilding of strong clinical teams, I feel grateful to be part of an organization that cares so deeply about our patients and each other. You are what makes VHC Health so special.

— **Melody Dickerson, MSN, RN, CPHQ** | Senior Vice President, Hospital Operations & Chief Nursing Officer



NATIONAL AND REGIONAL AWARDS AND RECOGNITIONS

- Nurse Residency Program awarded PTAP Accreditation from the American Nurses Credentialing Center's (ANCC) Commission on Accreditation in Practice Transition Programs.
- Awarded an 'A' Safety Score from The Leapfrog Group for the 21st consecutive grading period. VHC Health is one of 30 hospitals in the nation and only six in Virginia to have reached this status.
- Successful Joint Commission re-certification of VHC Health/Virginia Hospital Center.
- Earned The Joint Commission's Gold Seal of Approval® and the American Heart Association/American Stroke Association (AHA/ASA) Heart-Check mark for Advanced Certification for Comprehensive Stroke Centers.
- Named a top hospital in both Virginia and Washington, DC in the U.S. News & World Report's 2022-2023 "Best Hospital" rankings. VHC Health also earned recognition for high performance in heart attack, heart failure, colon cancer surgery, kidney failure, stroke, hip fracture, hip replacement, and chronic obstructive pulmonary disease (COPD).
- Recognized by the American Society for Gastrointestinal Endoscopy (ASGE) as part of its program specifically dedicated to promoting quality in endoscopy in all settings.
- Achieved the Healthgrades 2022 Outstanding Patient Experience Award™ and the only hospital in the Washington, DC region and in the state of Virginia to receive the Outstanding Patient Experience Award™ for 11 consecutive years.

2022 RECORD NURSE RETENTION RATES

Our strategy to reduce the turnover rate and improve retention among nurses paid dividends in 2022. We hired more nurses per month and retained more nurses than we did in 2021, and we hired additional non-clinical staff members who support care delivery and ease the burden on frontline caregivers. What's more, new grad RN turnover dropped more than 6% from February 2022 to January 2023.

To achieve this, we started with a strategy for improvement in 2021 that called on going "Back to Basics," with a focus on engagement, retention and recruitment. All three elements were crucial to our success. Our initiatives included investing in recruiting and using social media, retaining traveler nurses, strengthening our nurse residency program, refreshing our professional development model to inspire excitement, and creating benefits and job categories that appeal to nursing and support service employees.

In 2022, 74% of nurses said they plan to remain with VHC Health for at least three more years, compared to 67% in 2021 and about 71% in 2020.

2022 HCAHPS HIGHLIGHTS

Press Ganey mean scores for 2022:

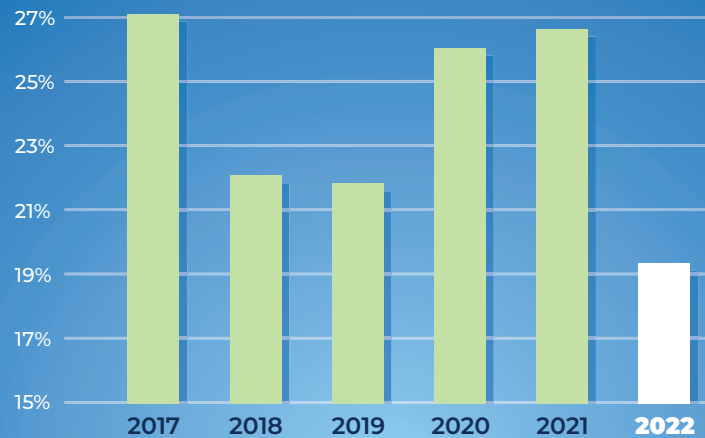
- Friendliness/courtesy of nurses: **93.46**
- Skill of the nurse: **92.41**
- Likelihood to recommend: **90.71**
- Overall rating of care: **91.7**
- Women and Infant Health patient experience: communication with nurse domain performance, response of hospital staff domain performance; **96th** percentile ranking Press Ganey database
- Communication about medication domain performance; **99th** percentile ranking for all Press Ganey database

2022 EMPLOYEE ENGAGEMENT SURVEY

Employee engagement score improved to 4.19 out of 5 placing VHC Health in the 71st percentile nationally—an improvement over 2021's score of 4.17 out of 5 and 59th percentile placement

- 89%** of employees are proud to work at VHC Health
- 88%** of employees would recommend to VHC Health to family and friends that need care
- 84%** of employees feel that VHC Health treats employees with respect
- 95%** of employees find their work meaningful

DECLINE IN NURSE TURNOVER



COMPREHENSIVE STROKE CENTER ACCREDITATION

In August 2022, VHC Health earned The Joint Commission's Gold Seal of Approval and the AHA/ASA Heart-Check mark for Advanced Certification for Comprehensive Stroke Centers (CSC). This certification is the most demanding rating given to hospitals that have specific abilities to treat complex stroke cases. VHC Health joins only 150 CSCs nationwide in achieving this recognition.



