Children's Mercy Kansas City
SHARE @ Children's Mercy

Nursing Annual Reports

2008

Nursing Annual Report 2007

Children's Mercy Hospital

Follow this and additional works at: https://scholarlyexchange.childrensmercy.org/nursing_annual_reports

Part of the Pediatric Nursing Commons

Recommended Citation


This Book is brought to you for free and open access by the Nursing at SHARE @ Children's Mercy. It has been accepted for inclusion in Nursing Annual Reports by an authorized administrator of SHARE @ Children's Mercy. For more information, please contact library@cmh.edu.
2007
Nursing Annual Report

Children’s Mercy
HOSPITALS & CLINICS
www.childrensmercy.org
Table of Contents

Quality of Nursing Leadership  2  |  Organizational Structure  9  |  Management Style  16  |  Personnel
Policies and Programs  21  |  Professional Models of Care  38  |  Quality of Care  41  |  Quality
Improvement  51  |  Consultation and Resources  54  |  Autonomy  62  |  Community and Health Care
Organization  65  |  Nurses as Teachers  71  |  Image of Nursing  78  |  Interdisciplinary Relationships
86  |  Professional Development  90
Webster defines magnet as “1. A body having the property of attracting iron and producing a magnetic field external to itself  2. Something that attracts”.

The American Nurses Credentialing Center’s Magnet Award is given to those organizations able to attract and retain quality nursing staff through their commitment to quality patient care, nursing excellence and innovations in professional nursing practice.

Throughout 2007, it was evident that the principles of Magnet continue to play an active part in our advancement as an organization. Our programs and services are growing, allowing us to impact the lives of a greater number of children. Our nurses continue to advance their knowledge through continuing education and certification. Many devote numerous hours to serving the community both locally and abroad.

During the Magnet site visit, the Magnet appraisers were awestruck at our practice environment. The documents alone could not capture our spirit of nursing. Although our documentation described our nursing accomplishments, it was the time spent with the nursing staff that amplified our pledge to be one of the top children’s hospitals in the nation. Magnet lives throughout the organization in the words and actions of our nurses.

This annual report celebrates you—the nurses of Children’s Mercy Hospitals and Clinics. It highlights some of the successes of the nursing department over the past year and how we continue to strive for excellence. Structured on the 14 Forces of Magnetism, each section provides a definition of the Force and several examples of how we are meeting these definitions. I hope you find this report interesting and informative as you learn more about Magnet as well as what has been going on throughout our nursing department.

Each of you plays a significant role on our Magnet journey. Your dedication to our patients and our profession exemplifies what it means to be Magnet. Thank you for your continued commitment to provide the highest caliber of care to our patients and families.

Congratulations on another successful year!

Cheri


Force 1: Quality of Nursing Leadership

Knowledgeable, strong, risk-taking nurse leaders follow a well-articulated, strategic, and visionary philosophy in the day-to-day operations of the nursing services. Nursing leaders, at all levels of the organization, convey a strong sense of advocacy and support for the staff and for the patient.

Children’s Mercy Hospitals and Clinics—First Hospital in Missouri or Kansas to Receive Magnet Re-Designation!

On February 16th, 2007, the call from the American Nurses Credentialing Center (ANCC) came in—Children’s Mercy Hospitals and Clinics had been re-designated as a Magnet Organization! After submitting 15 inches of documentation to ANCC and the Magnet Appraisers for review in July 2006 and a three day site visit from the Magnet Appraisers that December, the long awaited phone call was received by Cheri Hunt, RN, MHA, CNAA-BC, Vice President of Nursing and Chief Nursing Officer, and members of the Magnet Steering Committee.

The report submitted to the Magnet Commission from the Appraisers discusses how the organization operationalizes the 14 Forces of Magnetism and highlights over 60 exemplars to support re-designation:

- Nursing influence at highest level of the organization
- Nursing leadership development
- Staff nurse leadership at the point of care. Staff nurses (on many different occasions while on site) commented on their ability to make decisions to improve patient outcomes.
- Staff paid for participation in committees and they are encouraged to think out of the box. They are supported to change processes that impede patient care.
- Clinical Ladder in place (clinical nurse 1 & 2 – expanding to include levels 3 & 4)
- High levels of certification, 540 nurses specialty certified
- Certification salary incentive and reimbursement for certification examinations
- Health Care Organization offers certification courses
- Nurse Co-Manager model (2 nurses share the management of 2 sister inpatient units)
- High visibility and accessibility of nursing leaders
- Development of young nurses into leadership positions
● Staffing and pay options (weekend option, internal float pool, no agency, no mandatory OT)
● Benefited Float Pool positions with $3.00/hour differential for med/surg RNs and $4.00/hour differential for critical care RNs
● Critical Care differential
● Resource Nurse and Charge Nurse roles with no patient care assignment
● “PIC-NIC” Nurses (PICU & ICU Critical Care floats)
● Career and professional development support
● Recruitment & Retention efforts contributing to extremely low vacancy rates
● 140+ APNs, their roles and value in the Health Care Organization
● APN Hospitalist Role
● APN Credentialing and Privileging process
● Rapid Response Team
● Medication Reconciliation Team
● Family-centered Rounds
● Family Advisory Board
● Nurse-Resident Council
● High level of community involvement
● Extensive support for education at all levels
● Orientation Competency Validation Tool
● Annual 360 performance reviews
● Unit-based Education Coordinators
● Culture of life-long learning
● Educational tuition assistance $3000 per year
● Nursing Scholarship Program
● National conference attendance encouraged and financially supported
● Online learning resources
● On-site Medical Library staffed by 2 full-time librarians
● 47% increase for outside educational activities from 2005 to 2006
● Nursing Practice Council
● Evidence Based Practice Department
● Evidence Based Practice education and mentoring activities
● Evidence Based Practice Boot Camp
● Development of research fact sheets
● Clinical Practice Guidelines Development
● Development of the Patient Care Services Research Unit which includes a PhD prepared health economist as the director and 1.4 FTE masters prepared nurses to support research development, implementation, analysis and reporting. The sole responsibility of Patient Care Services Research staff is to support nursing and other allied health research endeavors.
● Online Research Mentor Program
● Seven RNs employed in the Information Systems (IS) Department
● Numerous exceptionally active nurses who serve on nationally recognized nursing boards
Numerous national and international recognition for research and innovative practice initiatives especially in the area of Pediatric-Cardio-Vascular Surgery

Nursing Ethics Forum (in addition to the Hospital Ethics Committee)

Nurse Retention Committee

PREPARE (planned retention of experienced persons and resource expansion)

Boomerang program: a program designed to recruit quality employees who have left the organization.

Consistently high scores in employee satisfaction – Positive comments were noted from many different staff, “I can express my opinion and I know they will listen to me.” “They value my opinion.” “I don’t mind to float to different units because the standard of care is the same on all units.” “My manager depends on me and she values my insight.” The most touching comment was from one of the housekeepers when he stated, “I don’t just clean the elevator, I keep it germ free so the kids don’t get sick.”

Nurses Week Celebration

Implementation of the Coordinator of International Patients to evaluate the health care needs in a nondiscriminatory atmosphere.

Diversity Grand Rounds (offered twice annually)

Two Discharge Coordinators for infants from the Intensive Care Nursery (assist families with multitude of high-tech equipment and care)

Leadership Walking Rounds (administrative rounds by hospital leaders to discuss practice issues that place staff and patients at risk)

Development of Care Cards (accessed on the hospital intranet)

One of ten free standing pediatric hospitals participating in benchmarking initiative coordinated by Child Health Corporation of America with first quarter 2006 data indicating:

- Highest rating for patient satisfaction with nursing education
- Similar ratings for overall rating of patient care
- Satisfaction with nursing
- Would you recommend the hospital
- Patient satisfaction with nursing education
- Patient satisfaction with nursing pain management

Integration of Clinical Information Systems/nursing documentation teams

NDNQI participation in pediatric indicators

- Peripheral IV infiltration
- Pain assessment /intervention/reassessment

Affiliations with 22 schools/colleges of Nursing

Director of Professional Practice

Numerous awards and recognition given to the Health Care Organization from local area, regional, and national nursing entities and from local, regional, and national community based entities.

20 + consecutive organ/tissue donations

Magnet designation is awarded for a four year period and Children’s Mercy Hospitals and Clinics will be preparing for re-designation again in 2011. Congratulations to all Children’s Mercy Hospitals and Clinics nurses on this tremendous nursing honor!
Children’s Mercy Hospitals and Clinics
Kansas City, Missouri

Has Been Awarded

Magnet Recognition
for
Nursing Excellence

Presented by
The American Nurses Credentialing Center

Re-Designated 2007
Expires 2011
Providing a supportive and positive work environment is essential to retaining quality nursing staff. In order to proactively identify concerns regarding nurse satisfaction, Children's Mercy Hospitals and Clinics utilizes the Individual Workload Perception Survey—Revised (IWPS-R). This 29 question, on-line survey measures Manager Support, Peer Support, Unit Support, Workload, Intent to Stay and Overall Nurse Satisfaction. The survey is based on a 5-point Likert scale with a high score desired.

All staff nurses throughout the organization are invited to participate in the survey. The survey is administered each fall to provide consistency for data comparison. In 2007, 592 staff nurses participated in the survey, surpassing the number of participants in previous years. The results below show the comparative performance over the past six years.

Benchmarking against similar organizations allows Nursing Leadership to evaluate the organization’s performance at the national level. Children’s Mercy Hospitals and Clinics continues to show exceptional results in all areas as compared to other pediatric hospitals that participate in IWPS-R. As shown in the next graph, Children’s Mercy Hospitals and Clinics achieved significantly higher scores in every area as compared to all other participating pediatric facilities.
The data from this survey is utilized by nursing leadership to identify trends in nurse satisfaction. Action plans are developed and evaluated based on the results of this survey to assure the Department of Nursing at Children's Mercy Hospitals and Clinics continues to meet the needs of the nursing staff throughout the organization. The availability of quality nursing resources as well as active participation in decision making of nurses at all levels of the organization continues to promote a supportive work environment, resulting in high nurse satisfaction scores.


Senior Nursing Leadership Team

Sitting: Georgia Stephens, RN, BSN, Director of Emergency Nursing Services, and Becky Paulsen, RN, MSN, CPN, Director of Medical/Surgical Services

Standing: Lynn Parsons, RN, MS, PNP, PhD(c), Director of Professional Practice, Mary Ann Riesco, RN, MS, CCRN, Director of Critical Care Services, Cheri Hunt, RN, MHA, CNA, BC, Vice President of Nursing and Chief Nursing Officer, Betty Boyd, RN, Director of Ambulatory Services, and Susan Mecklenburg, RN, MHA, Director of Surgical Services
Force 2: Organizational Structure

Organizational structures are generally flat, rather than tall, and decentralized decision-making prevails. The organizational structure is dynamic and responsive to change. Strong nursing representation is evident in the organizational committee structure. Executive-level nursing leaders serve at the executive level of the organization. The organization has a functioning and productive system of shared decision-making.

2007 provided opportunities for career advancement for nurses throughout the organization. Thirteen nurses were promoted into nursing leadership positions in medical/surgical, critical care, ambulatory and emergency services:

Cindy Barchers, RN

Cindy began her nursing career at Children’s Mercy Hospitals and Clinics in May 1992 when she began working on the Infant Toddler Care Unit (4 South) as a Nurse Tech. When she graduated from Penn Valley Community College in December 1992, Cindy transitioned into the staff nurse role on 4 South and moved with the unit when the new 4 Sutherland Tower opened. She transferred to Nursing Supervision in June 1998, where she remained for the next 8 ½ years. Cindy was promoted to Nurse Manager of 5 Henson/5 Sutherland in February 2007 where she co-manages with Mickie Farthing, RN, BSN, CCRC. Cindy is currently pursuing her Master’s degree through the University of Mary and will graduate in December 2008 with a Master of Science in Nursing.
Angie Black, RN, MSN, CPNP

Angie graduated with her BSN from The University of Missouri-Columbia in May of 1997. She began her nursing career with Trinity Lutheran Hospital’s Family Practice Group before coming to Children’s Mercy Hospitals and Clinics in October of 1997. She worked as a night staff nurse on 3 North for a few years before transferring for a short time to the Emergency Department to gain some varied experience. She then transferred to 3 Henson as a core charge nurse on the night shift, eventually transitioning to days as a core charge nurse. While continuing to work full-time, Angie began working part-time on her Master’s in Nursing at UMKC. In November of 2005, she was promoted to Assistant Nurse Manager for 3 Henson/3 West. She graduated with her MSN from UMKC in May of 2006 and became certified as a Pediatric Nurse Practitioner in July of 2006. Angie worked weekend option as a nurse practitioner for the hospitalist section for approximately 6 months while continuing to work as the Assistant Nurse Manager for 3 Henson/3 West. Angie ended her hospitalist PNP position when she was promoted to Nurse Manager of 3 Henson/3 West in May of 2007.

Sarah Bowhay, RN, BSN

Sarah received her Bachelor of Science in Nursing from the University of Nebraska Medical Center in 2002. Upon graduation, she moved to the West Coast, landing in San Francisco for four years. She began her nursing career at California Pacific Medical Center in the Neonatal Intensive Care Unit. Trying to discover her “niche”, Sarah worked in public health and education, first with a women’s health/fertility center and then as a school nurse in the San Francisco public school system, where she worked with a highly diverse inner city population. These positions further defined her passion for education, public health and pediatrics. Sarah decided to return to the Midwest after her grandfather was diagnosed with terminal cancer. Upon her return, she began her role as the Assistant Nurse Manager of the Children’s Mercy Hospitals and Clinics Pediatric Care Center.

Marty Fairchild, RN, MSN

Marty received her Masters in Pediatric Nursing from the University of Tennessee, Knoxville. After moving to Lawrence, Marty worked at Children’s Mercy Hospitals and Clinics from 1993 – 2001. She was the Clinic Manager for Specialty IV Clinic and Telephone Triage, worked with IT on the Meditech implementation and coordinated clinical research for the department of Hematology/Oncology. Marty then worked at Lawrence Memorial Hospital before returning to Children’s Mercy Hospitals and Clinics in 2006. She currently is the Clinical Operations Manager for the Gastroenterology Section.
Mickie Farthing, RN, BSN, CCRC

Mickie began her nursing career at Children’s Mercy Hospitals and Clinics as a care assistant on 4 South, before the Henson and Sutherland Towers were built. She left for a short time to attend school, during which time she worked as an EMT and did tissue procurement for the Midwest Transplant Network. She returned to Children’s Mercy Hospitals and Clinics as an Ortho Tech and began pursuing her nursing degree. Mickie graduated from the University of Kansas with her Bachelor of Science in Nursing and began working nights on 5 Sutherland as a graduate nurse and eventually became the unit Resource Nurse. Mickie transferred to the Endocrinology Department for a few years where she worked as a Clinical Research Coordinator. She returned “home” to 5 Sutherland and 5 Henson in the Spring of 2007 where she now co-manages with Cindy Barchers, RN.

Maria Ginger-Wiley, RN, CCRN

Maria began her career at Children’s Mercy Hospitals and Clinics in the Environmental Services department while enrolled in a medical assistant program in 1993. About nine months after she started, the organization introduced the Care Assistant position. Maria was one of the first Care Assistants hired and was integral in assisting in the orientation of other care assistants throughout the hospital. She worked in this role for the next nine years while she completed her LPN and RN degrees from Penn Valley Community College. After completing her RN degree, Maria began working as a staff nurse in the Pediatric Intensive Care Unit where she remained until she was promoted to Assistant Nurse Manager in March 2007, and then Nurse Manager in September. Maria is currently completing her Bachelor of Science in Nursing from Florida Hospital College of Nursing.

Kathy Hulse, RN, BSN, CPHQ

Kathy began working for Children’s Mercy Hospitals and Clinics in 1992 as a Student Nurse Technician. Following graduation from Penn Valley Community College with her Associate Degree in Nursing in December 1992, she obtained a staff nurse position on 5 North. During her 15 year tenure, Kathy has served in a variety of areas and positions including staff nurse for 5 North and the Teen Clinic, Case Manager with Family Health Partners, Quality Improvement Coordinator and Orthopaedic Surgery Section Manager. During this time, she also completed her Bachelor of Science in Nursing from the University of Missouri—Kansas City in May 2001. Kathy was promoted to Assistant Director of Ambulatory Nursing Services in 2007 and is currently attending the University of Kansas to complete a Masters Degree in Organizational Leadership.
Marsha Johnson, RN

Marsha joined the Children’s Mercy Hospitals and Clinics Nursing Department in November 2006 in the Neurology Clinic. With over 23 years of nursing experience, Marsha has held a variety of roles within the profession of nursing. She has previous experience in pediatrics working at Shawnee Mission Medical Center and in private practice at Shawnee Mission Pediatrics. She also brings with her management experience as a Nurse Manager of the Operating Room at Menorah Medical Center. Marsha assumed the role of Neurology Clinic Nurse Manager in September 2007. She is currently enrolled in the Legal Nurse Consultant program at Johnson County Community College.

Shelley Liston, RN, MSN, CPNP

Shelley received her Bachelor of Science in Nursing from Pittsburg State University and a Master of Science in Nursing as a Pediatric Nurse Practitioner from UMKC. Shelley worked at Children’s Mercy Hospitals and Clinics as a Registered Nurse between 1997 and 2003 before moving to Dallas, TX to work as a Pediatric Nurse Practitioner in Pediatric Cardiology. After relocating back to the Kansas City area, she was rehired to Children’s Mercy Hospitals and Clinics as a Nurse Practitioner in September of 2005 as part of the Physical Medicine and Rehabilitation Section. In August of 2007, Shelley assumed the role of Section Manager of the Teen Clinic.

Denise Padilla, RN, BSN, CPON

Denise graduated with a Bachelor of Science in Biology from Kansas State University in 1993 before pursuing her career in nursing. She attended the Accelerated BSN Program at Creighton University in Omaha, NE, where she graduated in 1997. Since beginning her nursing career at Children’s Mercy Hospitals and Clinics in January 1998, Denise has focused her career in the division of Hematology/Oncology. She worked as a staff nurse on 4 North until 1999 when she moved into a staff nurse role in the Hematology/Oncology Clinic. She remained in this position until she assumed the role of Hematology/Oncology Clinic Nurse Manager in 2007. Denise co-manages the clinic with Julie Fournier, RN, BSN, CPON.
Michele started at Children’s Mercy Hospitals and Clinics in 1997 as a Care Assistant in the Pediatric Night Clinic, now known as the Children’s Mercy South Urgent Care. The following year, she graduated with her Bachelor of Science in Nursing from St. Luke’s College of Nursing and started her nursing career in the Neonatal Intensive Care Unit at St. Joseph Medical Center. In October 1999, Michele returned to Children’s Mercy South Urgent Care Center as a PRN Staff Nurse while continuing to work in the NICU at St. Joseph Medical Center. She returned to Children’s Mercy Hospitals and Clinics full time in 2000 at Children’s Mercy South Urgent Care where she was soon promoted to Charge Nurse and then on to Critical Care Charge Nurse II in 2006. Michele was promoted to Assistant Nurse Manager of Children’s Mercy South Urgent Care in October 2007.