The honor builds on VHC Health's other top-level accreditations, including its designation as a Level II Trauma Center. Having these two accreditations elevates the care throughout VHC Health. The accreditation process is rigorous for both, and stroke and trauma care touch almost every service in the hospital. "We are taking the care at VHC Health to a higher level of acuity," says Melody Dickerson, MSN, RN, CPHQ, Senior Vice President, Hospital Operations & Chief Nursing Officer.

Congratulations to the specially trained nurses who provide round-the-clock care to support stroke and other trauma patients for whom time to treatment is of the essence.

2022 LEADER ROUNDING

- The average number of encounters each month: **6,388**
- Total leader rounding encounters for the year increased from 2021: **76,656**



Is Growing and Thriving

NEW OUTPATIENT PAVILION TO OPEN

Set to open in summer 2023, the \$250 million Outpatient Pavilion will consolidate outpatient services, including physician offices, outpatient surgery, radiology and imaging, rehabilitation therapy, and an endoscopy suite in one convenient facility. Nursing staff was instrumental in planning outpatient surgery services, which feature six state-of-the-art operating rooms and six procedure rooms designed for general, breast, plastic, colorectal, urology, gynecology, orthopedic and podiatric procedures. The procedure rooms will also offer gastrointestinal endoscopies. Nurses contributed to the design with equipment planning and workflow designs, with the goal of applying VHC Health’s high-quality nursing care, continued excellence and growth to the new pavilion.



NEW NAME, SAME QUALITY CARE

VHC Health, formerly known as Virginia Hospital Center, changed its name in 2022 to better represent our status as a health system bringing community-centric, top-quality healthcare to the region. We are expanding to bring services to the communities where our patients and their families live. In the next four years, VHC Health will add about a dozen new healthcare locations, including physician practices, imaging centers, outpatient surgery facilities and a free-standing emergency department. The new VHC Health brand reflects our focus on growth, sustainability and good health.

EXCITING PROGRAM EXPANSIONS

PALLIATIVE CARE: A \$5 million donation from philanthropist Suzanne Hanas, founder and CEO of Premier RN Geriatric Care LLC, is transforming VHC Health’s palliative care services. Building on VHC Health’s current inpatient palliative care services, this investment will enable the program to expand to the outpatient setting to bring care to our community. Palliative care focuses on providing patient-and family-centered care for those facing serious or life-limiting illness.

BEHAVIORAL HEALTH: VHC Health is investing \$80 million to build an off-site advanced rehabilitation and behavioral health wellness facility that will include an Inpatient Rehabilitation Unit, Adult Intensive Outpatient Program, Adolescent Intensive Outpatient Program, Recovery & Wellness Intensive Outpatient Program, Adult Partial Hospitalization Program, and Outpatient Behavioral Health Clinic.

USING TECHNOLOGY TO ENHANCE THE PATIENT EXPERIENCE

VHC Health is the region’s first health system to provide kiosks that use secure biometric facial recognition to recognize users and expedite check-in. The kiosks have automated features such as an ID scanner to copy driver’s licenses and insurance cards, a QR code to help map the way to appointments, a credit card service for submitting co-pays and balance payments, and a workflow for completing the check-in process, including signing the Annual Access and Authorization to Treat Form.



EMPLOYER OF CHOICE

VHC Health is committed to creating an environment for nurses that provides competitive compensation and benefits packages and opportunities, as well as personal and professional development. That was especially evident in 2022, when we began offering several new employment options and student loan repayment. A highlight is becoming the first Adult PTAP-accredited program in Northern Virginia, which showcases our nurse residency program's content knowledge, experience of faculty, evidence-based practice, satisfaction of residents, and improved patient care and outcomes. (See more on page 8.)

BENEFITS ALTERNATIVE

This new program enables a select group of full-time employees—those who work at least 36 hours per week—to earn more take-home pay in lieu of benefits. It was established to target contract labor, such as nurses, procedural techs, CSP technicians, radiology technicians and respiratory therapists, and hard-to-fill jobs such as patient safety techs, operating room aides, nutrition services aides, environmental services aides and cooks. Employees who opt for this receive a base pay rate plus a benefit alternative stipend that varies by role. They also earn tenure should they decide to move into a benefitted position.



PROTECTING OUR STAFF

The healthcare industry accounts for more than 75% of all incidents of workplace violence, and VHC Health makes protecting frontline staff a priority. In 2022, VHC Health implemented mobile duress buttons, provided by Stanley Healthcare. These WiFi-based duress tags allow staff, who are in situations where their immediate physical safety is compromised, to press a button to alert fellow staff and security that help is urgently needed and where. The most powerful feature of these duress buttons is that they are “mobile” and staff can have peace of mind knowing they have the ability to summon help no matter where they are in the hospital.

LOAN REPAYMENT PROGRAMS

Benefitted full- and part-time employees with undergraduate or associate degrees can now receive student loan repayment of up to \$800 per month. To be eligible, employees must have earned a rating of Commendable or higher on their most recent performance review. Program participants are also expected to maintain their VHC Health employment status for at least 12 months after receiving their last loan repayment contribution. VHC Health contributions are tax-exempt up to \$5,250 per year, including tuition reimbursement.



PROMOTING EARLY READING

Michelle Altman, MSN, MBA, RN, Patient Care Director, VHC Health Pediatrics & Outpatient Clinic, showcased the Read Early And Daily (READ) partnership that the Pediatrics Clinic started to connect new mothers and their babies through books on FOX5 Washington, DC. The program aims to make access to books easy for everyone as part of the clinic's overall health equity efforts.

CELEBRATING NEW GRADUATE NURSES



At a “Mocktail” event in August, our newest graduates enjoyed infused drinks and appetizers—and a warm welcome from the nursing leadership team.

FRIENDS OF NURSING



The VHC Health Foundation Friends of Nursing Fund gives our nurses the opportunity to broaden their education through specialty training, certificate programs and advanced degrees. Since 1989, the fund has grown to \$4 million, with nearly \$215,000 in scholarships, awards and educational activities going to 31 nurses in 2022.

2022 RN SURVEY HIGHLIGHTS

VHC Health Exceeded the Benchmark in All Categories of the Annual RN Survey

- Adequacy of staffing
- Autonomy
- Foundation for quality of care
- Nurse participation in hospital affairs
- Interprofessional relationships
- Leadership access and responsiveness
- Professional development access
- Professional development opportunities
- RN-RN interaction
- 81% response rate for survey

JAMES B. COLE HEALTHCARE EDUCATION FUND

In 2022, the VHC Health Foundation started the James B. Cole Healthcare Education Fund in honor of President and CEO Cole's retirement after 36 years at the hospital. The fund, which has raised \$700,000, supports professional development, certification and the pursuit of meeting academic requirements toward earning a college degree for those who may not qualify for other existing VHC Health funds.

2022 PATIENT SAFETY: NURSE-SENSITIVE CLINICAL OUTCOMES

Performance Better Than Benchmark for All Four Quarters of 2022

- Total patient falls per 1,000 patient days
- Unassisted patient falls per 1,000 patient days
- Percent of surveyed patients with hospital-acquired pressure injuries
- Central line-associated blood stream infections per 1000 central line days
- Total patient falls per 1,000 patient visits/cases
- Injury falls per 1,000 patient visits/cases
- Unassisted falls per 1,000 patient visits/cases
- Laboratory confirmed blood stream infections per 1000 central line days
- Total assault on nursing personnel rate

81.2% / **2022 BSN Rate**
81.2% of RNs have a BSN or higher

28.7% / **2022 Certification Rate**
28.7% of RNs hold a professional nursing certification

PATIENTS PICK OUR DAISIES

The DAISY Award™ is an international program that recognizes skillful, compassionate nursing. Our patients nominate nurses who have shown outstanding and exemplary care during their experience at VHC Health. We are proud to say our staff receives many nominations each month.