Gina began her nursing career after graduating from Kansas City Board of Education Program for Practical Nurses in 1984. After completed her ADN at Missouri Western State College in 1988, she began her nearly 20 year nursing career at Children’s Mercy Hospitals and Clinics as a graduate nurse in the ICN. She remained there for 5 ½ years before expanding her career into a variety of nursing roles. She has served as a Staff Nurse, Charge Nurse, Education Coordinator, Research Coordinator, Advanced Research Coordinator and Adjunct Clinical Faculty in several areas throughout the organization. She assumed the role as the Clinical Operations Manager of the Orthopaedic Clinic in April 2007. In addition to her management responsibilities, Gina continues to serve as a Clinical Instructor, BLS Instructor, PALS Instructor and PALS Training Center Faculty as her schedule allows.

Julie’s first career was as a public school Special Education teacher for severely emotionally disturbed children and adolescents. After completing her Master’s degree in 1991, she enrolled in the BSN program at MidAmerica Nazarene University during which time she worked as a student nurse in the Emergency Department at Children’s Mercy Hospitals and Clinics. On graduation, she returned to the public schools, first as a School Nurse, then as the School Health Services Coordinator for the Kansas City, KS schools. In 1998, Julie coordinated the establishment of the nation’s first urban school based teledmedicine clinics with the University of Kansas Medical Center, developing protocols and training school nurses as triage nurses in the schools. Ever fascinated by the applications of healthcare informatics and technology to access care for children and families, she began working in the Contact Center as a part time triage nurse in 1998. In 2000, she went to work for the State of Kansas as the School Health Consultant, establishing an additional 12 school based teledmedicine clinics across the state, then returned to the Contact Center in 2002 as a weekend option nurse. In 2005, Julie assumed the weekend Charge Nurse position and in 2007, moved into the Assistant Nurse Manager position as the Contact Center began it’s expansion to a full service pediatric call center.
Hospital Committee Representation

Administrative Council
ADVANCE (Achievements Demonstrating Valuable Advancements for Nursing Clinical Excellence)
APN Advisory Board
APN/Nursing Specialty Resource Group
APN/PA Credentialing Committee
Burn Committee
Capital Expenditures Meeting
CEO Assembly
Cerner Approval Committee
Cerner CPOE Committee
Cerner Clinical Documentation Committee
Cerner eMAR Committee
Cerner Executive Team
Cerner Profile Advisory Committee
Cerner SurgiNet Advisory Team
Chairman’s Rounds
CHCA ED Wait Time Collaborative
CHCA Opiate ADE Collaborative
Clinical Safety Committee
CMN Administrative Meeting
CMS Directors’ Meeting
CMS Expansion Planning Meeting
CPG Team
Community Acquired Pneumonia
Contact Center Physician Advisory Board
Critical Care Nurse Manager Meeting
Data Trends Council
Department of Pediatrics Meeting
Emergency Management and Preparedness Committee
Emergency Nursing Services Nurse Managers Meeting
Emergency Nursing Services Quality Improvement Meeting
Employee of the Month Committee
Environmental Safety Committee
Events Meeting
Facilitators’ Meeting
Family Advisory Board
Firstnet Meeting
Green and Gold Committee
Grievance Committee
Hospital Board of Directors’ Meeting
Hospital Education and Research Committee
Hospital Ethics Committee  
Hospital Performance Review Committee  
HR-FET  
HR Forum  
Human Simulation Committee  
Immunization Committee  
Infection Control Committee  
Inpatient and Allied Health Managers’ Meeting  
Inpatient Nurse Managers’ Meeting  
Institutional Review Board  
IS Executive Committee  
JCAHO Continuous Readiness Committee  
Licensee Management Committee  
Magnet Steering Committee  
Medical Executive Committee  
Medication Reconciliation Committee  
MEDS (Medication Use, Error Reduction, Decrease Waste/Cost, System Improvements) Committee  
Med/Surg Nurse Managers’ Meeting  
Nurse/Resident Council  
Nurse Retention Committee  
Nurses in Collaboration on Hospital Hill  
Nursing Directors’ Meeting  
Nursing Ethics Forum  
Nursing Leadership Team  
Nursing Model Committee  
Nursing Practice Council  
Nursing Professional Excellence Council  
Nursing Quality Improvement Meeting  
Nursing Supervisor Meeting  
Nutrition & Hydration Committee  
OASIS (Optimizing Ambulatory Services Improvement Solutions) Committee  
Operating Room Committee  
Operations Council  
Organ & Tissue Donation Committee  
Outpatient Clinic Nurse Managers  
Outpatient Planning Committee  
Pain Taskforce  
Patient Care Services/Medical Staff Credentialing Meeting  
Patient Care Services Directors’ Meeting  
Patient Care Services Orientation Taskforce  
Patient Positive Taskforce  
Patient Satisfaction Committee  
Pharmacy & Therapeutics Committee  
PICU Committee  
PREPARE (Planned Retention of Experienced Persons and Resource Expansion) Committee  
Preparedness for Obese Patients Taskforce  
Privacy Board Meeting  
Professional Activities Committee  
Quality Council  
Rapid Response Team Taskforce  
Research Council  
Research Development Group  
Resuscitation Committee  
Scheduling Taskforce  
Section Managers’ Meeting  
Section Meetings  
Senior Leadership Finance Committee  
Seniority Taskforce  
South Advisory Board  
South Core Managers’ Council  
South Managers/Supervisors Council  
Staff Advocacy  
Strategic & Master Facility Planning Committee  
Surgery Patient Flow Taskforce  
Surgery Scheduling Committee  
Surgery Tissue Committee  
Teletracking Committee  
Transfusion Committee  
Transition to Adult Care  
Trauma Committee  
Unit Educators’ Meeting  
Utilization Review Committee
Health care organization and nursing leaders create an environment supporting participation. Feedback is encouraged and valued and is incorporated from the staff at all levels of the organization. Nurses serving in leadership positions are visible, accessible, and committed to communicating effectively with staff.

Nursing Professional Excellence Council

“The Mission of the Children’s Mercy Hospitals and Clinics’ Nursing Professional Excellence Council (NPEC) is to enhance nursing professionalism through the promotion of respect, integrity and honesty among nursing staff. NPEC will promote a positive work ethic by providing direction on issues related to nursing professionalism and the image of nursing while supplying a framework for the professional expectations of CMH&C nursing staff.”

Nursing Professional Excellence Council Mission Statement

Continuing the organization’s commitment to shared governance and the importance of communication with frontline staff members, the Nursing Professional Excellence Council (NPEC), a council of staff nurses and leadership delegates, launched in October 2007. NPEC includes representatives from all areas of the organization and is designed to establish a forum for the discussion of topics related to professional excellence and the profession of nursing. The council meets monthly to address specific issues of concern, as well as to develop plans to promote the Image of Nursing throughout both the hospital and the community.

After a brainstorming session, NPEC members determined five key themes they consider vital to promoting a positive work environment: 1.) Interdisciplinary Relationships, 2.) Nurses as Teachers, 3.) Professional Image, 4.) Fostering Caring Relationships with Patients and Families and 5.) Nurse to Nurse Relationships. NPEC will use these key themes to drive projects and education related to nursing professional excellence.

Utilizing the American Nurses Association’s Code of Ethics, NPEC also plans to educate nursing staff on the professional expectations of Children’s Mercy Hospitals and Clinics’ nurses over the next year. Information will be provided to nursing staff in a variety of venues including e-mail, poster presentations, the Scope and unit updates.
<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kari Anderson, RN, BSN</td>
<td>Intensive Care Nursery</td>
</tr>
<tr>
<td>Erica Aversman, RN, BSN</td>
<td>4 Sutherland</td>
</tr>
<tr>
<td>Catherine Black, RN, MSN, CPNP, ARNP</td>
<td>Emergency Medicine</td>
</tr>
<tr>
<td>Sharon Blevins, RN, BSN, CPN</td>
<td>Kidney Center</td>
</tr>
<tr>
<td>Paula Blizzard, RN, MS</td>
<td>Patient Care Services</td>
</tr>
<tr>
<td>Molly Borel, RN, BSN</td>
<td>Intensive Care Nursery</td>
</tr>
<tr>
<td>Devin Bowers, RN, MSN, CPON</td>
<td>Float Pool</td>
</tr>
<tr>
<td>Rachel Carter, RN, BSN</td>
<td>Children’s Mercy South Inpatient</td>
</tr>
<tr>
<td>Mary Copeland, RN, BSN</td>
<td>5 Henson/5 Sutherland</td>
</tr>
<tr>
<td>Kelsey Crouse, RN, BSN</td>
<td>Surgery Clinic</td>
</tr>
<tr>
<td>Amy Diggs, RN, CPON</td>
<td>4 Henson</td>
</tr>
<tr>
<td>Lanie Dolinar, RN, CPN</td>
<td>Children’s Mercy South Urgent Care Center</td>
</tr>
<tr>
<td>Liz Edmundson, RN, BSN</td>
<td>Sedation/Radiology/Pain Management</td>
</tr>
<tr>
<td>Sabrina Finkemeier, RN, BSN, CNOR</td>
<td>Operating Room</td>
</tr>
<tr>
<td>Shana Fromholtz, RN, BSN</td>
<td>3 Henson/3 West</td>
</tr>
<tr>
<td>Carla Gorman, RN, BSN, CCRN</td>
<td>Pediatric Intensive Care Unit</td>
</tr>
<tr>
<td>Rachel Greening, RN, BSN</td>
<td>Same Day Surgery/PACU</td>
</tr>
<tr>
<td>Ashley Harding, RN, BSN, CPN</td>
<td>Sedation</td>
</tr>
<tr>
<td>Angie Heriford, RN, CPN</td>
<td>2 Henson</td>
</tr>
<tr>
<td>Kara Hoolehan, RN, CPON</td>
<td>4 Henson</td>
</tr>
<tr>
<td>Kathy Hulse, RN, BSN, CPHQ</td>
<td>Ambulatory Services</td>
</tr>
<tr>
<td>Regan Jacobson, RN, BSN, CPN</td>
<td>Emergency Department</td>
</tr>
<tr>
<td>Ann Johannes, RN, CPN, CCRN</td>
<td>Float Pool</td>
</tr>
<tr>
<td>Sarah Keady, RN, CPN</td>
<td>Children’s Mercy West</td>
</tr>
<tr>
<td>Andrew Loehr, RN, MSN, CPNP</td>
<td>Hematology/Oncology</td>
</tr>
<tr>
<td>Emily McFadden, RN, BSN</td>
<td>Pediatric Intensive Care Unit</td>
</tr>
<tr>
<td>Stephanie Meyer, RN, MS, FNP</td>
<td>Same Day Surgery/PACU/Pre-Admission Testing</td>
</tr>
<tr>
<td>Kathy Mick, RN-BC, M. Ed</td>
<td>Education</td>
</tr>
<tr>
<td>Rebecca Miller, RN, BSN</td>
<td>3 Henson/3 West</td>
</tr>
<tr>
<td>Erica Monaco, RN, BSN, CPN</td>
<td>Float Pool</td>
</tr>
<tr>
<td>Brandy Moody, RN</td>
<td>2 Henson</td>
</tr>
<tr>
<td>Katie Moran, RN, BSN</td>
<td>6 Henson</td>
</tr>
<tr>
<td>Linda Olson, RN</td>
<td>Children’s Mercy South Specialty Center</td>
</tr>
<tr>
<td>Patty Phillips, RN, BSN, CPN, CPST</td>
<td>Emergency Department</td>
</tr>
<tr>
<td>Kelli Royal, RN, BSN, CNOR</td>
<td>Operating Room</td>
</tr>
<tr>
<td>Jana Schlosser, RN, BSN, CPN</td>
<td>6 Henson</td>
</tr>
<tr>
<td>Jennifer Shoemaker, RN, BSN</td>
<td>Transport</td>
</tr>
<tr>
<td>Ellen Snell, RN, BSN</td>
<td>Vascular Access</td>
</tr>
<tr>
<td>Heather Thorsell, RN, BSN</td>
<td>Hematology Oncology Clinic</td>
</tr>
<tr>
<td>Angie Williams, RN, BSN, CPN</td>
<td>2 Henson</td>
</tr>
<tr>
<td>Lynn Winkle, RN, BSN, CPN</td>
<td>4 Sutherland</td>
</tr>
<tr>
<td>Marie Woltering, RN, BSN</td>
<td>Same Day Surgery/PACU</td>
</tr>
<tr>
<td>Kim Zieno, RN, BSN, CPN</td>
<td>Pediatric Care Center</td>
</tr>
</tbody>
</table>
Preparation Continues for PHRED

As launch dates for the new patient clinical information system drew nearer, the focus for Cerner teams for 2007 was system implementation. The new system, now known as PHRED (Pediatric Health Record Electronic Database), will promote patient safety through integration of all components of the electronic patient record. With the current design, a variety of systems are used throughout the organization, making it a challenge, at times, to share vital patient information. PHRED will provide prompt access to patient information across the organization as all areas will document within the same system, resulting in better patient care, improved efficiency, reduction in paperwork and higher patient satisfaction.

To prepare for PHRED, a number of implementation teams were initiated to assure a smooth transition to the new system. Since go-live dates vary between departments, these teams address their area’s specific hardware, work process, education and support needs, as well as the impact their transition will have on other departments. Each of these interdisciplinary teams is led by a small team which consists of a nursing leader for the area, an information systems analyst, and a physician. Direct care nurses are included in each team to identify work process issues, as well as education and support needs and to address and resolve them.

Implementation Teams include:

- Ambulatory
- Emergency Department/Urgent Care Center
- Intensive Care Nursery
- Medical/Surgical
- Operating Room/Same Day Surgery/PACU
- Pediatric Intensive Care Unit

Organizational Teams were also introduced to address the many work processes that cross unit boundaries and are essential for well-coordinated patient handoffs. Each of these teams has evaluated the current workflow process, how that process will change with PHRED’s implementation, the end user education needed, and the concomitant updates to procedure and policy that are required.

Examples of Organizational Process Teams include:

- Admission/Transfer/Discharge
- Medication Reconciliation
- High-Risk Medication Documentation
As implementation and work process teams identify organizational change requirements, procedures and policies are modified accordingly. Revisions are taken to the Nurse Practice Council, the MEDS Committee, or other appropriate body for endorsement. Finally, a new formal approval committee has been organized. The Patient Care Services Approval Committee is the group charged to provide final recommendations and sign-off on work process changes and system utilization. As PHRED is implemented, the work of these groups will be modified to focus on on-going system enhancements in order to assure that its usefulness and usability are high.

Finally, over 400 Super Users, including 300 nurse Super Users, have been involved in the development of PHRED. Each Super User began training on the new system, attending a minimum of eight additional hours of education, in order to be resources for staff. Super Users will be assisting as Lead and Assistant Trainers during implementation for their specialty areas and will be available for questions and assistance following the system transition.

The first Go-Live date for PHRED is scheduled for February 25th, 2008. Implementation of Phase I is to be completed by the end of 2008.
Salaries and benefits are competitive. Creative and flexible staffing models that support a safe and healthy work environment are used. Personnel policies are created with direct care nurse involvement. Significant opportunities for professional growth exist in administrative and clinical tracks. Personnel policies and programs support professional nursing practice, work/life balance, and the delivery of quality care.

The characteristics of Magnet institutions provide a more desirable work environment for nurses, resulting in increased stability and safety throughout the organization. Magnet institutions are able to recruit and retain highly qualified and competent nursing staff, in turn promoting quality care and positive outcomes.