2022 DAISY Award Winners

- Tyler Barge, BSN, RN / ED
- Alison Biviano, BSN, RN / Labor & Delivery
- Lindsay Carlucci MSN, RN / 4SW
- Happiness Chijioke, BSN, RN, CEN / ED
- Marylou Daniels, BSN, RN, CPAN / PACU
- Betty Lou Fell, BSN, RN / Outpatient Surgery
- Steven Hill, BSN, RN / Behavioral Health
- Sheila Lewis, BSN, RN / Recovery & Wellness
- Laura Menez, BSN, RN / 5A
- Solomon Ndeogo, BSN, RN / 4NE
- Helena (Elinor) O'Dell, BSN, RN / 6B
- Sam Tuz, BSN, RN / 8A

CHERRY BLOSSOM AWARDS

Since 2019, patients or their families, co-workers and supervisors have been acknowledging clinical technicians who go above and beyond by nominating them for Cherry Blossom Awards.

- Twanda Baber, CT3 / Mother Baby
- Ermine Douglas, CT2 / 6B
- Lily Beers, CT2 / 8A
- Nyla Mohammad, CT2 / R&W
- Kaleigh Bell, CT3 / 5A
- Ashley Rowels, CT2 / 5B
- Erica Brown, CT3 / 4E

NODS TO THE NIGHT SHIFT

Most of us are happy to get an extra hour of sleep when the clocks shift back in November, but for the night shift, it means an extra hour of work. To thank them, the Night Shift Council put together a great celebration: the 6th Annual Fall-Back Event. Hot meals, treats, massages, music and a photo booth made the time fly.

(L-R): *Minadia Ellis, MSN, RN, and Kristen Cruz, RN*



LIGHT THE NIGHT

In September, the Light the Night event honored patients with blood cancers, their families and VHC Health staff in a beautiful lighting ceremony in the Healing Garden. Haley Jefson, BSN, RN, OCN, delivered a touching, heartfelt tribute, saying “Cancer brought us together, but that’s not why we are here tonight. We are here for the purpose and meaning of connection. Thank you for entrusting your loved ones to us. Thank you allowing us to care for you. Thank you for opening your whole selves to us, and allowing us to do the same.”

NURSES WEEK 2022

“**Rooted in Strength**” was the perfect theme for Nurses Week 2022. Referring to the strength it takes our team to provide excellent, compassionate care, the theme also refers to the strong leadership team at VHC Health, especially as we spread our branches with new hires.

Meet Kingsley Kouam, MBA, BSN, RN, CMSRN

Born in Cameroon, Kingsley was inspired to go into healthcare by his mother, who was a midwife. He was offered a scholarship to study in the United States to earn his nursing degree. Kingsley has worked as a nurse for 17 years, 14 of them at VHC Health. Starting as a charge nurse in 2008, he became an Assistant Patient Care Director in 2012 and today is a Senior Director, Stroke, Cardiac and Patient Monitoring.

“I have learned tremendously from my teams and senior leadership. My coworkers have made me a better listener and communicator. I appreciate the diversity of the people that work with me. So many of us on my units come from different backgrounds.”

– **Kingsley Kouam, MBA, BSN, RN, CMSRN**



Shared Decision-Making and Professional Development

VHC HEALTH EARNS PTAP ACCREDITATION

VHC Health is proud to be the first Adult PTAP-accredited program in Northern Virginia. The accreditation, from ANCC's Commission on Accreditation in Practice Transition Programs means that our hospital is only one of 233 officially accredited nurse residency programs in the country.

ANCC's credentialing programs certify and recognize healthcare organizations that promote nursing excellence and quality patient outcomes while providing safe, positive work environments. This accreditation sets the global standard for residency and fellowship programs that transition registered nurses and advanced practice registered nurses into new practice settings. Granted for four years, it showcases our nurse residency program's content knowledge, experience of faculty, evidence-based practice, satisfaction of residents, and improved patient care and outcomes.

This prestigious recognition sets VHC Health apart as a leader in nurse residency programs in Northern Virginia and elevates our reputation for providing exceptional nursing care. Our ANCC-accredited program provides evidence-based curriculum, structured learning activities, competency validation and ongoing support for professional development. As a result, our new graduate nurses are set up for success as they transition into their professional roles. Accreditation through



the ANCC PTAP demonstrates VHC Health's unwavering commitment to providing the highest quality of care and to developing a competent and confident nursing workforce.

Special thanks to Deborah Deaton, MSN, RN, NP-D-BC, Nurse Residency Program Director, and Lisa Steeves, MSN, BS, RN, Senior Director of Staff Development, for all their hard work in helping VHC Health become PTAP-accredited.