The following individuals were hired into nursing positions in 2007:

- Jolene Albright
- Amy Allen
- Elizabeth Arts
- Lisa Aranda
- Kristi Auf Der Heide
- Erica Aversman
- Kathleen Bailey
- Clinton Ball
- Ashley Batliner
- Nicole Baumgart
- Erik Bayer
- Brooke Beatson
- Caylin Beebe
- Nancy Berg
- Cindy Bishop
- Betsy Boehner
- Jennifer Boender
- Megan Boone
- Penny Bopp
- Molly Borel
- Julie Brown
- Jamie Bufkin
- Sarah Burr
- Angela Calhoun
- Aaron Cantrell
- Elizabeth Carlson
- Suzanne Carlson
- Tabitha Carson
- Jennifer Carter
- Jill Cates
- Stephanie Colburn
- Sue Coleman
- Christine Cook
- Jolene Cornelius
- Katherine Criss
- Kelsey Crouse
- Megan Dahl
- Angela Daniel
- Katie Davis
- Lindsay Davis
- Megan Davis
- Sylvia Denny
- Kimberly Dickerson
- Kim Didlo
- Mary Doebele
- Melissa Donavan
- Brandi Duncan
- Dina Edwards
- Brooke Enz
- Andrea Erickson
- Shannon Eskijian
- Melissa Evard
- Stephanie Everitt
- Beth Feldhacker
- Erin Finkeldei
- Pamela Flack
- Amanda Flanigan
- Angela Ford
- Kelly Galloway
- Lisa Geraghty
- Jenifer Gieschen
- Molly Ginder
- Rebecca Glenski
- Holly Godshall
- Laura Gooch
- Tera Goodard
- Erica Gorman
- Ingle Gunn
- Kalee Gray
Karen Gregory
Jenna Haire
Tracy Haley
Tracy Hardesty
Amy Harmon
Ann Harris
Heather Harris
Angela Heriford
Jessica Herrick
Stefanie Heskett
Marilu Hieb
Sarah Hight
Brandon Hilburn
Colette Hines
Cassandra Hobbs
Katherine Hoffman
Sarah Holstein
Jennifer Hultgren
Kristina Hunt
Roxanne Ingle
Beth Jackson
April Jaquay-Sullivan
Emily Jimenez
Catherine Johnson
Gabrielle Johnson
Mark Johnson
Elizabeth Jones
Marcy Katzenberger
Jessie Keeler
Danielle Kerr
Sara Kindler
Patricia Kinkead
Lindsay King
Whitney Klaassen
Shari Knoth
Jill Kreiling
Kelly Krueger-Seaman
Jessica Kunzler
Colleen Lang
Kara Layton
Laura Lehenbauer
Christina Lehman
Holly Leimkuehler
Joan Magee
Carla McCoy
Amanda McIntyre
Stacey McMillen
Stephanie McNellis
Mindy McWilliams
Janice Mendenhall
Jayla Miller
Megan Miller
Rebecca Miller
Racheal Millsap
Brandy Moody
Tisha Moreno
Erlyn Murphy
Sarah Murray
Deneane Neathery
Beth Nelson
Emily Nelson
Tracie Newell
Janet Nickum
Meredith Nolen
Paola Noll
Erika Oberg
Emily Ohmes
Linzi O’Laughlin
Deanna Orwig
Stephanie Otis
Pamela Otterstedt
Katie Pajnigar
Jennifer Palmer
Rebecca Palmer
Sarah Patton
Lisa Pefley
Marian Pickert
Ashley Poore
Michelle Pope
Rochelle Powers
Karen Pretzl
Amber Prohaska
Dena Rachuy
Yvonne Rauscher
Lindsay Reed
Lauren Richard
Kelly Rilett
Melissa Ritter
Catherine Roach
DeShauna Roberts
Sandy Roberts
Jason Robertson
Amy Robinson
Danielle Rose
Christina Rowan
Bre Anne Ruhland
Melissa Rush
Amy Sack
Kathy Sarna
Sharen Schaeffer
Carol Schemmel
Allison Schouwink
Melissa Scudiero
Tara Seals
Michelle Shearer
Sarah Shindel
Patricia Simmons
Tricia Slater
Amber Smith
Carrie Smith
Janet Smith
Kristine Smith
Robin Smith
Nicole Snodgrass
Lindsey Sorensen
Ashlynn Sowers
Rachael Springer
Whitney Steinhauser
Jennifer Stephan
Jacqueline Still
Tina Stoll
Melissa Storms
Angela Stott
Tember Stumpenhaus
Diana Suarez
Scott Sullivan
Jessica Tanner
Beverly Tate
Christine Thomas
Jeanne Thomas
Christina Thompson
Lorinda Thompson
Bonnie Thurlow
Alison Tilzer
Jessica Tobin
Amanda Unruh
Meghan Vaughan
Tiffany Verhulst
Danae Von Glahn
Amy Vorbeck
Melissa Wagner
Brooke Wagoner
Michaela Walsh
Laurie Wells
Misty Whisenhunt
Sarah Whitehead
Karen Widdis
Nicole Winsor
Jason Wildermood
Jennifer Williams
Maria Williams
Rebecca Williams
Veronica Williams
Rebekah Wilson
Lindsey Wissing
Allison Wojtalewicz
Jennifer Wolf
Kimberly Zieno
Exploring new ideas and innovations in health care is imperative to sustaining a progressive health care organization. Over 300 nurses were supported by Children’s Mercy Hospitals and Clinics to expand their individual knowledge base and network with other health care professionals through attendance at outside conferences and seminars.

1st International Pediatric Enterostomal Therapy Convention: Caring for Children  Montreal, CA
Jeanne Henning

5th Annual Cerner Nursing Informatics Symposium Kansas City, MO
Cheri Hunt

6th Annual Forum for Improving Children’s Health Care San Francisco, CA
Karen Cox

7th International Symposium on Functional GI Disorders Milwaukee, WI
James Scoggan

8th Annual EBP Conference: Translating Research into Best Practice Phoenix, AZ
Janis Smith

9th National Conference on Cancer Nursing Research Los Angeles, CA
Kristin Stegenga

11th National Magnet Conference Atlanta, GA
Hillary Allee
Lynn Anson
Paula Blizzard
Brenda Boots
Devin Bowers
Mary Calcara
Codi Cutburth
Liz Edmundson
Carie Fisher
Michele Fix
Denise Grogan
Brandy Huitt
Cheri Hunt
Kelly Jones
Erin Keith-Chancy
Kathy Kellerman
Charla Kelley
Lindsey Koebel
Angie Knackstedt
Susan Leick
Ramona Lindsey
Pat Messmer
Stephanie Meyer
Kathy Mick
Rebecca Paulsen
Rolanda Peterson
Patricia Rehg
Roxann Shaughnessy
Laura Shroyer
Curtis Weber
Teresa Whitaker
<table>
<thead>
<tr>
<th>Conference</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>12th Annual Ambulatory Care Conference: Focus on Excellence</td>
<td>Chicago, IL</td>
</tr>
<tr>
<td>Kathy Hulse</td>
<td></td>
</tr>
<tr>
<td>13th Annual Midwest Regional Nursing Education Conference</td>
<td>Columbia, MO</td>
</tr>
<tr>
<td>Georgianna Ely</td>
<td></td>
</tr>
<tr>
<td>Jennifer Leonard</td>
<td></td>
</tr>
<tr>
<td>Janet Sollazzo</td>
<td></td>
</tr>
<tr>
<td>15th Annual Pediatric Update</td>
<td>Palo Alto, CA</td>
</tr>
<tr>
<td>Julie Fugate</td>
<td></td>
</tr>
<tr>
<td>Sandie Nabours</td>
<td></td>
</tr>
<tr>
<td>16th Annual Scientific Meeting</td>
<td>Orlando, FL</td>
</tr>
<tr>
<td>Kelli Royal</td>
<td></td>
</tr>
<tr>
<td>Joyce McCollum</td>
<td></td>
</tr>
<tr>
<td>17th Annual Coming Together in Advanced Practice</td>
<td>Columbia, MO</td>
</tr>
<tr>
<td>Lynn Parsons</td>
<td></td>
</tr>
<tr>
<td>17th Annual Course on Adult Congenital Heart Disease</td>
<td>Philadelphia, PA</td>
</tr>
<tr>
<td>Lisa Laddish</td>
<td></td>
</tr>
<tr>
<td>19th Annual National Forum on Quality Improvement in Health Care</td>
<td>Orlando, FL</td>
</tr>
<tr>
<td>Carolyn Prichett</td>
<td></td>
</tr>
<tr>
<td>20th Annual Critical Care Nursing Symposium</td>
<td>Kansas City, MO</td>
</tr>
<tr>
<td>Beth Lang</td>
<td></td>
</tr>
<tr>
<td>Lynee Epp</td>
<td></td>
</tr>
<tr>
<td>Marla Row</td>
<td></td>
</tr>
<tr>
<td>21st Annual Pediatric ORL Nurses Spring Meeting</td>
<td>San Diego, CA</td>
</tr>
<tr>
<td>Gail Ezell</td>
<td></td>
</tr>
<tr>
<td>23rd Annual Pediatric Nursing Conference</td>
<td>Philadelphia, PA</td>
</tr>
<tr>
<td>Alisha McPhail</td>
<td></td>
</tr>
<tr>
<td>Patricia Rehg</td>
<td></td>
</tr>
<tr>
<td>Priscilla Singer</td>
<td></td>
</tr>
<tr>
<td>2007 Crohn’s and Colitis Clinical Conference</td>
<td>Aventura, CA</td>
</tr>
<tr>
<td>Christy Geraghty</td>
<td></td>
</tr>
<tr>
<td>2007 First Annual NDNQI Conference</td>
<td>Las Vegas, NV</td>
</tr>
<tr>
<td>Paula Blizzard</td>
<td></td>
</tr>
<tr>
<td>2007 Neuroessential Conference</td>
<td>Las Vegas, NV</td>
</tr>
<tr>
<td>Bobbie Carter</td>
<td></td>
</tr>
<tr>
<td>Emily Beck</td>
<td></td>
</tr>
</tbody>
</table>
2007 North American Cystic Fibrosis Conference
Diane Walter
Jennifer Geheb
Teresa Reese
Karie Robinson

2008 Joint Commission Hospital Executive Briefings
Michele Fix
Carol Kemper

AANP National Conference
Jaime Phillips

Achieving Excellence in Vascular Access
Kimberlee Aubrey
Janet O’Rear

Acquiring the Fire
Cheri Hunt

Advanced Heart Rate Variability Workshop
Paula Grayson

Advanced Practice Institute: Promoting Adoption of Evidence Based Practice
Janis Smith

Advancing the Art of Pediatric Hematology/Oncology Nursing
Kristina Foster

Adult Congenital Heart Disease: Past, Present and Future
Kasey Zawodniak

Allied Health Research Institute
C.J. Hutto

American Association for the Study of Liver Disease
Gayla Cheadle
Angela Tendick

American College of Asthma and Allergy Meeting
Dolores Suenram
American Indian Symposium  
Erik Bayer  

American Transplant Congress  
Vicki Fioravanti  

Annual Conference on Dialysis  
Catherine Knight  
Lorene Pinkley  
Tasha King  

AONE Live the Legacy: Power, Politics and Persuasion  
Cheri Hunt  

AORN  
Betty Davis  
Bonnie Kangas  

AORN 55th Annual Congress  
Denise Ryan  
Marcy Preston  
Nancy Huppe  
Tamla Jones  

APHON 31st Annual Conference  
Kristina Foster  

APON Conference  
C.J. Hutto  

APSA Annual Meeting  
Amie Gibler  
Lori Chandler  

Are You Ready for That Baby That’s Not Quite Ready?  
Vicky Kramer  

ASORN Visions of the Future  
Katharine Levine  

ASPN 26th National Conference  
Joyce Cline  
Kelly McKenzie  
Barbara Roberts
<table>
<thead>
<tr>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aspiring Nurse Leadership Conference</td>
<td>Memphis, TN</td>
</tr>
<tr>
<td>Tina Lane</td>
<td></td>
</tr>
<tr>
<td>Joanna Van Noy</td>
<td></td>
</tr>
<tr>
<td>Baby Matters 2007</td>
<td>Kansas City, MO</td>
</tr>
<tr>
<td>Mary Kay Leick-Rude</td>
<td></td>
</tr>
<tr>
<td>Biofeedback: Challenging the Boundaries of Technology</td>
<td>Monterey, CA</td>
</tr>
<tr>
<td>Elly Welchert</td>
<td></td>
</tr>
<tr>
<td>Paula Grayson</td>
<td></td>
</tr>
<tr>
<td>Cardiac Medications</td>
<td>Kansas City, MO</td>
</tr>
<tr>
<td>Suzanne Gough</td>
<td></td>
</tr>
<tr>
<td>CHCA Ambulatory Strategy Forum</td>
<td>Indianapolis, IN</td>
</tr>
<tr>
<td>Betty Boyd</td>
<td></td>
</tr>
<tr>
<td>CHCA Chief Nursing Officer Forum</td>
<td>Indianapolis, IN</td>
</tr>
<tr>
<td>Cheri Hunt</td>
<td></td>
</tr>
<tr>
<td>CHCA OR Directors Forum</td>
<td>Los Angeles, CA</td>
</tr>
<tr>
<td>Stephanie Meyer</td>
<td></td>
</tr>
<tr>
<td>Clinical Care for the Chronically Ill Child</td>
<td>Kansas City, MO</td>
</tr>
<tr>
<td>Kathleen Mahoney</td>
<td></td>
</tr>
<tr>
<td>Clinical Issues in Pediatrics</td>
<td>Las Vegas, NV</td>
</tr>
<tr>
<td>Michelle Rooney</td>
<td></td>
</tr>
<tr>
<td>CNMC ECMO Conference</td>
<td>Keystone, CO</td>
</tr>
<tr>
<td>Barbara Haney</td>
<td></td>
</tr>
<tr>
<td>Carrie Thomas</td>
<td></td>
</tr>
<tr>
<td>CQI Meeting</td>
<td>Philadelphia, PA</td>
</tr>
<tr>
<td>Debra Jaklevic</td>
<td></td>
</tr>
<tr>
<td>Criticism and Discipline Skills for Managers and Supervisors</td>
<td>Kansas City, MO</td>
</tr>
<tr>
<td>Laura Shroyer</td>
<td></td>
</tr>
<tr>
<td>Cultural Competency: Strategies for a Diverse Health Care Workplace</td>
<td>Overland Park, KS</td>
</tr>
<tr>
<td>Kelly Manking</td>
<td></td>
</tr>
<tr>
<td>Culture of Excellence</td>
<td>Providence, RI</td>
</tr>
<tr>
<td>Paula Blizzard</td>
<td></td>
</tr>
</tbody>
</table>
Deep Discovery Series—Positive Deviance
Carol Kemper
Cheryl Calabro

Dermatology Nurses Association Convention
Amber Smith

Diabesity
Linda Sandridge

Disruptive Behavior—Threatening Patient Safety
Cheri Hunt

ECMO & the Advanced Therapies for Respiratory Failure
Barbara Haney
Carrie Miner

Education Conference
Andrea Bond

Emergency Nursing Pediatric Provider Course
Betsy Boehner
Jason Wildermood

Emergency Triage Toolbelt
Marilyn Kim

Empowering your Ethics Committee: Consults, Policy and Education
Vicki Clagett
Sara Haslag

Enhancing Perioperative Nursing Care
Stephanie Standlich

Essentials of Communication with Diplomacy and Professionalism
Lisa Morris

Executive Session—Disaster Preparedness
Shirley Clesson

Exploring Medical Missions Conference
Catherine Pribyl
Diane Walter

Fat Cells and Disease
Jackie Wiesner
Forum for Pediatric Palliative Care
C.J. Hutto

Fundamentals of Phototherapy
Lara Allen

His Brain Her Brain
Amy Lawlor

How to be a Better Communicator
Gayla Cheadle

Infectious Disease Society of America Conference
Christy Dejmal
Katie Williams

Infusion Nurses Fall National Academy
Deborah Tanking

Innovative Spine Care: Essentials Skills for the Nursing Team
Sandy Ehlers
Jodie Vanlerberg

The Institute for Credentialing Innovation
Paula Blizzard

Kansas City Southwest Clinical Society
Cynthia Knoelke

Magnet Program Director: Coordinating the Journey to Excellence
Paula Blizzard

Managing Multiple Locations
Stacy Parks

Medical Surge—Mass Casualty Communication Training
Shirley Clesson

Midwest Trauma Conference
Traci Atzenweiler
James Bass
Tonia Campos
Teri Carpenter
Christine Claeys
Debra Cosseboom
Michaela Cronkhite
Gail Dustman
Lindsay Edington
Amy Eidson
Scott England
Tina Gimbert
Pat Guthrie
Julie Harris
Jill Hessenflow
Amber Hughes-Schalk
Nancy Huppe
Cindy Hutchings
Regan Jacobson
JoAnn Jenkins
Lindsay Jessee
Mary Kanatzar
Marilyn Kim
Shelly Knowles
Lori Kubicki
Michelle Lautt
Tammy Lightner
Dina Massengill
Linda Mills
Kim Nicholson

Mommy, I Don’t Feel So Good
Natalie Masters
Tara Myers
Kim Tennison
Sara Wareham

More than Just ECMO: Promoting a Culture of Safety
Barbara Haney

NACHRI 2007 CPSP Users Meeting
Paula Blizzard
Kathy Hulse

NACHRI PICU Focus Group
Stacy Pennington

National Academy of Infusion Therapy
Deborah Tanking

National Child Passenger Safety Conference
Phyllis Larimore

National Emergency Management Summit
Shirley Clesson
National Immunization Conference    Kansas City, MO
Margy Gehrig

National Teaching Institute     Atlanta, GA
Maria Ginger-Wiley
Marilyn Maddox
Karen Murray
Oletha Riley

Nephrology Coding and Billing Seminar     Tampa, FL
Linda Jones

New Insights into Functional Abdominal Pain and Irritable Bowel in Children:
A Multidisciplinary Approach     Salt Lake City, UT
Kathy Christensen
Pam Timony

New Trends in Health Care     Kansas City, MO
Barbara Brown

NICHQ 6th Annual Forum for Improving Children’s Health     San Francisco, CA
Jackie Bartlett
Karen Cox
C.J. Hutto

NICQ 2007 Meeting     Cambridge, MA
Ana Berhenke

NICU Practice & Process:  Putting It All Together     St. Louis, MO
Ginny Boos

Nursing Care in Life, Death and Disaster     Atlanta, GA
Shirley Clesson

Nursing Management Congress 2007     Chicago, IL
Betsy Dearing

The Obesity Society Scientific Meeting 2007     New Orleans, LA
Kerri Wade

Organ Donation and Transplant Breakthrough Collaborative     Nashville, TN
Megan White
Vicki Fioravanti

Paradox of Illness and Healing     Kansas City, KS
Kathleen O’Grady
Patient Safety Meeting
Jacqueline Bartlett

San Francisco, CA

Paving A New Path with MONA
Mary Chaston

Branson, MO

Pediatric Critical Care Nursing Conference
Andrea Nelsen
Stephani Stancil
Stacey Wood

Orlando, FL

Pediatric Emergency Care Conference
Michelle Schaal

Kansas City, MO

Pediatric Gastrointestinal Disease and Intestinal Transplantation
Kim Radford

Aspen, CO

Pediatric Radiology Nurse Leadership Meeting
Elizabeth Edmundson
Kaylene Wiley

Miami, FL

Pediatric Sedation Outside of the Operation Room
Elizabeth Edmundson

Boston, MA

Pediatric Surgery Nursing Conference
Sarah Giebhards
Lindsey Koebel
Jaime Phillips

Kansas City, MO

People to People
Sherri Brown

China

Positive Deviance—
A Model for Moving Intractable Problems to an Effective Outcomes
Rebecca Paulsen

Kansas City, KS

The Power to Perform
Debbie Chamberlin
Nancy Rutherford
Julie Taylor

Scottsdale, AZ

Preparing for the Unknown: Are You Ready?
Shirley Clesson

Alexandria, VA

Promoting Adoption of Evidence Based Practice
Lynn Parsons

Coralville, IA
Putting the “U” in Patient Safety: Unharmed, Uninjured, Unscathed
Cheri Hunt

Requirements Related to Medication Use
Cheri Hunt

RIVUR Study Coordinator Training
Allison Gardner
Janelle Jennings

SANE Training
Tammy Beaven
Sheri Daugherty
JoAnn Jenkins
Sharon Stimatze

Shedding the Virus of Bias and Prejudice
Gail Echerd
Lewis Hughes

Skillpath—Conference for Women
Cindy Barchers
Angie Black
Devin Bowers
Paula Capel
Stacie Davis
Elizabeth Edmundson
Cortni Lind
Rebecca McCall
Stephanie Meyer
Stacy Parks
Rebecca Paulsen
Emily Pierson
Cheryl Powers
Jana Schlosser
Laura Shroyer
Susan Widener

Society for Adolescent Medicine Annual Meeting
Pamela Western
Society of Pediatric Nurses Conference  
Milwaukee, WI  
Stephen Kraley  
Amy Latimer  
Jennifer Leonard  
Erica Monaco  
Patty Phillips  
Janet Sharp  
Amber Smith  
Haley Spellerberg

Spinal Cord Injuries and Brain Injuries  
Orlando, FL  
Leah Jones

Strive, Shine, Soar  
Tampa, FL  
Karen Cox

Studies in Pediatric Liver/Intestinal Transplantation  
Nashville TN  
Angela Tendick

Summer Institute on Evidence Based Practice  
San Antonio, TX  
Ginny Goebel  
Jill Rilinger

Surgery Compass Inaugural Champion Summit  
McLean, VA  
Susan Mecklenburg

Urgencies and Emergencies in Pediatric Care  
Kansas City, KS  
Patricia Hopkins  
Lisa Ruffini  
Brenda Taylor

Urology Nursing 2007  
Kansas City, KS  
Cynthia Williams  
Jeanne Thomas

Using Data Effectively to Manage the Risks to Medication Safety  
Chicago, IL  
Kathy Hulse

Weighing in on Pediatric Obesity  
Kansas City, MO  
Jaime Phillips

WOCN Annual Conference  
Salt Lake City, UT  
Carol Hafeman

The Young Child with Special Needs  
Chicago, IL  
Kathleen Mahoney
The nursing clinical ladder has been an integral part of Children's Mercy Hospitals and Clinics Nursing Department for several years. In an effort to better meet the needs of today’s nurses, a multifaceted team of nurse clinicians and leaders was convened to redefine the framework and structure of the program.