“We are honored to join the elite ranks of nursing programs with the knowledge and skills required to improve our quality of care for the patients we serve.”

— Melody Dickerson, MSN, RN, CPHQ / Senior Vice President, Hospital Operations & Chief Nursing Officer



In 2022, VHC Health launched a new mentorship program called Nursing Connections: Where the Best Guide the Rest! Designed to increase retention and engagement, provide opportunities for professional development, and explore mentorship at all levels, the program is an eight-month commitment consisting of six mentor/mentee meetings. The first cohort

started in December 2022 and will graduate in June 2023.

Nurses are paired based on an application and their goals, such as going back to school, improving their bedside skills or advancing in their career. Mentors provide individualized feedback and advice.

Assistant Patient Care Directors Megan Canote, BSN, RN, RNC-OB, Assistant Patient Care Director, Labor & Delivery, and Alyssa Sunga, BSN, RN, Assistant Patient Care Director, Outpatient Clinic, researched best practices for mentorship programs to create Nursing Connections. They also distributed a paper survey inviting nurses to share feedback on topics of interest and the roles of mentors and mentees.

Taryn Overman, MSN, RN, CEN, Associate Vice President, Emergency & Outpatient Services, and Michelle Altman, MBA, MSN, RN, Patient Care Director, VHC Health Pediatrics & Outpatient Clinic, serve as program advisers.



• FOR PROFESSIONAL •
NURSING EXCELLENCE

VHC Health's Pathways for Nursing Excellence is an evidence-based career advancement program for registered nurses. Since 2021, Pathways has reinforced

the Magnet principles of engaging nurses in our professional practice model and promoting board certification in practice specialties. We encourage our nurses to participate in interdisciplinary and multi-disciplinary projects and councils, and to obtain Pathways Points through community service, self-care and conferences. They have two years to earn 100 points and create and present a portfolio demonstrating that they have met the program's requirements to a panel of nurse leaders and peers.

In 2022, 28 nurses became Pathways recipients. Here's what three had to say about the program:

▶ **"I was humbly honored to be among such a well-represented variety of nurses from VHC Health. I especially appreciated their feedback and recommendations in terms of being a compass for professional and personal growth.**

- Molly Cordero, BSN, RN, OCN

▶ **"Along with advancing the clinical side of my career through the Pathways program, I gained other skills such as leadership, research and more. I enjoyed being able to see myself grow and develop ideas that I was not sure I was capable of."**

- Kaitlyn Richard, BSN, RN, CEN

▶ **"It's a great way to appreciate involved nurses and motivate other nurses to be more involved."**

- Radka Pekova, RN, PCCN

SUPPORTING OUR COMMUNITY

The Professional Development Council hosted a Sock Hop last spring with the goal of collecting 1,940 pairs of socks in honor of the year sock hop dances were introduced. Thanks to the generosity of our peers, we collected more than 5,800 socks to donate to Doorways, an Arlington County nonprofit that provides shelter and support to survivors of domestic violence and sexual assault, and assists families and youths experiencing homelessness. A special thanks to the Executive Team, who donated 1,350 pairs of socks—the biggest donation from any department—and to event advisers Taryn Overman, MSN, RN, CEN, Associate Vice President, Emergency & Outpatient Services, and Michelle Altman, MBA, MSN, RN, Patient Care Director, VHC Health Pediatrics & Outpatient Clinic, and organizers Lee Ann Carney, BSN, RN, RNC-NIC, C-ELBW, and Lisa McKean, BSN, RN.



KUDOS

Congratulations to Jessica Wisecarver, MSN, RN, TCRN, CEN, CPEN, Staff Development Specialist II, who was invited as a distinguished nominee for the Virginia Nurses Foundation Leadership Excellence Award in the nurse educator category.

2022 MAGNET CONFERENCE

In October, nursing team members attended the National ANCC Magnet Conference in Philadelphia, along with about 9,000 other nurses and nurse leaders. Support from Friends of Nursing funded our conference attendance. We returned to VHC Health with many great ideas on how we can improve the professional practice environment and patient care.

VHC Health is proud to be a Magnet hospital since 2014. We look forward to submitting our Magnet document in early 2023.