The team researched skill development and acquisition, focusing on the work of Dr. Patricia Benner. In addition, the team interviewed staff nurses in the clinical ladder and managers to evaluate the current program. Other Magnet organizations were also queried to ascertain additional program processes. Using this knowledge, the team created the framework and structure for a career advancement program now known as ADVANCE (Achievements Demonstrating Valuable Advancements for Nursing Clinical Excellence).

ADVANCE is designed as a 5 tiered, peer administered program that promotes personal and professional development by integrating career advancement into the clinical ladder program. Applicants are evaluated based on eight key themes that were identified as intrinsic to the nursing profession—Credentials, Education of Self, Leadership, Education of Others, Community Service, Quality Improvement, Clinical Practice Analysis and Peer Coach. The team operationalized these themes by creating a point based system that progresses according to the achievement level the nurse wishes to obtain. ADVANCE requires annual completion of a professional portfolio that is reviewed by a council of peers to validate completion of these achievements. These portfolios will be blinded to the Review Council so as to negate any bias that might occur.

To support the continuing need for education regarding the ADVANCE program, the team created a website through the nursing home page that provides information regarding the program, as well as access to all documents needed to complete the portfolio. The webpage is easily accessible to all nursing staff and will be continually updated as the program grows and changes.

The ADVANCE Program will begin accepting portfolios for review in March 2008.
ADVANCE Team Members

Jackie Bartlett, RN, MSN, MBA/HCM, Evidence Based Practice Program Manager
Elaine Beachner, BBA in Management, Compensation Supervisor, Human Resources
Paula Blizzard, RN, MS, Magnet Project Manager
Devin Bowers, RN, BSN, CPON, Float Pool
Susan Burns, RN, BSN, CPON, 4 Henson
Kelley Chapman, RN, BSN, CPAN, PACU
Brecklyn Findley, RNC, BSN, Intensive Care Nursery
Allison Gardner, RN, MSN, CPN, Kidney Center
Maria Ginger-Wiley, RN, CCRN, Pediatric Intensive Care Unit
Armi Holcomb, RN, BSN, CPAN, Children’s Mercy South—PACU
Lynn Kellert, RNC, Intensive Care Nursery
Karen McFarland, RN, BSN, CNOR, Operation Room
Lynn Parsons, RN, MS, PNP, PhD (c), Director of Professional Practice
Nancy Tait, RN, BSN, CPN, Children’s Mercy South Urgent Care Center
Stacey Pennington, RN, BSN, CCRN, Pediatric Intensive Care Unit
Rosemary Sayer, RNC, Intensive Care Nursery
Nurses are accountable for their own practice as well as the coordination of care. The models of care provide for the continuity of care across the continuum. The models take into consideration patients’ unique needs and provide skilled nurses and adequate resources to accomplish desired outcomes.

ECMO Services Expanded to the Pediatric Intensive Care Unit

Extracorporeal Membrane Oxygenation, or ECMO, is the process by which a machine provides temporary cardiac and pulmonary support for patients whose organs are unable to fully function on their own. ECMO pumps un-oxygenated blood from the patient via a cannula through a membrane oxygenator. This mechanism mimics the gas exchange process that occurs in the lungs by removing carbon dioxide and adding oxygen. The newly oxygenated blood is then warmed to body temperature and returned to the patient via another cannula. Unlike a heart-lung machine, ECMO can be used more long-term, from a few days to several weeks.

ECMO has been a treatment provided in the Intensive Care Nursery for several years. Recognizing the need to expand these services beyond the neonatal population, the Pediatric Intensive Care Unit began ECMO in April 2007. Nurses interested in becoming ECMO clinicians are required to attend classroom education and must sit for a written exam to verify their knowledge level. Once passing the exam, ECMO nurses are required to attend ECMO Updates and complete a specific number of pump hours each quarter to maintain their competency as an ECMO Nurse.

ECMO is a collaborative team with the PICU and the ICN as all members of the team work both units as needed to provide ECMO coverage. Nurses must have at least three years of critical care experience to apply for the ECMO team. Members of the ECMO team receive a pay incentive for their additional education and responsibilities.

Pediatric ECMO allows the treatment of patients of all ages, something that was previously limited when only neonatal ECMO was available. Patients may be cannulated in the Operating Room before transferring to the PICU, or they may be cannulated at the bedside. The PICU has seen an average of about 1 ECMO
patient per month since April. Two ECMO certified nurses are required to care for each ECMO patient at all times due to the complexity of their treatment and disease process.

PICU ECMO Nurses:
Lynee Epp RN, BSN, CCRN
Dan Frazier RN
Megan Jensen RN, BSN, CCRN
Lindsay Jessee RN, BSN
Erin Hartman RN, BSN
Beth Lang RN-BSN, CCRN

Michelle Lautt RN, BSN, CCRN
Emily McFadden RN, BSN, CCRN
Debbie Shoemaker RN
LeAnn Torrez RN
Sarah Wilson RN

ICN ECMO Nurses:
Linda Atchison RN, BSN, RNC
Cindy Barton RN, BSN, RNC
Tiffani Bradbury BSN, RNC
Phyllis Bredehoft RN, BSN, CCRN
Terese Brophy MSN, RNC
Aimee Boudreaux RN, BSN
Noel Bushing RN, BSN
Brian Cline RNC
Carrie Dickerman RN, ADN, CCRN
Sarah English BSN, RNC
Brecklyn Findley BSN, RNC
Dot Gerst BSN, RNC
Sunny Gillen BSN, RNC
Megan Hulett BSN, RNC
Melissa Jackson RN, BSN, CCRN
Gayla Johnston RN, CCRN
Lynn Kellert ADN, RNC
Corey Long RN, BSN

Michelle Majerus RN, BSN
Aja McLemore RN, BSN
Angelynn Mescher RN, BSN
Jan Morgan ADN, RNC
Sara Mosbacher RN, BSN, CCRN
Carla Phillips(Welch) RN, BSN
Connie Potts RN, BSN
Kristen Sayers BSN, RNC
Kelly Scannell RN, CCRN
Debbie Schwartzkopf RN, BSN, CCRN
Julie Taylor RN, BSN, CCRN
Dianne Wilderson MSN, RNC
Kathy Wright RN


Many of the patients seen at Children’s Mercy Hospitals and Clinics have chronic diagnoses that often require involvement of several specialty services throughout the hospital. For patients and families, it is often a cumbersome task to coordinate care with the involvement of many different health care providers. In order to assist patients and families in meeting their unique health care needs, Kathy Mahoney, RN, MSN, CPNP, created the Medical Coordination Clinic with the providers in the Pediatric Care Clinic. The patients served in the Medical Coordination Clinic are patients who are seen in the Pediatric Care Center for primary care.

The Medical Coordination Clinic sees patients from newborn to 19 years of age with challenging and sometimes life threatening diagnoses such as Down’s syndrome, cerebral palsy, autoimmune disorders, spina bifida and congenital heart disease, just to name a few. Kathy, along with other members of the health care team, assists in the coordination of the patient’s care and provides easier access to the Children’s Mercy Hospitals and Clinics system. She sees approximately 240 patients in the clinic for well, ill and follow-up visits. The goal of this program is to provide a medical home for children with special health care needs.

Kathy, along with multi-disciplinary team members Ken Thomas, MD, Terri Hickam, LCSW, CCM, and Terry Buford, RN, PhD, CPNP, recently received a $25,000 grant from Family Health Partners to further expand the outreach of the clinic. This funding will assist in expanding the program into a hospital wide system that would provide a medical home for all Children’s Mercy Hospitals and Clinics’ patients.
Quality is the systematic driving force for nursing and the organization. Nurses serving in leadership positions are responsible for providing an environment that positively influences patient outcomes. There is a pervasive perception among nurses that they provide high-quality care to patients.

Parallel Parkway Clinics move to Children’s Mercy West

On August 13th, 2007, after many years of limited room for growth, Children’s Mercy Hospitals and Clinics’ Parallel Parkway office made the move to a new location near State Avenue and I-635 in Kansas City, KS. Planning for the new facility began in October 2004. The new location, now known as Children’s Mercy West/The Cordell Meeks, Jr. Clinic, provides the health care team with a beautiful and spacious building in which they can continue to expand the services they currently provide. The 17,500 square feet of space at the new facility nearly triples in size the space at the Parallel office and, in addition to clinic services, provides outpatient pharmacy, lab and radiology space.

The two physician practice that began over 30 years ago joined Children’s Mercy Hospitals and Clinics in 1999. It has since expanded to five physician providers Monday thru Friday as well as an additional physician to provide teen care on Thursday afternoons. The clinic also offers Saturday services by appointment. The clinic sees over 17,000 patients each year for both Well Child and Ill Child visits.

The clinic provides Primary Care services from birth to 18 years of age for the surrounding areas in Kansas and Missouri. There are currently 10 nurses working at the Children’s Mercy West facility. These nurses provide immunizations, illness supportive care, phone care and pertinent education related to their patients’ health improvements and quality of life.
Recognizing the potential to improve patient experiences during urinary catheterization, staff members in the radiology department conducted a research study to evaluate patient outcomes with the use of lidocaine prior to catheterization. Members of the multidisciplinary research team were:

- Brenda Boots, RN, BSN, CRN
- Elizabeth Edmundson, RN
- Sara Easley, CCLS
- Nancy Burchell, CNMT, RSO, RT, (N), FSNMTS
- Sharon Henrich, RT(R)
- Karen Lantz, RT(R)
- Stephanie Easley, CCLS
- Cathryn Carroll, PhD

Background: According to Gray (1996), pediatric patients undergoing urinary catheterization reported experiencing discomfort. Although Vaughan et al (2006) applied lidocaine prior to urinary catheterization, the application was not intraurethral. The purpose of this study was to evaluate if discomfort levels were significantly affected when two different intraurethral lidocaine application methods were used. Bennis and Benne’s (1976) Change Theory served as the conceptual model for this study.

Patients and Methods: A prospective, single-blind, randomized, controlled trial was conducted. Patients between two months through seven years of age were eligible if no altered pain perception was present. Patients were randomized into two groups:

1) Control Group: two step application, 5 minutes apart
   a. Topical
   b. Intraurethral
2) Intervention Group: one step application, 5 minutes prior to catheterization
   a. Topical followed immediately by intraurethral
2% lidocaine gel was administered through a device specifically designed for intraurethral application. Pediatric nurses performed the catheterization and assigned a FLACC (0-10) pain score at the time of catheter insertion. Secondary outcomes included parental perceptions and pre and post-catheterization heart rate.

Data Collection: The study data were collected from September 2005 through October 2006. Two hundred consented participants were randomly assigned to a study group. 91 were assigned to the control group with 109 encompassing the intervention group.

Results and Conclusions: No statistically significant differences were observed between the intervention group and the control group in the mean FLACC pain score, heart rate or parent perceptions. A 5 minute single application of intraurethral lidocaine provides significant reduction in discomfort for pediatric patients prior to urinary catheterization. These findings do not support the need for a second application of lidocaine gel.

The results of this study were presented at the 2007 National Magnet Conference in Atlanta, GA, and awarded the Magnet Poster Prize for Research.


Striving to advance both nursing and health care, Children’s Mercy Hospitals and Clinics supports the research and evidence based practice efforts of all staff in order to promote positive patient outcomes. With this organizational commitment and through professional collaboration, nurses throughout the organization were able to share their expertise with the health care community through publications and presentations.

2007 Books, Book Chapters and Manuals


2007 Journal Articles

- Karen S. Cox, RN, PhD, CNA, FAAN (2007). Minute-to-Minute Condition Inspires Online Tool to Improve Connections. The Cerner Quarterly, 3(3).
- Susan R. Lacey, RN, PhD, Karen S. Cox, RN, PhD, CNA, FAAN, Kathleen C. Lorfing, MSN, RN, Susan L. Teasley, RN, Cathryn A. Carroll, PhD, & Kathleen Sexton, RN, BSN, MA (2007). Nursing Support, workload and intent to stay in Magnet, Magnet Aspiring and Non-Magnet hospitals. Journal of Nursing Administration, 37(4):199-205.


Peggy Ward-Smith, RN, PhD, Jill Linn, MDiv, BCC, Rebecca Korphage, MHRED/OD, Kathy Christenson, RN, CPNP, & Christopher Hubble, MD (2007). Development of a Pediatric Palliative Care Team. Journal of Pediatric Health Care, 21(4):245-249.


2007 Poster Presentations

- Patricia Messmer, RN, BC, PhD, FAAN, & Carol Roach, RN, BSN, CP. “Padres Apoplyados: Advocacy for Parental Visitation in the PACU: A Pediatric Perspective”. Florida Nurses Convention, Daytona Beach, FL, September 2007.
- Nancy Neilan, MT (ASCP), Craig Friesen, MD, Jennifer Schurman, PhD, & Debra Taylor, RN. “Serologic predictors of changes in duodenal bulb eosinophil density with montelukast therapy”. North American Society of Pediatric Gastroenterology, Hepatology and Nutrition, Salt Lake City, UT, October 2007.
- Faith Olson, RN, CPN, Malisa Putnam, RN, BSN, CPN, & Tamra Radatz, RN,BSN, CPN. “Growth Assessment in Specialty Clinics”. Pediatric Endocrine Nursing Association Conference, Portland, OR, April 18-21, 2007.
Jillian Richard, RN, MSN, CPNP, & Terri Luetjen, RN, MSN, CPNP. “Use of rhIGF-1 in an adolescent with an insulin receptor defect”. Pediatric Endocrine Nursing Association Conference, Portland, OR, April 18-21, 2007.


Lona Roll, RN, MSN, Kristin Stegenga RN, PhD, Yvonne Barnes, RN, MSN, CPNP, Jo Meekins, RN, & Joan Haase, RN, PhD. “Strategies to support nurses participation in a behavioral intervention study conducted through a cooperative group”. Oncology Nursing Society Cancer Nursing Research Conference, Hollywood, CA, February 8-10, 2007.

Kristin Stegenga RN, PhD, Lona Roll, RN, MSN, Yvonne Barnes, RN, MSN, CPNP, Jo Meekins, RN, & Joan Haase, RN, PhD. “Meeting the needs of the adolescent/young adult: Lessons from the SMART Study”. Oncology Nursing Society Cancer Nursing Research Conference, Hollywood, CA, February 8-10, 2007.

Kristin Stegenga RN, PhD, & Peggy Ward-Smith, RN, PhD. “Receiving the diagnosis of Cancer: The adolescent perspective”. Midwest Nursing Research Society Annual Conference, Omaha, NE, March 2007.


Peggy Ward-Smith, RN, PhD. “Adolescent Evaluated Quality of Life: A Longitudinal Study”. 18th International Nursing Research Congress Focusing on Evidence Based Practice. Vienna, Austria, July 11-14, 2007.

2007 Presentations


Karen S. Cox, RN, PhD, CNAAl, FAAN. “Kansas City Health Economy Roundtable”. 2007 Health Care Leadership Forum - Cerner Corporation, Kansas City, MO.

Karen S. Cox, RN, PhD, CNAAl, FAAN. “Developing Measures of Pediatric Nursing Quality”. Guangzhou Children’s Hospital, Guangzhou, China, 2007.


Chris Geraghty, RN, BSN. “Irritable Bowel Disease Symposium for Patients with IBD and their Parents”. Children’s Mercy Hospitals and Clinics, Kansas City, MO.


- Patricia Messmer, RN, BC, PhD, FAAN. “Preceptor Experiences Affect Simulation, BKAT and Critical Thinking Skills”. STTI Biennial Convention, Baltimore, MD, November 2007.
- Patricia Messmer, RN, BC, PhD, FAAN. “ANCC Magnet Recognition: Making a Difference for Patients, Nurses and Employers”. 2007 Nursing Solutions Summit Arlington, VA, August 2007.
- Adrienne Platt, RN, MSN, CPNP. “Depression and Health-Related Quality of Life and the Impact on Successful Incorporation of Lifestyle Changes in Overweight Insulin Resistant Adolescents”. Arizona State University, December 2007.


Mary Ann Riesco, RN, MS, CCRN, & Lori Markham BSN, MSN, CCRN, CPTC. “Latest Approach for Impacting Pediatric Organ Donation”. National Teaching Institute & Critical Care Exposition, Atlanta, GA, May 21, 2007.

Janis B. Smith, RN, MSN. “Nursing Practice and Electronic Health Records: Making Evidence Actionable to Enhance Patient Care”. UMKC School of Nursing, Kansas City, MO, October 2007.


Kathleen R. Stevens, RN, EdD, FAAN, & Patricia Messmer, RN-BC, PhD, FAAN. “Integrating King’s Transactional Model into the ACE Star Model of Evidence Based Practice”. STTI Biennial Convention, Baltimore, MD, November 2007.


The organization has structures and processes for the measurement of quality and programs for improving the quality of care and services within the organization.

**PICU Participates in Nationwide Pediatric Blood Stream Infection Initiative**

Catheter Associated Blood Stream Infections (CA-BSI) are a significant source of morbidity, mortality and added medical costs for hospitalized adult and pediatric patients every year (NACHRI 2006). The National Association of Children’s Hospitals and Related Institutions (NACHRI) is leading an effort to eliminate blood stream infections related to intravenous line placement. NACHRI has introduced a three year quality improvement project to address blood stream infections where infants and children receive the highest level of care—pediatric intensive care units.

As one of the 209 NACHRI member hospitals, Children’s Mercy Hospitals and Clinics was given the opportunity to participate in the project. The project focuses on empowering all staff members to take an active part in patient safety through the prevention of CA-BSI and generating new knowledge regarding line placement and maintenance that will improve patient outcomes. The study involves the collection of data on patient outcomes, insertion and maintenance practice compliance and clinical/demographic measures.

There are currently 29 PICUs participating in the first phase of a three phase study. This phase will last approximately 12-15 months and focuses on testing changes, data collection and sharing of information. Each participating PICU is required to implement line insertion and maintenance bundles which are protocols designed to reduce the risk of infection associated with catheter placement. Data is collected on the compliance with these bundles and will be used to evaluate their impact on CA-BSI rates.
In addition, each PICU must also select one of three test factors to implement. Children’s Mercy Hospitals and Clinics’ PICU has chosen to implement a Chlorhexidine Gluconate (CHG) scrub versus an alcohol scrub to clean the IV hubs on central lines. The CHG scrub requires a 30 second scrub and a 30 second dry time before entering the line. Each participating PICU will evaluate the impact their individual test factor has on their patient outcomes and will share this information in order to determine best practices.

Promoting change within any team is a difficult and challenging task. The changes associated with this initiative proved no different. However, the impact this project has had on the culture of safety within the PICU has been tremendous. The project began with education of all PICU staff on the historical CA-BSI rates seen in the PICU. A review of data over the past few years showed that CA-BSI rates were as high as 13.28%. After this initial education, the insertion and maintenance bundles from the NACHRI study were implemented. In order to promote the project and improve infection rates in the PICU, a team of staff nurses became BSI Champions and took education to the bedside. This one-on-one education and demonstration was the turning point for staff buy-in to the initiative. PICU staff members have taken ownership of the central venous lines in the unit by striving to protect those lines and keep patients infection free, moving the department towards a proactive, organized commitment toward safety.

In Phase 1 of the study, participating hospitals have shown a decrease in infection rates of approximately 41% (from 5.39/1000 catheter days to 3.19/1000 catheter days) by adhering to the protocols outlined by the study. This reduction can be equated with 177 infections prevented, $6 million saved and 20 deaths prevented (NACHRI 2008). Phases 2 and 3 of the project will refine the process and utilize Phase 1 participants to spread the initiative to other PICUs.


**AHRQ Culture of Safety Survey**

“The culture of safety of an organization is a product of individual and group values, attitudes, perceptions, competencies, and patterns of behavior that determine commitment to, and the style and proficiency of, an organization’s health and safety management. Organization’s with a positive safety culture are characterized by communications founded on mutual trust, by shared perceptions of the importance of safety, and by confidence in the efficacy of preventive measures.”

ACSNI - 1993
Patient Safety is a driving force in the promotion of health care quality. Recognizing the importance of understanding an organization's views and beliefs related to patient safety, the Agency for Health Care Research and Quality (AHRQ) funded the development of the Hospital Survey on Patient Safety Culture. This survey is designed to assess the opinions of hospital staff regarding patient safety issues and event reporting. The 42-question survey measures 12 areas of patient safety culture identified in the graph below.

Children’s Mercy Hospitals and Clinics participated in this survey in May 2007. 758 staff members, including both bedside providers and administrative leaders, participated in the study. Years of experience ranged from less than 1 year to over 20 years, with 67% of participants falling in the 1-10 year range. 28% of the participants were registered nurses. Results are reported as a percentage of positive responses.

From this survey, four key target areas were identified: Handoff Communication, Feedback Regarding Errors, Frequency of Event Reporting, and Non-punitive Responses to Errors.

Next Steps:
The Quality and Safety Steering Committee identified handoff communication as one of the priority areas for 2008. Work is underway to develop a communication standard during handoffs. The CNO and other nursing leaders are active participants in these initiatives.

The other three target areas are undergoing further analysis by the Human Resources and Risk Management departments to determine strategies for improvement. In addition, CMH is participating in a Missouri Center for Patient Safety Collaborative related to implementation of a “just” culture. The CNO and other nursing leaders are part of the team working on the project. Key individuals have received training on the just culture concepts and are developing recommendations regarding implementation of specific just culture components within CMH.

The health care organization provides adequate resources, support, and opportunities for the utilization of experts, particularly advanced practice nurses. In addition, the organization promotes involvement of nurses in professional organizations and among peers in the community.

Enuresis Clinic: Providing Improved Quality of Life through Specialized Care and Research

Nocturnal enuresis, or bedwetting, affects over 5 million children over the age of six years. It is estimated that each year only 15% of these children will resolve their bedwetting on their own. Many will seek medical interventions to overcome this problem. In addition, many children have daytime voiding problems that are embarrassing and disruptive to school or home life.

Dana Barry, RN, CPNP, is working to help patients and families to conquer their daytime bladder problems and the bedwetting battle. Dana conducts an Enuresis Clinic through the Children’s Mercy Kidney Center to assess factors impacting the child’s bedwetting and develop effective treatment plans tailored to the family’s individual needs. As a nurse practitioner, Dana works independently and fills both the medical role for diagnosis and treatment, as well as the nursing role of teaching and holistic care. She recognizes that helping the child understand about their treatment improves compliance and patient outcomes. Dana utilizes teaching charts designed specifically to educate children on how the bladder works. In addition, she often demonstrates the use of medical equipment in the office providing a less stressful learning environment for the child. Once a treatment plan is developed, Dana serves as the constant for the family in follow up and treatment support.

The Enuresis Clinic is not Dana’s only connection with the treatment of bedwetting. She is actively conducting research to evaluate the effect of the use of a bedwetting alarm for treatment of bedwetting on quality of life and the burden of enuresis from the perspective of the child and family. A total of 40 patients have been enrolled.
RELAX YOUR SPHINCTER MUSCLE AND LET THE URINE COME OUT.

AHHH, THAT FEELS BETTER!
Each participant receives a bedwetting alarm for treatment of their bedwetting. The participants complete a pretest prior to beginning treatment designed to identify concepts of quality of life, the presence of hope, and the burden of enuresis. They repeat the test 3 months after starting treatment to evaluate changes in the concepts of quality of life, hope, and burden of enuresis, as well as progress towards the resolution of the bedwetting.

The Enuresis Clinic is held every Monday, Thursday, and Friday and is currently seeing more than 500 patients each year.

Nursing researcher, Martha Curley, PHD, RN, FAAN, CCRN, shared her knowledge and expertise as part of the Endowed Lecture Series during Hospital Week on November 8, 2007. The Endowed Lecture Series is funded by an anonymous donor to bring a nationally renowned speaker to Children’s Mercy Hospitals and Clinics to present on a current topic in pediatric health care.

Dr. Curley received her diploma in nursing from Springfield Hospital Medical Center in Springfield, MA, in 1973. She completed her Bachelor of Science degree from University of Massachusetts—Amherst in 1985, her Master of Science in Nursing from Yale University in 1987 and her Doctorate from Boston College in 1997. Her research focuses on improving standards of care in pediatric critical care units, professional standards of the nursing profession and the relationships of pediatric nursing staff with other health care providers, patients and families.

The lecture series began with Dr. Curley presenting Grand Rounds on “Parental Presence During Invasive Procedures and Resuscitation.” During this program, she discussed how family interactions within the health care system has evolved, compared the perspectives of families and health care professionals related to family presence during procedures and shared how one health care organization has incorporated family presence in a manner that meets the needs of both the family and the care providers.

Dr. Curley’s afternoon presentation, “Synergy: What Nurses Do and How They Impact Outcomes,” explored the Synergy Model of professional nursing practice and how to take the model from theory into practice. She discussed how the Synergy Model meets the needs and concerns of both the patient and the nurse, as well as assists in defining the care delivery model and measuring outcomes.

In addition, an informal discussion was held with PICU staff nurses as a special opportunity to share their experiences of parental presence during invasive procedures and resuscitation and the impact parental presence has in the critical care setting.

Dr. Curley is a Nurse Scientist at the Children’s Hospital Boston, an Associate Professor at the University of Pennsylvania, School of Nursing and a part-time lecturer in Anesthesia at Harvard Medical School.
Clinical Pathway Guidelines (CPG) continue to be a vital part to the ever expanding Evidence Based Practice Program at Children’s Mercy Hospitals and Clinics. A Clinical Practice Guideline is a “systematically developed statement[s] to assist practitioner[s] and patient decisions [related to] appropriate health care for specific clinical circumstances.” (Field and Lohr, 2000). At Children’s Mercy Hospitals and Clinics, a CPG is comprised of the following seven components:

1. Algorithm—a flow diagram identifying the key points of care
2. Annotations—describes the care modality
3. Critically Appraised Topics—synthesized evidence based literature relating to key care issues
4. Order set(s)—guides practitioners in the appropriate plan of care
5. Measurable Patient and Provider Outcomes—provides concrete evidence to guide care plans and interventions to promote positive patient outcomes
6. Educational materials—patient and provider oriented materials
7. Ongoing monitoring plan—assures the most current evidence is incorporated in the CPG

CPG Teams are multidisciplinary teams that evaluate all components in a disease process and the impact they have on treatment for the patient. Nursing plays an important role on these teams by providing insight into the patient’s care at all levels of service from first point of care through discharge.

CPGs are available for all staff to view via the Scope through the Evidence Based Practice Link on the Patient Care Services homepage. There are currently eleven completed CPGs available on the website covering both medical and surgical diagnoses.

Four CPG teams were active in 2007, all with nursing representation:

**Community Acquired Pneumonia CPG**

Geoffery Allen, MD
Jackie Bartlett, RN, MSN, MBA/HCM
Kay Bowen, RN
Raymond Chan, MD
Charleen Cunningham, RN, BSN, CPN
Ashley Daly, MD
Jennifer Geheb, RN, MSN, CPNP
Patrice Johnson, RRT
Kathy Kellerman, RN
Laura Medina, Pharm D
Jeffrey Michael, DO, PEM
Jayna Monical, RN, BSN, CPN
Jesica Neuhart, MD
Jason Newland, MD
Lauren Olson, MD
Stacy Pennington, RN, BSN, CCRN
Michelle Schaal, RN, BSN, CPN
Elizabeth Schmitz, Pharm D, BCPS
Linda Shinn
Janis Smith, RN, MSN
Leslie Stach, Pharm D
Nancy Tait, RN, BSN, CPN
Kate Vanlandingham
Gina Weddle, RN, MSN, CPNP
Kirsten Weltmer, MD
Laura Wilson, RN

Failure to Thrive CPG
Jackie Bartlett, RN, MSN, MBA/HCM
Chris Day, MD
Mo Gaynor, MOTR
Tammy Hitt, RN
Donna Holmes, LCSW
Lindsay Hudson, LCSW
Margo Humenczuk, MA, MBA, RD, LD
Jill Jacobson-Norton, SW
Kathe Kraly, CPNP
Ashley Meyer, RN
Mike Moran, MD
Brooke Nelson, LMSW, LCSW
Bobby Riss, MD
Christy Robertson, MD
Jackie Schieszer, MSW
Kasey Smith, MS, RD, LD
Karen Stephens, MS, RD, LD
Julie St. John, RN
Shirley Webb, RN, MBA
Evidence Based Practice extends beyond the development of CPGs. Staff nurses on 5 Henson and 5 Sutherland identified the following Point of Care Question:

What is the best practice to assess urinary status in a post-operative patient receiving oral or IV narcotic analgesics to decrease the incidence of adverse effects related to post-operative bladder distention related to (or caused by) urinary retention?

This question has resulted in a team of staff nurses investigating best practices in the care of post-operative patients with prescribed narcotics for pain control. The team has conducted literature searches to identify research and interventions currently being utilized throughout health care to address this practice question.

Team Members are as follows:

Cynthia Barchers, RN
Jackie Bartlett, RN, MSN, MBA/HCM
Bobbie Carter, RN, CPN
Janna Crowley, RN
Mickie Farthing, RN, BSN, CCRC
Jessica Herrick, RN, BSN
Elizabeth Hinkle, RN, BSN, CPN
Gayla Huffman, RN, BSN
Vanessa Laing, RN, BSN
Amy Latimer, RN, BSN, CPN
Barbara Millard, RN
Lindsay Miller, RN
Ginny Nyberg, RN, MSN
Camie Pontius, RN, BSN
Jennifer Scribner, Equipment Tech II
Haley Spellerberg, RN, BSN, CPN
Brenda Thompson, RN, BSN, CPN
Joanna Van Noy, BSN, CPN
Professional Organizations

Dana Barry—Secretary for the Greater Kansas City Chapter of Pediatric Nurse Practitioners

Joy Bartholomew—Nursing Chair of Acute/Palliative Clinical Practice, Nursing Steering Committee member and Protocol ANBL0532 Study Nurse for the Children’s Oncology Group

Kathryn Blundell—Member of the Workshop Committee of the AORN of Greater Kansas City

Mary Chaston—Treasurer of the Missouri Nurses Association and Missouri delegate to the American Nurses Association

Becky Cook—Secretary for Greater Kansas City APHON Chapter

Betty Davies—Chair of the Missouri Council of Perioperative Registered Nurses, Chair of the Annual Meeting for the Missouri Council of Perioperative Registered Nurses, Chair of the Workshop Committee of the AORN of Greater Kansas City and member of the National AORN Awards Committee

Amy Diggs—Vice President of Greater Kansas City APHON Chapter

Lori Erickson—Secretary of the Lambda Phi Chapter of Sigma Theta Tau

Carie Fisher—Corresponding Secretary for Greater Kansas City APHON Chapter

Melissa Harber—Scholarship Chair of the AORN of Greater Kansas City

Cheri Hunt—Vice President of the Kansas City Area Nurse Executives

Dianna Hurley—Secretary of the local chapter of American Nephrology Nurses Association

Judy Kauffman—Member of the National Taskforce of the National Hemophilia Foundation First Step Program

Erin Keith-Chancy—Board member of the Autism Society of the Heartland

Tasha King—Health Policy Representative for the American Nephrology Nurse Association

Angie Knackstedt—Member of the Program Planning Committee for the Society of Pediatric Nursing and Member of the Development Committee for the Maternal and Child Health Coalition

Patty Phillips—Member of the Awards Taskforce for the Society of Pediatric Nursing National Convention

Amy Scott—President of Greater Kansas City APHON Chapter

Maggie Sullivan—Treasurer for Greater Kansas City APHON Chapter
The nurse is expected to practice autonomously, consistent with professional standards. Independent judgment is expected to be exercised within the context of interdisciplinary and multidisciplinary approaches to patient/resident/client care.

**Transforming Care at the Bedside:** Utilizing Nursing Knowledge to Improve Patient Care

Transforming Care at the Bedside (TCAB) is an initiative funded by the Robert Wood Johnson Foundation (RWJF) in partnership with the Institute for Health Care Improvement to improve the quality of care provided to patients and families. TCAB focuses on engaging front-line staff nurses for the implementation of change by redesigning current work processes to promote a truly patient centered care environment and reduce the incidence of adverse patient outcomes. The first phase of the TCAB study began in 2001 with 10 participating hospitals and 13 pilot med/surg units. Data collected from the first phase indicates an increase in time spent in direct patient care from 40% to greater than 50%, as well as a reduction in turnover rates from 15% to less than 5%.

RWJF, with the help of the American Organization of Nurse Executives, decided to expand the TCAB project in 2007 to fund an additional 68 hospitals. Children’s Mercy Hospitals and Clinics was one of only three children’s hospitals selected to participate in the second phase of the TCAB project. 6 Henson was selected as the pilot unit and began participation in June of 2007. The study began with data collection of how nurses spend their time. Nurses were given PDAs that vibrated randomly throughout the shift. When the PDA vibrated, the nurse entered the requested data into the PDA such as past, current and future nursing actions. This data is used to calculate the amount of time the nurse spends in direct patient care.

In 2008, 6 Henson will begin to create, implement and evaluate changes on the unit using Rapid Cycle Testing. Decisions will be driven by front-line nurses working in collaboration with other health care providers including physicians, managers and social workers. The team will review best practices both within the realm of health care, as well as other industries to design interventions. Ideas will be implemented using the “one nurse, one patient, one shift” approach and then assessed for effectiveness. Those ideas deemed promising will be further refined and disseminated across the unit. Those seen as less promising will
be abandoned and the team will regroup to brainstorm other ideas and interventions. Once an intervention has proven to positively impact patient care and the work environment, it will be implemented across the unit and tested for its long term sustainability.

Participation in the TCAB project will last a minimum of two years. During that time, eight indicators will be monitored included patient falls, number of codes per unit, direct patient care time and nurse voluntary turnover. In addition TCAB will look at Patient’s Perception of Caring by the Nurse, Nurse Autonomy and Ownership of Nursing Practice, and Transformational Leadership.


Beginning November 1st, 2007, Children’s Mercy Hospitals and Clinics Neonatal Nurse Practitioners (NNPs) began providing services at North Kansas City Hospital in their neonatal intensive care nursery. These advanced practice nurses serve as an essential resource to the physicians and nurses in the management of critically ill newborns.

There are currently 45 Neonatal Nurse Practitioners within the department of neonatology at Children’s Mercy Hospitals and Clinics that provide services both within and outside of the hospital. North Kansas City Hospital is the first hospital north of the river to add NNPs to the delivery room and nursery. Seven Children’s Mercy Hospitals and Clinics’ Neonatal Nurse Practitioners provide around the clock coverage for North Kansas City Hospital’s Level II NICU. The neonatology department provides this same coverage at three other metro hospitals.

The Neonatal Nurse Practitioners provide expert delivery room resuscitation of sick babies and manage Level II patients with the neonatologist. They also support the pediatricians and nurses in the management of their patients while in the nursery. The NNPs serve as both a formal and informal resource for educational needs of the nursing staff.

North Kansas City Hospital’s NICU currently has 12 inpatient beds. The organization will begin renovation in the Spring of 2008 to expand to 18 private rooms, with plans to be completed by early 2009.

**North Kansas City Neonatal Nurse Practitioners:**

- Ginger Bauler, RN, NNP-BC
- Shelley Cederlind, RN, NNP-BC
- Kara Fadler, RN, NNP-BC
- Martha Goodwin, RN, NNP-BC
- Tonya Montague, RN, NNP-BC
- Laura Mullins, RN, NNP-BC
- Jackie Plante, RN, NNP-BC
Relationships are established within and among all types of health care organizations and other community organizations, to develop strong partnerships that support improved client outcomes and the health of the communities they serve.