About VHC Health

2022 VITAL STATISTICS

- 66,126** Emergency Room Visits
- 23,328** Admissions (Admissions & Observation: 35,198)
- 120,426** Patient Days (Patient Days & Observation: 136,409)
- 4,381** Deliveries
- 16,180** Surgeries (Inpatient & Outpatient)

PARTNERSHIPS SUPPORT VHC HEALTH

VHC Health is proud to partner with nationally recognized healthcare providers that enhance our ability to provide world-class care right here in our community.



VHC Health has been part of the Mayo Clinic Care Network since 2015 in a unique collaboration that connects our physicians with renown Mayo Clinic specialists and resources and makes next-level care available next door.



Children's National.

Our Level III NICU is managed by board-certified neonatologists from Children's National Hospital, ranked No. 1 for six consecutive years by the *U.S. News & World Report* 2022 Best Children's Hospitals Survey.



Our recognition as a Premier Partner requires careful evaluation and regular assessment of quality of care, comfort and services.

EARNING HIGH MARKS FOR SAFETY AND QUALITY CARE

The Leapfrog Group, an independent national watchdog organization committed to healthcare quality and safety, gave VHC Health a Leapfrog Hospital Safety Score of A for the 21st consecutive grading period. It is one of only 30 hospitals in the country and six in Virginia to achieve this. The organization assigns scores to almost 3,000 general acute-care hospitals nationwide twice a year based on their performance in preventing harm to patients, including medical errors, injuries, accidents and infections. The Hospital Safety Grade is considered the gold standard measure of patient safety.

The *U.S. News & World Report* 2022-2023 Best Hospitals Ranking places VHC Health as one of the top hospitals in not just Virginia, but the region. Earning the No. 7 spot in Washington, DC, and No. 12 in Virginia, the ranking highlighted the hospital's performance in eight procedure and condition specialty areas, including heart attacks, heart failure, colon cancer surgery, kidney failure, strokes, hip fractures, hip replacement and COPD.

(L-R): Julisa Martijn, BSN, RN, and Haley Strawderman, BSN, RN



Leadership



PATIENT CARE DIRECTORS

Alexandria Adamonis, BSN, RN
 Michelle Altman, MBA, MSN, RN
 Lynda Ariaban, BSN, RN, PCCN, RN-BC
 Ishan Arvin, BSN, RN
 Megan Beyers, MSN, RN
 Duncan Bowling, MSN, RN, CCRN
 Meghan Bozzelli, BSN, RN, CEN
 Jessica Byrd, BSN, RN, CEN
 Mary Ann Casuga, BSN, RN, CNN

Kerri Conner, BSN, RN
 Deborah Craddock, BSN, RN, CGRN
 Randi Dibucci, BSN, RN
 Megan Dunn, MSN, RN, RNC-OB, CNL
 Laketa Dyson, BSN, RN, PMH-BC, CARN
 Hannah Fraley, BSN, RN
 Kristin Gannon, BSN, RN, RNC-NIC
 Anna Ha, BSN, RN, CPN
 Antoinette Hudson, MSN, RN, CMSRN

Ashley Jones, BSN, RN
 Chrniquea Key, BSN, RN
 Christine Lurie, MSN, RN, RNC-MNN
 Kelly Miller, BSN, RN, CAPA
 Niama Roland, BSN, RN, CPAN
 Shelly Smith, BSN, RN
 Amado Strong, BSN, RN, CCRN
 Jennifer Swenson, BSN, RN, CRRN
 Lorraine Waltz, MSN, RN, OCN

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, BSN, 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. Cristina Salinas, MSN, CNOR, Senior Director, Pavilion; 10. Lisa Steeves, MSN, RN, Senior Director of Staff Development; 11. Joanne Sundin, Senior Director, Behavioral Health; 12. Lisa Tobin, MSN, RN, Senior Director, Outpatient Surgery.



WE'RE BUILDING FOR BETTER HEALTH IN OUR COMMUNITY

With a new Outpatient Pavilion, a dedicated Women's Health Center, a free-standing emergency center, outpatient surgery facilities and more primary care and specialty medical practices on the horizon, VHC Health is a dynamic, growing place to start or advance your nursing career. Come join us as we become the region's preferred community health system.



VHC HEALTH IS GROWING

-  CURRENT LOCATIONS
-  FUTURE LOCATIONS

Washington, DC

VHC Health Main Campus

Arlington

Fairfax

Annandale

Alexandria

Northern Virginia



Springfield

West Springfield

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