Community and Volunteer Activities

6 Henson Staff Nurses—Participated in the Cystic Fibrosis Walk.

Lynn Anson—Volunteered at St. Charles Catholic Church as a Eucharistic Minister and assists with funeral luncheons and annual Thanksgiving/Christmas food drive. Also provided blood pressure checks on request.

Jackie Bartlett—Prepared meals and served as Lector at Holy Spirit Catholic Church.

Dana Barry—Member and volunteer of Delta Society Pet Partners and provided services with her Labradoodle, Ted E Bear (aka Teddy), as a visiting pet therapy dog.

Danielle Basham and Latosha Sanders—Volunteered at the annual technology/health fair through the Black Family Technology Awareness Association.

Erik Bayer—Helped with maintaining the landscaping and facilitated the sweetheart dinner for his church.

Mark Besinge—Sang with the Heartland Men’s Chorus.

Sue Campisano, RN, CPN—Taught Engaged Encounter, marriage preparation classes for engaged couples, with her husband in their home through St. Thomas More Parish.

Martha Carter—Prepared food for the soup kitchen through her church. Also active with girl scouts, school of religion, Jag Pac, PTA and Health Day at Lakewood Middle School.
Kathy Christenson—Volunteered at the Jackson County Free Health Clinic.
Served as a Stephen Leader/Minister and as a member of the Prison Ministry Committee for the Woods Chapel United Methodist Church.

Betsy Dearing—Sang weekly in the Sheffield Family Life Center Choir.
Volunteered weekly at University Academy and monthly at Operation Loves Outreach, a Harvesters food distribution center.

Scott England—Taught Sunday School at All Souls Unitarian Universalist Church.
Sang in the All Souls UU Choir and the Heartland Men’s Chorus.

Gail Ezell—Volunteered at St. Mary’s Food Kitchen.

Allison Gardner—Served as President of the UMKC School of Nursing Alumni Association and was a member of the UMKC Alumni Association Governing Board.

Christy Geraghty—Was honorary chair for the Gift of Life annual fund raiser, GO SEE DO, and involved in the Gift of Life high school education program, the Life Saver program. Also assisted at the Annual Crohns and Colitis Foundation of America annual fundraiser walk.

Kris Grandin—Served as a Youth Friends Volunteer and on the planning committee for the Southview Elementary School Fundraiser Auction/Dinner.

Edy G. Heydinger—Provided in-services to the Olathe School District Nurses and Liberty School District Educators on Childhood Obesity and taught community pediatric Medicaid providers current clinical practice on childhood obesity. Organized an urban community swim clinic to promote fitness in youth.

Roxanne Ingle—Taught Sunday School, led music and assisted with inner city outreach projects at Penn Avenue Church of the Nazarene. Active in music ministries and taught Sunday School at Central Church of the Nazarene. Also volunteered at Kansas City Youth Urban Center and for district church homeless events.

Meredith Jackson—Collected “recyclables” to be used for medical mission work both in the Kansas City area & over-seas.

Robin Keene—Volunteered at the Spay and Neuter of Kansas City.

Erin Keith-Chancy—Participated in the 2007 Autism Walk.

Kris Kerwin—Parent volunteer for the Park Hill South High School/American Red Cross Blood and for St. Therese’s grade school book drive.
Tasha W. King—Was involved with free Blood Pressure screening and local Continuing Education fall meeting for the American Nephrology Nurses Association.

Angie Knackstedt—Volunteered with Johnson County Inter-Faith Hospitality Network and Johnson County Christmas Bureau. Served as host family for Children for Peace in Ireland. Active in variety of service and volunteer activities with Notre Dame de Sion High School.

Carrie Kruse and Lindsey Sizemore—Participated in the Annual Crohns and Colitis Foundation of America fundraiser walk.

Jennifer Leonard—Served as a Youth Friend volunteer at Longfellow Elementary once a week.

Ramona Lindsey—Served as the nursing facilitator for the African-American Woman’s Breast Cancer Support Group.

Susan Mecklenburg—Volunteered with the MidAmerica Games for the Physically Handicapped.

Kathe Menown—Core member of the Life Teen program at St. Therese in Parkville and assisted with RCIA, a group of adults studying to join the church. Also volunteered with a youth retreat where served as a group leader and assisted with medications.

Marci Neely—volunteered at the Chocolate Festival to benefit Catherine’s Place/Hope House, a home for battered women and their children.

Laura Peterson—Served in a variety of roles with her church involving the youth group.

Lori Pinkley—Volunteered as a third grade leader for AWANA program at Pleasant Valley Baptist Church and weekly at Warren Hills Elementary School.

Kim Radford—Volunteered at Lakeland Community Church Respite Care Program, a program designed to allow parents of children with chronic illnesses or disabilities a night out.

Stephanie Sandelich—Performed with Hrvatski Obaci, a Croatian Tamburitza group that plays traditional songs and dances from Croatia.

Beverly Schuepbach—Participated in the Alzheimer Memory Walk and celebrated her 10th year as a Ronald McDonald Family Room Volunteer.
Marty Snyder—Provided blood pressure monitoring monthly and served as the handbell choir coordinator and ringer at Our Lady of the Presentation Catholic Church. Was active in the youth ministry program at the church including assisting with mission trip planning, float trip planning, fish fries and stockholder dinner. Also assisted with high school and competitive volleyball team activities.

Amy Stillman—Volunteered for the Liberty school district and PTA and served as a Shoal Creek Community Church volunteer.

Sue Teasley—Served as a Court Appointed Special Advocate (CASA) Volunteer for Children for Jackson County.

JoAnn Vargas—Volunteered with Big Brothers Big Sisters and Operation Breakthrough.

Megan White—Worked at the CMH Donation Awareness booth and represented CMH at a Breakfast of Champions given by the National Kidney Foundation and Gift of Life.

Donna Wyly—Volunteered at Helping Hands Therapeutic Riding Center which utilizes equestrian activities to improve the health and quality of life for children and adults with disabilities.

Camp Participants

Hillary Allee    Camp Quality
Rochelle Bangston  Camp CoHoLo
Dana Barry         Camp Chimer
Goldie Benz         Diabetes Camp
Janie Berquist      Diabetes Camp
Sharon Blevins            Camp Chimer
Brenda Brewer          Camp Chimer
Suzanne Brewer            Camp Oasis
Stephanie Brightman     Camp Chimer
Diana Burnett               Diabetes Camp
Cherie Burroughs-Scanlon  Camp Chimer
Sue Campisano               Camp Chimer
Sherry Carroll                 Camp Quality
Margo Cox                    Camp Chimer
Jenny Evans                    Camp Hope
Kerry Farris                   Camp Chimer
Amanda Fridlington        Diabetes Camp
Amy Gab                      Diabetes Camp
Allison Gardner            Camp Chimer
Cindy George   Camp Chimer
Christy Gerghaty   Camp Oasis
Kristi Gordon   Camp Wilderness
Connie Haney   Camp Chimer
Ron Hoyler   Diabetes Camp
Janelle Jennings   Camp Chimer
Linda Jones   Camp Chimer
Judy Kauffman   Camp Wilderness
Carrie Kruse   Camp Oasis
Julia Leamon   World Sports Camp
Jennifer Leonard   KCBT Skykids Elementary Camp
Donna Lucas   Camp Chimer
Trudi Luiken   Camp Chimer
Kimberly Marriott   Camp Chimer
Penny Monachino   Camp Chimer
Amy Nau   Camp Chimer
Kelly O’Neill   Camp Courage
Emily Pearson   Camp Chimer
Lorene Pinkley   Camp Chimer
Zita Ramirez   Camp Chimer
Leslie Reed   Camp Courage
Julie Routhieaux   Camp Chimer
Susie Sarcone   Camp Courage
Mary Slatten   Camp Quality
Teressa Smith   Camp Quality
Patty Swartz   Camp Chimer
Tiffany Verhulst   Camp Quality
Beth Woodford   Diabetes Camp
Mission Trips

Erik Bayer, RN, BSN: Traveled to Haiti to assist in the planning/building of an orphanage, school and medical facility.

Sharon Blevins, RN, BSN, CPN: Participated in a mission trip to El Salvador with her church.

Kathryn Blundell, RN, CNOR, RNFA: Volunteered in Belize as part of a mission team.

Suzie Carlson, RN, BSN: Helped with reconstruction and neighborhood/park clean-up for Katrina victims in New Orleans.

Kris Handley, RN, BSN, CNOR, CRN: Participated in a mission trip through Medical Aid for the Children of Latin America.

Meredith Jackson, RN: Traveled with Medical Missions Foundation to Chitre, Panama as a PACU nurse and Botosani, Romania as a supervisor for Pre-Op and PACU. Also traveled to La Paz, Bolivia with Medical Aid to Children of Latin America and served as a PACU nurse.

Amanda Kane, RN: Traveled to the Ukraine as part of a medical mission team.

Regina McDonald, RN, BSN, CNOR: Served with Project Perfect World in Equador.

Stephanie Sandelich, RN, BSN, CNOR, RNFA: Participated in missions to Bolivia and the Dominican Republic through MACLA.

Rachael Springer, RN, BSN: Volunteered in Honduras as a medical mission team member through Christian Medical and Dental Associations.

Kathryn Trotter, RN, BSN, CPN: Spent two weeks in Xi’an, China assisting with cleft lip and cleft palate repairs.

Lisa Wagenknecht, RN, CNOR: Mission trip to Belize and Ecuador.

Karen Widdis, RN, BSN, CCRN: Volunteered with the International Children’s Heart Foundation to assist with complex congenital heart surgeries on infants and children in Nanjing, China.

Linda Williams, RN, ONC: Assisted in pediatric orthopaedic surgery in Guayaquil, Ecuador through Project Perfect World.

Anne Young, RN, CNOR: Traveled to Guayaquil, Ecuador with Project Perfect World.
Force 11: Nurses as Teachers

Professional nurses are involved in educational activities within the organization and community. Students from a variety of academic programs are welcomed and supported in the organization; contractual arrangements are mutually beneficial. Staff in all positions serve as faculty and preceptors for students from a variety of academic programs. There is a patient education program that meets the diverse needs of patients in all of the care settings of the organization.

Adjunct Faculty

As the nursing faculty shortage continues, many nursing programs are having to make changes to their curriculum, including discontinuing pediatric clinicals or considering pediatrics an elective. To ensure that local nursing students are provided the opportunity to complete a quality pediatric clinical rotation, many of Children’s Mercy Hospitals and Clinics nursing staff have taken on the additional responsibility of serving as clinical instructors. Listed are those nurses serving as adjunct faculty in 2007:

Paula Blizzard, RN, MS
Andrea Bond, RN, BSN, CPN
Michele Burns, RN, BSN, CPN
Cherie Burroughs-Scanlon, RN
Pat Clay, RN, MSN, CPN
Kelly Douglass, RN, BSN, CPN
Kristi Foster, RN, MSN, PCNS
Allison Gardner, RN, MSN, CPN
Mary Jo Gay, RN, BSN, MSN, PhD
Ginny Goebel, RN, BSN
Erica Grover, RN, CPN
Melissa Harber, RN, MSN, CPN, CNOR, CRNFA
Debbie Kapitan, RN, MSN, CPNP
Vicki Keck, RN, BC, FNP
Diana King, RN, CPN
Sandie Nabours, APRN, BC, PNP

Lynn Parsons, RN, MS, PNP, PhD (c), CNA
Adrienne Platt, RN, MSN, CPNP
Karen Pulcher, RN, MSN, CPNP, ARNP
Kim Ries, RN, MSN, CPN, CNE
Mary Ann Riesco, RN, MS, CCRN
Cristy Roberts, RN, MSN, PhD(c)
Heather Sambol, RN, CPN
Jana Schlosser, RN, BSN, CPN
Michelle Septer, RN, CPN, CPON
Gina Stanke, RN, MSN, CPN
Bonnie Tecza, RN, MSN, CPN
Brenda Thompson, RN, MSN, CPN
Deanna Whilhoite, RN, CPN
Angela Wiedner, RN, BSN, CPN
Heather Williams, RN, MSN, CPNP-AC
Children’s Mercy Hospitals and Clinics served as a nursing clinical rotation site for 37 schools in 2007. Students were provided a pediatric clinical experience that could not be duplicated in another clinical setting. These schools represent the spectrum of nursing education, including ADN, BSN, MSN, PhD and bridge programs.

Avila University
Baker University School of Nursing
Bryan LGH Medical Center
Concorde Career Institute
Colorado Technical University
Creighton University
Deaconess College of Nursing
Graceland University
Johnson County Community College
Kansas City Community College
Marquette University—College of Nursing
Mid-America Nazarene College
Missouri Southern State University
Missouri State University
Missouri Western State University
National American University—Overland Park
National American University—Zona Rosa
Neosho County Community College
North Central Missouri College—Maryville
North Central Missouri College—Trenton
Park University
Penn Valley Community College
Research College of Nursing
St. Luke’s School of Nursing
Tabor College University
University of Central Missouri
University of Kansas Medical Center
University of Missouri
University of Missouri—Columbia
University of Missouri—Kansas City
University of South Alabama
University of St. Mary’s
Washington University
Webster University
William Jewel College
Wright Business School
As an academic teaching facility, providing clinical experiences for area nursing students is not only an expectation, it’s a way of life. Children’s Mercy Hospitals and Clinics is the primary provider of pediatric clinical rotations for the Kansas City Metro area. As a result, students of all educational levels, from ADNs to PhDs, are part of the daily routine for many areas throughout the organization.

With these expectations come challenges. Following feedback from many schools of nursing on their clinical experiences here at Children’s Mercy Hospitals and Clinics, several themes emerged that fueled a need to improve working relationships between nursing staff and nursing students. A venue was needed to address these concerns from both perspectives in order to provide better learning experiences for the students and a positive work environment for the nurses.

The RN-Student Nurse Council commenced in March 2007. The council included student representatives from several area nursing schools and Children’s Mercy Hospitals and Clinics staff nurses and nursing leadership. The council held candid discussions regarding experiences of both students and nurses and provided a forum to establish expectations for both roles.

Many of the concerns identified by both groups were related to a lack of communication and understanding of each others roles. Nurses were not aware of what students could do due to the variation between nursing schools. Students often felt unwelcome on the units and therefore hesitant to approach the nursing staff.

After these discussions, the council sought solutions to improve the clinical rotation experience for both students and nurses. Some solutions have been implemented while others will require more extensive help from the nursing schools. The council developed a nursing “brain” for the students to help them organize their care and provide them with some tools to assist in reporting off to the nurse. The number of students allowed on the nursing units was reduced so as to not overwhelm the nursing staff. Discussions also continue surrounding increasing clinicals to twelve hour shifts and limiting units to only one clinical group per shift.

The council will continue to meet to address these issues and implement new strategies to promote a positive experience. Many of the students on the council have now moved into nursing roles and are able to provide additional insight to their clinical experience and how their role has changed now that they are a staff nurse.
From the end of May until mid-August, the Patient Care Services department at Children’s Mercy Hospitals and Clinics hosted the first ever Summer Extern program. With the current nursing shortage, there is a great demand for nurses that are well-prepared to function as staff nurses and be ready to assume the responsibilities of their role in a timely manner. The 12 week program provided an opportunity for six nursing students to gain valuable clinical experience, as well as learn more about the role of the professional nurse and working in a health care organization.

The externs were hired under the Student Nurse Technician job code and were assigned to a nursing preceptor for the whole 12-week experience. They attended the required orientation sessions and then began their clinical experiences. Externs were hired for the inpatient float pool, 4 Sutherland, 2 Henson, and the outpatient clinics. An expanded clinical checklist was developed in order to provide the externs with the opportunity to gain additional ‘hands-on’ experience under the direct supervision of their preceptor.

In addition to the clinical experiences, the externs were required to attend four classroom sessions and complete a project. The classroom sessions included content on four themes—learning clinical skills, interacting with other health care providers, understanding the health care organization and dealing with patients and families. These themes were determined from the current nursing literature as issues that create challenges for graduate nurses in the health care work setting. A multidisciplinary group of Children’s Mercy Hospitals and Clinics staff members gave presentations on topics under each of these themes.

The externship project provided the opportunity for the participants to gain additional knowledge on a particular topic of interest to them. They had the option of choosing to do a case study, a quality improvement project or a staff/patient education tool. Topics that the six externs presented were: a staff education resource on the most common pediatric cardiac defects and the surgical procedures used to correct them, a poster presentation for staff on the differences and similarities of SIADH and DI, drafts of Care Cards on the five stages of chronic kidney disease, a case study on Turner Syndrome and an online resource guide for the float pool staff that contains unit specific information.

The Summer Extern program was a great success! Plans are in progress to expand the program for Summer 2008 to include more student externs and involve additional departments in the program.
Regional Nursing Schools and Clinical Sites Implement Electronic Clinical Placement Program

In an attempt to strategically respond to the nursing shortage and even more serious nursing faculty shortage, Kansas City area health care leaders developed a multi-focal plan to increase nursing student enrollment and, in turn, nursing graduates in the Kansas City area. As part of this plan, the Metropolitan Health Care Council, the Kansas City Area Nurse Executives and the Collegiate Nurse Educators of Greater Kansas City collaborated to fund and staff StudentMAX, a software package capable of electronically managing student clinical placements. The regional program, MOKAN, will serve nursing schools and clinical sites in the greater Kansas City area.

Children’s Mercy Hospitals and Clinics plays an integral role in the success of this plan by funding the salary for a part-time MOKAN Placement Coordinator and providing financial support for the program. The MOKAN Placement Coordinator is responsible for working with schools and hospitals in scheduling all clinical rotations, both pediatric and adult, for 23 nursing schools at 23 clinical facilities.

MOKAN allows easy access to view and schedule clinical placements via an on-line website. This public website provides clinical units information regarding student schedules and clinical capabilities. Access to MOKAN decreases the time needed to organize and confirm placements by both the education and clinical partners. Additional features of the public site include links to Clinical Partner and Educational Partner websites and a link to shared information. These links provide important information for students and clinical instructors.

MOKAN was successfully piloted in Fall 2007. Full implementation of the program is scheduled for August 2008.
The services provided by nurses are characterized as essential by other members of the health care team. Nurses are viewed as integral to the health care organization’s ability to provide patient care. Nursing effectively influences system-wide processes.

Danette Hicks Recognized as CMH&C Employee of the Year!!

Danette Hicks, RN, Staff Nurse on the Inpatient Units at Children’s Mercy South was honored as the 2007 Children’s Mercy Hospitals and Clinics Employee of the Year!

Danette began her nursing career at Children’s Mercy Hospitals and Clinics even before she graduated from nursing school. Danette completed her pediatric clinical rotations both her Junior and Senior year in the old West Tower at the Main Campus. After graduating from St. Luke’s College of Nursing in 1983, she worked as an Adult Med/Surg Nurse and managed a Family Practice Clinic.

Danette came to work at Children’s Mercy Hospitals and Clinics in 1995 as the Director of Provider Relations. In this position, Danette was responsible for developing a network of providers for what is now Family Health Partners.

In 1997, wanting a shorter commute and part-time hours, Danette began working at the then “new” Children’s Mercy South Inpatient Unit. But Danette’s work has been far from part time. Danette has been an active committee member of both the Nursing Quality Council and the Nurse Practice Council, has assisted in the NDNQI Data Collection for the South Inpatient Unit, and recently was the Unit Based Educator Coordinator before returning to a staff nurse role.

Danette says her role gives a good balance of working with patients and their families and being active in committees. “My committee work helps me understand why we have certain policies, and my patient work helps me keep in mind that ultimately what we decide needs to work for our patients and families.”

Congratulations Danette on this honor!!
Each year, the University of Kansas School of Nursing honors outstanding registered nurses throughout the greater Kansas City area and the state of Kansas by awarding 10 Heart of Health care Awards.

Individuals are nominated by their patients, family members, peers, employers and others for their contribution to the profession of nursing and their community. Winners are selected by a committee of civic, health care, business leaders and previous winners who review over 700 nominations to make their selections.

This year, two of the ten awards were given to CMH&C nurses. Gabe Bailey, RN, BSN, a critical care staff nurse in the Emergency Department, and Harriett Navarre, RN, CPNP, a Nurse Practitioner in the Operation Breakthrough clinic received the award. The award winners were recognized at a gala banquet in November.

Gabe Bailey, RN, BSN, began his career at Children’s Mercy Hospitals and Clinics as a Care Assistant in 1996. Gabe left for a brief period to attend nursing school during which time he worked as a nurse tech in the Emergency Department at Liberty Hospital. He graduated from Missouri Western State University in 2004 with a Bachelor of Science Degree in Nursing. After graduation, he worked as a nurse in the Emergency Department at Liberty before returning to the Emergency Department at Children’s Mercy in 2006. Since his return, Gabe has served as both a relief charge nurse and preceptor in the Emergency Department, as well as a member of the Emergency Department Education Committee. Gabe is also a BLS and a PALS instructor and occasionally lectures on conflict resolution. He also assists with hospital-wide preceptor training. Beginning in 2008, Gabe will assume a new role assisting in the development of the Center for Excellence in Pediatric Resuscitation. This program will use high fidelity simulators and audio/video equipment to educate and re-educate learners in pediatric resuscitation.
Harriett Navarre, RN, CPNP, began her nursing career when she graduated with her Bachelor of Science in Nursing from the Medical College of Virginia in 1974. She has had a variety of nursing experiences in her career including both adult and pediatric care, but has maintained a pediatric focus since coming to Children’s Mercy Hospitals and Clinics in 1985. She began working part time in the Burn Unit where she stayed for about three years. She then moved to the Radiology Department and became the first Radiology Nurse. She also worked as a staff nurse before completed her Master’s Degree as a Nurse Practitioner in 1998. Harriett has worked as a Nurse Practitioner at St. Vincent’s Day Care Clinic with Operation Breakthrough ever since. St. Vincent’s Day Care Clinic is an off site clinic of Children’s Mercy Hospitals and Clinics that stands along side a day care that houses 620 children ranging from 6 weeks to 18 years old. The day care is a Head Start and Early Start provider and the clinic lends support to all the medical needs required by these programs. Harriett provides primary care to these children with both well and ill child visits and spends a significant amount of time teaching and mentoring parents. St. Vincent’s serves as a clinical site for six area schools of nursing where Harriett also spends time educating nursing students on caring for the pediatric population.

In addition, 13 other CMH&C nurses were nominated for the award:

Linda Atchison, RNC, BSN, Critical Care Charge Nurse, Intensive Care Nursery
Kathy Baharaeen, RN, CCRN, Critical Care Charge Nurse, Pediatric Intensive Care Unit
Joan Davidson, RN, Ambulatory Staff Nurse, Children’s Mercy South
Carie Fisher, RN, BSN, CPON, Staff Nurse, 4 Henson
Barb Haney, RNC, MSN, CNS, Critical Care Nurse Practitioner, ECMO
Tammy Hitt, RN, Charge Nurse, 4 Sutherland
Armi Holcomb, RN, CPAN, PACU Staff Nurse, Recovery Room/Same Day Surgery
Stephanie Jones, RN, CPN, Staff Nurse, Float Pool
Chris Klebes, RN, CPNP, Nurse Practitioner, ENT
Phyllis Larimore, RN, BSN, CPST, Coordinator, Car Seat Safety Program
Sue Leick, RN, BSN, CPN, Unit Based Education Coordinator, Children’s Mercy South Specialty Center
Beth Lyman, RN, MSN, Nutrition Support Coordinator, Gastroenterology
Jessica Stockhorst, RN, Staff Nurse, 6 Henson
2007 Clinical Excellence Awards

Excellence in Nursing Leadership
Stephanie L. Meyer, RN, MSN, FNP
Nurse Manager
SDS/PACU/PAT

Clinical Excellence in Nursing—Charge Nurse
Linda S. Atchison, RNC, BSN,
Critical Care Charge Nurse II
Intensive Care Nursery

Rox-Ann Shaughnessy, RN, CPN
Charge Nurse II
4 Sutherland

Clinical Excellence in Nursing—Outpatient
Kathleen J. Vandiver, RN, BS, CPN
Nurse Manager
Rheumatology Clinic
Clinical Excellence in Nursing—Critical Care
Sunny L. Gillen, RNC, BSN
Staff Nurse
Intensive Care Nursery

Clinical Excellence in Nursing—Medical/Surgical
Ashley Sue Meyer, RN, BSN, CPN
Staff Nurse
6 Henson

Clinical Excellence in Nursing—Operating Room/SDS/PACU/PAT
Kate Glatt, RN, BSN, CPAN
Staff Nurse II
SDS/PACU/PAT

Clinical Excellence in Nursing—Expanded Role
Dana M. Barry, RN, MSN, CPNP
Nurse Practitioner
The Kidney Center

Clinical Excellence in Nursing—Nurse as Teacher
Jill L. Rilinger, RN, BSN, CPN
Unit Based Education Coordinator
2 Henson

Rookie of the Year
Krista N. Pusey, RN
Staff Nurse
Children’s Mercy South, Inpatient Unit

Research Excellence Award
Brenda Boots, RN, BSN, CRN
Charge Nurse II
Sedation and Radiology

Bernell Hevner O’Donnell, RN Excellence in Psychosocial Nursing Award
Tonja K. Spencer, RN, BSN, CPN
Nurse Clinician
Pediatric Advanced Comfort Care Team
40 Years of Service
Fannie Ludewig Pediatric Intensive Care Unit

35 Years of Service
Cindy Olson-Burgess Infection Control Services
Audrey Seyfert 2 Henson

30 Years of Service
Deborah Amaro Intensive Care Nursery
Kathy Christenson Gastroenterology
Susan Coughlin Utilization and Case Management
Lois Hester Endocrine Research Laboratory
Diane Kennedy Contact Center
Jacque Mitts Intensive Care Nursery
Pamela Nickerson Contact Center
Jerri Sidden Operating Room

25 Years of Service
Brenda Anderson-Bell Neonatal Clinic
Dorothy Aust Family Health Partners
Robin Griffith Nursing Float Pool
Kathy Johnson Office of Research Integrity
Jacqueline Julian Intensive Care Nursery
Zita Ramirez Renal Transplant
Kaylene Wiley Sedation
Patrice Woods Adolescent Medicine

20 Years of Service
Betty Buck 4 Henson
Sherry Carroll Hematology and Oncology Clinic
Gayleene Colgan 4 Sutherland
Ann Cooper Children’s Mercy South Specialty Center
Susan Cornish Children’s Mercy South Communications Center
Karen Cox Administration
Julie Crookshank Operating Room
Charleen Cunningham Emergency Department
Kristina Handley Cardiac Surgery Clinic
Lynn Howard 3 Henson
Marilyn Maddox Pediatric Intensive Care Unit
Joyce McCollum Operating Room
Karen McFarland Operating Room
Stacy Parks Children’s Mercy South Inpatient Unit
Daphne Reavey Neonatology
Michelle Renner Children’s Mercy Northland Urgent Care
Mary Ann Riesco Patient Care Services
Susan Stamm Hematology and Oncology
Lana Todd Transport
Diana Waisner Neonatology
Maribeth White Hematology and Oncology Clinic

Other Honors and Awards


Hematology/Oncology Department—Only pediatric hospital and one of only 31 hospitals nationwide to receive the Commission on Cancer’s Outstanding Achievement Award.

Intensive Care Nursery—Received Vermont Oxford Network Award for the work done to implement Evidence Based Practice Guidelines to provide various aspects of respiratory care to critically ill newborn infants.

Phyllis Larimore, RN, BSN, CPST—Awarded Carol Belt Advocacy Award for her leadership in the back-to-school efforts for Longfellow Elementary.

Ramona Lindsey, RN—Nominated for the 2007 Black Nurse of the Year by the Black Nurses’ Association.

Beth Lyman, RN, MSN—Recognized as Community Nurse of the Year by the UMKC Alumni Association.

Organ Donation Program—Received the National HRSA Medal of Honor for Excellence in Organ Donation.

Kristen Stegenga, RN, PhD—Awarded Emerging Nurse Researcher of the Year by the UMKC Alumni Association.
Collaborative working relationships within and among the disciplines are valued. Mutual respect is based on the premise that all members of the health care team make essential and meaningful contributions in the achievement of clinical outcomes. Conflict management strategies are in place and are used effectively, when indicated.

Children’s Mercy Critical Care Transport Team Recognized as Transport Program of the Year

The Association of Air Medical Services (AAMS) recognizes one transport team each year for the exceptional service they provide through visionary leadership, customer service, safety, community service, superior patient care and commitment to the medical transport community as a whole. Children’s Mercy Critical Care Transport (CCCT) was awarded Transport Program of the Year for 2007.
Programs may be considered for the award if they have been in operation for at least 5 years, accident free for the previous 12 months and are a current voting member of AAMS. Nominees are evaluated based on customer service indicators, quality assurance benchmarks and improvements in reimbursement criteria/revenue generation.

CCCT has provided top notch, dedicated neonatal and pediatric transport services to both Missouri and Kansas for more than 36 years. The program has been accident-free throughout its tenure. CCCT is the third busiest transport program in the nation with over 4,800 transports each year. The program has seen a growth of 17% in missions over the last few years.

CCCT is just the second neonatal and pediatric specialty transport team to receive this award. CCCT also received the Critical Care Ground Award of Excellence in 2005 and the Fixed Wing Award of Excellence in 2006. No other program has received all three awards, let alone in three consecutive years.

CCCT utilizes hospital owned ground ambulances, a dedicated BK-117 helicopter and a Beechcraft Super 200 fixed wing aircraft to support its transport activity. The program has been accredited by the Commission on Accreditation of Medical Transport Services (CAMTS) for the past 10 years.

The award was presented in September at the International Convention of the AAMS in Tampa, FL.

The Emergency Preparedness Management Team (Team) was established as a collaborative multidisciplinary committee in 2006 by Dr. Karen Cox, RN, PhD, FAAN, Executive Vice President/Co-Chief Operating Officer. Dr. Cox envisioned that the Team would plan the hospital’s response to a terrorist attack, major natural disaster, or technological accident. It initially included representation from Administration, Nursing Services, Respiratory Services, Radiology Services, Pathology Services, Materials Management, Medicine, Facilities, Environmental Services, Medical Records, and Community Relations. Additional members would be added as necessary as subcommittees. The Team was facilitated by Matthew Soule, CMH&C Safety Officer and Shirley Clesson, MSN, RN, CNA, Lead Nursing Supervisor.

The purpose of the team as a working group was to develop and/or revise policies for the hospital’s response to emergencies that would most likely include staff, patients, and visitors. The Team would collaborate with community organizations such as the Mid America Regional Council (MARC), local Homeland Security Councils, Missouri and Kansas Hospital Associations, as well as the Kansas and Missouri Public Health Departments and Emergency Management Agencies. The Team also needed to incorporate changes and recommendations from accrediting agencies such as The Joint Commission and requirements for training from the Federal Government on the National Incident Management System (NIMS) and the Hospital Incident Command System (HICS).

The Team’s initiatives & accomplishments include:

- developed plans for surge capacity, quarantine, alternate care sites, mass prophylaxis, use of the National Strategic Stockpile (SNS), and decontamination operations training and awareness
- annual review of the hospital’s Emergency Management Plan and Hazard Vulnerability Analysis (HVA)
- involvement in the Kansas City area Disaster Medical Assistance Team (DMAT)
- crisis communication structure
- incorporation of NIMS courses as mandatory education for designated staff
- continuing disaster education for nurses
- self preparedness for disaster education for staff
- pandemic flu resources

The Team’s leadership infrastructure has been expanded. The 2007 Team is now led by:

- Theodore M. Barnett, MD, Medical Director, Emergency Preparedness
- Shirley Clesson, MSN, RN, CNA, Clinical Operations Manager, Emergency Preparedness
Bruce McFarland, Safety Officer, and
Matthew Soule, Director of Safety

The Team’s 2007 membership now includes:
- Geoffrey Allen, MD, Critical Care Medicine Physician
- Theodore Barnett, MD, Medical Director for Emergency Preparedness
- Betty Boyd, RN, Director, Ambulatory Nursing Services
- Denise Bratcher, DO, Associate Professor of Pediatrics, Director Pediatric Residency Program
- Heather Brungardt, LCSW, Social Work Program Manager, Outpatient
- Nancy Burchell, Radiation Safety Officer
- Robin Carroll, MS, RD, LD, Director, Nutrition Services
- Karen Cox, RN, PhD, FAAN, Executive Vice President, Co-Chief Operating Officer
- Shirley Clesson, RN, MSN, CNA, Clinical Emergency Preparedness, Operations Manager
- Charlene Cunningham, RN, BSN, CPN, Emergency Department, Nurse Manager
- Robin Faulk, Senior Human Resources Representative
- Valencia Gant, Administrative Fellow
- Jim Grimm, BS, MA, MT (ASCP), Pharmacy, QI Project Coordinator
- Jill Harrelson, RHIA, Director of Medical Records and Admission
- Cheri Hunt, RN, MHA, CNA, BC, Vice President/Chief Nursing Officer
- CJ Hutto, RN, MHA, CPON, Senior Director Allied Health & Support
- Ira Jones, Director of Materials Management
- Jack Lemanowicz, RPh, MS, RPL, Director of Pharmacy
- Trudy Lewis, Start Outreach Worker, Social Work & Community Services
- Dan Malaun, Director, Security/Transportation
- Susan Mecklenburg, RN, MHA, Director of Surgical Services
The health care organization values and supports the personal and professional growth and development of staff. Emphasis is placed on career development services. Programs that promote formal education, professional certification, and career development are evident. Competency-based clinical and leadership/management development is promoted and adequate human and fiscal resources for all professional development programs are provided.

**Nursing Specialty Certifications**

- **Biofeedback Certification Institute of America**
  - Paula Grayson
  - Eleanor E Welchert

- **Certification in Nursing Professional Development**
  - Angela D Knackstedt
  - Katherine R Mick
  - Patricia F Thon

- **Certification in Telephone Triage**
  - Janet Dykes
  - Donna Flamez
  - Carol L Genilo
  - Patricia Hopkins
  - Joe Infranca
  - Kristen Suszek-Williams
  - Brenda Taylor

- **Certified Acute Care Pediatric Nurse Practitioner**
  - Lora Bear
  - Kathy Chojnacki
  - Jennifer Geheb
  - Linda Hussey
  - Heather L Jones
  - Deborah L Kapitan
  - Lisa Laddish
  - Ann M Mattison
  - Delores McKee
  - Shirley Molitor-Kirsch
Certified Case Manager
Sandra S Andachter
Denise K Barr
Virginia D Boos
Dianna S Dodd
Sheryl Kennard
Jan V McCarthy
Ma'ata Touslee

Certified Clinical Research Associate
Linda Hussey

Certified Clinical Research Coordinator
Cheri Castor
Valerie Dratter
Mickie Farthing
Susan Flack
Ann M Harris
Donna Horner
Terri Luetjen
Ann Mehrhof
Georgann D Meredith
Jami Penny
Candy Schmoll
Lori C Shank
Donna Sutton
Debra Taylor
Sue Teasley
Krista Wright

Certified Clinical Transplant Coordinator
Brenda Brewer
Vicki Fioravanti

Certified Dermatology Nurse
Lara C Allen
Deborah Beyer

Certified Diabetes Educator
Goldie A Benz
Diana Burnett
Amanda Fridlington
Mary Ellen Hall
Ronald J Hoyler
Jillian R Richard
SueEllen Weigel
Laura Woodford

Certified Dialysis Nurse
Janelle Jennings
Lorene Pinkley

Certified Emergency Nursing
Jennifer A Collins
Laura A Lett
Carrie Lewis

Certified Exercise Specialist
Susan Hunter

Certified Flight Registered Nurse
Russ Pryor
Eric W Smith

Certified Hemodialysis Nurse
Connie Freeman

Certified in Nursing Administration
Shirley Clesson
Janet Franzen
Kelly Manking
Cheryl Powers
Georgia Stephens

Certified in Nursing Administration, Advanced
Karen Cox
Cheri Hunt
Lynn Parsons

Certified Liver Transplant Coordinator
Danielle Basham

Certified Massage Therapist
Nancy Barn cord

Certified National Operating Room Nurse
Kimberly Alvarez
Erin Anderson
Kathryn Blundell
Maribeth Colombo
Julie Crookshank
Alaina Cunningham
Betty Davies
David Deines
Pamela A Dennis
Regina DeSantis-McDonald
Gail Dustman
Kimberly Eyer
Sylvia Fendler
Sabrina Finkemeier
Julie Gunter
Kristina Handley
Melissa Harber
Marcella Harden-Preston
Nancy Huppe
Megan Jackson
Melissa Jones
Mary Kanatzar
Bonnie Kangas
Robin Keene
Amber Kling
Cynthia A Kohlman
Meredith Kopp
Amber La Voi
Michelle M Lever
Joyce McCollum
Karen McFarland
Barbara J Mueller
Elizabeth Nasche
Marcia Neely
Stacy Neighbors
Kelli Royal
Denise L Ryan
Stephanie Sandelich
Stacy Schmidtlein
Laura Scott
Jeri Sidden
Megan S Sloan
Sharla Splittergerber
Amy Stillman
Diana D Suarez
Mary Sweeney
Marianne Truman
Stephanie Tyrer
Colleen M Vitztum
Lisa Wagenknecht
Amy Williams
Anne Young
Certified Nephrology Nurse
Danielle Basham
Brenda Brewer
Kerry L Farris
Diana L Hurley
Janelle Jennings
Linda Jones
Cathy Knight
Certified Nutrition Support Nurse
Jeanne Henning
Certified Occupational Health Nurse
Deb Rivera
Certified Pain Management Nurse
Lynn Anson
Deborah A Jaklevic
Janice Poull
Certified Pediatric Nurse
Lisa Adams
Meghan Adams
Amy Alftergott
Katherine M Anderson
Jane Ascheman
Kimberlee Aubrey
Debbie Ayers
Kathleen Bailey
Lisa Baker
Nancy Barncord
Michelle L Barnett
Sandy Bartsch
Bridget Battmer
Shelli S Baum
Miquelle Baynham
Megan Bedwell
Michelle Beisly
Lori Bennett
Joan Benson
Angie Black
Sharon Blevins
Andrea Bond
Amy Boren
Lori Bosserman
Beth Bowen
Kelly Bray
Karen Brennan
Suzanne Brewer
Mary Brooker
Jacque Brown
Janice Brown
Katy Brown
Lindsay Brown
Jayne Burns
Michele Burns
Cheryl Calabro
Mary Calcura
Francine Campbell
Sue Campisano
Paula Capel
Linda Carriker
Andrea D Carver
Melissa K Cernech
Joanne Chastain
Samantha Chestnut
Vicki Clagett
Pat Clay
Tonia Collins
Jaimie Contreras
Susan Cornish
Carletta Cornwell
Debra Cosseboom
Lena Cox
Jean Crumrine-Brauer
Charleen Cunningham
Deanna Curran
Megan Davis
Sarah Dedrick
Mary D Delozier
Katherine C Denton
Margaret Dewitt
Cullie Dey
Denise DeYoung
Barbara Diblasi
Mary L Dietrich
Cierra Dillard
Julie Dishman
Jamie Douglas
Kelly Douglass
Irene Dowler
Charlotte Doyle
Debbie Duncan
Jowana Dye
Janet L Dykes
Gail Echerd
Adrienne Edmonds
Tonya Elmasri-Langley
Noelle Endsley
Scott England
Nichole Enneking
Jon Ann Esponge
Melissa Evard
Noreen Felich
Rachel Ferguson
Tegan Feuerborn
Dawn Foster
Cynthia Fowler
Autumn Fox
Lisa Fox
Suan-Nesha Fuller
Amy Gab
Allison Gardner
Christina Gassen
Sarah Gebhards
Margy Gehrig
Camille Geib
Tricia Gentzler
Rebecca Gerke
Angela Gethers
Diane Gibson
Molly Ginder
Barbara Gordon
Kristine Grandin
Terri Gray
Melissa Grills
Melissa Grimm
Denise Grogan
Rachel Grosby
Meredith Gross
Erica Grover
Patrice Guthrie
Christina Gutierrez
Connie Haney
Carrie Hansen
Melissa S Harber
Ashley Harding
Lane Harr
Stacie Hart
Mandi M Hartloff
Karen Hawley
Julie Hayes
Susanne Helms
Donnita R O’Guin-Spickler
Holly O’Hare
Faith Olson
Maria Olson
Donna O’Malley
Janet O’Rear
Marcy Page
Jolynn Parker
Stacy Parks
Rebecca Paulsen
Teresa Pemberton
Kim Perirnan
Rolanda Peterson
Patricia Phillips
Mary Ann Ploehn
Catherine Pribyl
Anita Priefert
Karen Pulcher
Malisa Putnam
Tamra Radatz
Kelli Rafols
Emily Reavey
Theresa Reed
Teresa Reese
Patricia Rehg

Michelle Renner
Jill Rilinger
Katherine M Roepke
Jamie Rogers
Michele Rooney
Michele Rusch
Iris Salyer
Heather Sambol
Kathy L Sama
Michelle Schaal
Linda Schieber
Jana Schlosser
Jonell Schneckloth
Roberta Schomburg
Debra L Scott
Hope Scott
Monica Sells
Janet Sharp
Rox-Ann Shaughness
Kristin Shocklee
Stacey Shoman
Jodi Shroba
Laura Shroyer
Kerry Shutt
Adrienne Weeks
Jaylene Weigel
Kathi Welch
Tangela Welch
Courtney Wellman
Teresa Whitaker
Susan Widener
Jan Wiebe
Angela Wiedner
Anna Wiley
Kaylene Wiley
Deanna Wilhoite
Angela Williams
Katie Williams
Kimberly Wilson
Laura Wilson
Terri Wilson
Jodie Winfrey
Lynne Winkle
Laura Woodford
Rebecca Yord
Laura Young
Kimberly M Zieno

Certified Pediatric Nurse Practitioner
Renae Altenhofen
Jill Ariagno
Dana Barry
Lora Bear
Gina Bednar
Patty Beirne
Angie Black
Catherine Black
Denise Brewster
Terry Buford
Ellen Carpenter
Lori A Chandler
Kathy Chojnacki
Kathy Christenson
Christy Dejmal
Barb Devorin
Mary Echelmeyer
Deb Edwards
Jana Etherton-Still
Gail Ezell
Dawn Foster

Amanda Fridlington
Julie Fugate
Jennifer Geheb
Camille Geib
Angela Gethers
Pat Gibbons
Karna Gibson
Kristi L Gordon
Laura Grimm
Julie Gunter
Mary Ellen Hall
Barb Haney
Sarah Haslag
Kathryn Hester
Edy Heydinger
Jeanette Higgins
Susan Hunter
Linda Hussey
Heather Jones
Leah Jones
Deborah Kapitan
Judith Kauffman
Kacie D Kaufman
Chris Klebes
Kathleen Kraly
Lisa Laddish
Cheryl Lambrecht
Shelley Liston
Andy Loehr
Fannie Ludewig
Terri Luetjen
Kathe Mahoney
Julie Martin
Ann Mattison
Delores McKee
Kathleen Menown
Kelly Miller
Shirley A Molitor-Kirsch
Tara Myers
Sandra Nabours
Harriett Navarre
Cathy Onka
Adrienne Platt
Karen Pulcher
Kim Radford
Virginia Rahm
Diane Rash
Stacy Reynolds
Linda Risley
Karrie Robinson
Edith Roderick
Susan B Sarcone
Melissa Seybert
Sheri Shiddell
Stacey Shoman
Lou Southall
Susan Stamm
Stephanie Stephenson
Suzanne Strathman
Anne E Stuedemann
Valorie Thomas
Teri Thompson
Kerri Wade
Gina Weddle
Pamela Western
Heather Williams
LeChelle Williams
Stevie Wilson
Polly Wimer
Patrice Woods
Donna Wyly
Laura Young
Kasey Zawodniak

Certified Pediatric Oncology Nurse
Aynalem Amare
Phyllis Baer
Jeanette Baez
Joy Bartholomew
Amy Berry

Devin Bowers
Cathy Burks
Susan Burns
Becky Cook
Amy M Diggs
Emily M Dischinger
Carie Fisher
Julie A Fournier
Julie Hamlin
Shelley R Hammontree
Pamela Hensley
Elizabeth A Hoffman
Kara L Hoolehan
C. J. Hutto
Melanie R Jones
Jennifer Joplin
Kelly King
Rebecca Klein
Susan Kleen
Anne Kuhl
Terry Lady
Susan Loehr
Megan Lynch
Bette Marcus
Jenny Marsh
Leslie A Meador
Katherine Mick
Jennifer O’Hara
Kelly O’Neill
Denise Padilla
Emily Passman
Theresa Rector
Lisa Rheuark
Denise M Riebau
Susan Sarcone
Tai A Schmotzer
Amy Scott
Michelle Septer
Bridgette Silvers
Mary Slatten
Kay Smith
Teressa Smith
Kristin Stegenga
Liann Stogsdill
Nancy B Terwilliger
Jamie Turk
Jill Van Stone
**Certified Post-Anesthesia Nurse**
Tonia Campos
Kelley Chapman
Brooke Clark
Melissa Everhart
Kate Glatt
Evelyn Grist
Brenda Hankins
Deann Hoard
Armi Holcomb
Judith Jarvis
Shannon M Kellogg
Kristen Kerwin
Cindy Knoelke
Linda Martin
Tricia McDowell
Kelly McKenzie

Shannon Rhoton
Barbara Roberts
Christine Salzman
Margaret Schultz
Cheryl Smith
Janice Trauernicht
Melanie Yourdon
Sarah E Zink
**Certified Professional in Health care Quality**
Betsi Anderson
Jennifer L Hainey
Kathy Hulse
Carol Kemper
**Certified Professional in Utilization Review**
Pamela R King
Mary Ann Ploehn
**Certified Radiology Nurse**
Brenda Boots
Deborah A Jaklevic
Janice Poull
Kaylene J Wiley
**Certified Registered Nurses Infusion**
Marty Snyder
Certified Sexual Abuse Nurse Examiner
Tammy S Lightner
Tammie L Wingert

Certified Wound, Ostomy and Continence Nurse
Traci Atzenweiler
Jeanne Henning

Child Passenger Safety Technician
Kristen M Abel
Shannon M Bernal
Jaimie Contreras
Phyllis E Larimore
Linda Miller
Tracie L Newell
Patricia A Phillips
Kristin Sims

Clinical Nurse Specialist
Heather Curry
Pam Finn
Kristina Foster
Mary Kay Leick-Rude
Kathleen O’Grady
Colleen Vitztum

Critical Care Registered Nurse
Jacquelin Ashbaugh
Abbie Backes
Kathy Baharaeen
Susette Ball
Lora Bear

Lacey Bergerhofer
Kathryn Boles
Phyllis Bredehoft
Stephanie Carter
Jessica Charbonneau
Christy Claeyo
Carrie Dickerman
Paula Edrington
Scott England
Lynee Epp
Kara Fadler
Sally Fagan
Hannah Ford
Valerie L Froelich
Maria Ginger-Wiley
Barbara Gordon
Carla M Gorman
Julie Harris
Lynn E Howard
Cindy Hubbard
Amber Hughes-Schalk
Brandy Huitt
Melissa Jackson
Gayla Johnston
Erin J Keith-Chancy
Beth Lang
Fannie Ludewig
Marilyn Maddox
Dina Massengill
Kathleen McGlinn
Traci Meeds
Mary E Michael
Linda Moenkhoff
Sara M Mosbacher
Karen Murray
Jessica Nachtsheim
Jennifer Nail
Josie Orrick
Stacy Pennington
Russ Pryor
Laurie Ray
Mary Ann Riesco
O.J. Riley
Marla Row
Kelly Scannell
Dawn Schwartz
Kristen Scott
Jackie Shellhorn
Sheri A Shiddell
Derek Shroyer
Kelli Siebel
Charlotte Smardo
Eric W Smith
Katie L Stangler
Amy Sweeten
Julie A Taylor
Lelani Taylor
Mandi Turner
Morgan Waller
Karen Widdis
Trisha Williams
Sara E Winkle

Family Nurse Practitioner
Rachel Bartel
Joy Bartholomew
Lori Chandler
Brooke S Clark
Gretchen Curtis
Erin Erkmann
Amie Gibler
Diana Graves
Julie Hamlin
Tanis Holdeman
Susan Hunter
Kacie Kaufman

Julie Martin
Pam Orr
Beth A Orrick
Jaime Phillips
Jillian Richard
Nancy Shreve
Kim Tennissen
Nancy Terwilliger
Shawndra Turner
Katie Yeldell
Jessica Zebley

International Board Certified Lactation Consultants
Beth Dehart
Rachel L Greening
Helen M Huff
Anne Mercer

Neonatal Nurse Practitioner
Bernice Averill
Virginia Baule
Michelle L Cederlind
Mary Clifford
Mary E DeMasi
Kara Fadler
Janice Garrett
Martha Goodwin
Mary Hagerty
Janice Jones
Pamela C Julian
Pam Kliethermes
Betsy K Knappen
Kerry Kohrs
Patti Lanzer
Sherri Leeks
Shari Lipari
Deanna McPherson
Nancy C Mense
Cristine Mills
Antonia E Montague
Pam Moor
Laura Mullins
Doug Newson
Cathy Onka
Diane M Pfeifer
Michele Pierce
Elizabeth Pittman
Jacqueline A Plante
Daphne Reavey
Michelle J Schultz
Denise Smith
Karen Smith
Christi Squier
Stephanie Stephenson
Stacey Stinemetz
Anne Taylor
Amber M Trayford
Carol Trees
Linda Turner
Marvetta Volker
Diana Waisner
Jill Welhoelter
Kelli J Woods

**Orthopedic Nurse Certification**

Martha Auten-Carter
Heather Barnett
Sharon Hernandez
Gale Norris
Angela Vanderpool
Colleen M Vitztum
Linda Williams
Donna Wyly

**Registered Nurse Certified**

Deborah Amaro
Linda Atchison
Bernice Averill
Virginia Bauler
Terese Brophy
Brian W. Cline
Mary Czuczejko
Janet Dykes
Scott England
Brecklyn M Findley
Donna L Flamez
Vicki Headley
Joe Infranca
Deb Jaklevic
Lynn Kellert
Janet Klein
Pam Kliethermes
Cathy Knight
Kerry Kohrs
Jennifer S Kuras
Patti Lanzer
Sherri Leeks
Shari Lipari
Janice M Martin
Delores McKee
Deanna McPherson
Pam Moor
Jannethe L Morgan
Laura Mullins
Roxanne Nellor
Cathy Onka
Lindsay L Reed  
Pat Reuter  
Melissa E Ritter  
Kristy Ritz  
Katherine Roepke  
Rosemary Sayer  
Rebecca L Sindel  
Denise Smith  
Irma W Stillwell  
Amy J Sweeten  
Anne Taylor  
Pat Thon  
Dianne Wilderson

Registered Nurse First Assistant
Kathryn Blundell  
Pam Dennis  
Melissa S Harber  
Stacy L Neighbors  
Stephanie Sandelich  
Colleen M Vitztum

Safe Care Network Provider
LeChelle Williams  
Kathryn M Yeldell

---

2007 Nursing Scholarship Recipients

Mary Shaw Branton Nursing Scholarship
Devin D. Bowers, RN, BSN, CPON  
Inpatient Float Pool

Ina Calkins Nursing Scholarship
Lacey D. Bergerhofer, RN, CCRN  
Intensive Care Nursery
Ginny D. Boos, RN  
Intensive Care Nursery
Veronica M. Byrne, RN, BSN, MS  
Cardiology
Danielle M. Delozier, RN  
South Inpatient Unit
Mindy E. Eldridge, RN  
Same Day Surgery/PACU
Dawn E. Foster, RN  
Intensive Care Nursery
Maria D. Ginger-Wiley, RN, CCRN  
Pediatric Intensive Care Unit
Erica J. Grover, RN, CPN  
Patient Care Services
Kathy L. Hulse, RN, BSN, CPHQ  
Patient Care Services
Deborah A. Jaklevic, RN, CRN  
Sedation
Kendra S. Kirkman, RN  
Utilization and Case Management
Rebecca J. Klein, RN, CPON  
4 Henson
Mary E. Langston, RN
Megan E. Lynch, RN, CPON
Tracy A. McEnaney, RN, CPN
Janelle L. Miller, RN
Sarah Monteer, RN, CPN
Donna M. O’Malley, RN, MSN, CPN
Beth A. Orrick, RN
Adrienne M. Platt, RN, MSN, CPNP
Janice R. Poull, RNC
Jennifer J. Ramey, RN
Shannon K. Rhoton, RN, CPAN
Heather M. Sambol, RN, CPN
Rosemary Sayer, RNC
Karen M. Schraeder, RN
Laura D. Shroyer, RN, CPN
Amber L. Smith, RN, CPN
Amy J. Sweeten, RN, CCRN
Angela C. Vanderpool, RN, BSN, CPN, ONC
Miranda M. Wettstein, Care Assistant
Amy N. Williams, RN, CNOR
Laura Beth Woodford, RN, CDE, CPN

Dean Cowles Nursing Scholarship
Amy C. Bakken, RN
Bridget M. Battmer, RN
Tracy L. Baugher, Nurse Technician
Kristen L. Baum, Care Assistant
Goldie A. Benz, RN
Andrea R. Bond, RN, CPN
Brooke S. Clark, RN, CPAN
Carrie Dickerman, RN, CCRN
Sarah E. Dedrick, RN, CPN
Jim Fasenmyer, Care Assistant
Rebecca M. Givens, Care Assistant
Kate P. Kilgo, RN, CPN
Tina N. Lane, RN, BSN, CPN
Cortni A. Lind, RN
Leah F. White, Unit Secretary

Bonnie Curtis Galeazzi Nursing Scholarship
Shandra L. Sever, Care Assistant
Nicky N. Spears, RN, CPN

Madelyn Logan Nursing Scholarship
Sofia Navarro, RN, CPN

Intensive Care Nursery
Emergency Department
4 Sutherland
Trauma Services
3 Henson
Care Clinic
Same Day Surgery/PACU
Endocrine
Sedation
Same Day Surgery/PACU
Same Day Surgery/PACU
4 Sutherland
Intensive Care Nursery
Intensive Care Nursery
Dermatology Clinic
Intensive Care Nursery
Orthopaedic Clinic
Dermatology
Operating Room
Endocrine
Pediatric Intensive Care Unit
St. Vincent’s Day Care
Northland Urgent Care Center
Outpatient Services
Endocrine
6 Henson
Same Day Surgery/PACU
Intensive Care Nursery
3 Henson
South Inpatient Unit
4 Henson
3 Henson
Inpatient Float Pool
6 Henson
3 Henson
Inpatient Float Pool
Vascular Access Team
3 Henson
Dee Lyons Nursing Scholarship
Elizabeth E. Edmundson, RN  
Patricia A. Phillips, RN, BSN, CPN  
Sedation Team  
South Urgent Care Center

Michael Joseph Meers Nursing Scholarship
Heather Barnett, RN, BSN, ONC  
Bryan J. Limer, RT  
Bonnie Tecza, RN, CPN  
Orthopaedic Surgery  
Transport  
Sedation

Daniel Miller Nursing Scholarship
Terri P. Gray, RN  
Stacey D. Howell, RN  
Tracie J. Rimmer, Care Assistant  
Endocrine Clinic  
Intensive Care Nursery  
Hematology/Oncology Clinic

Judy Vellucci Nursing Scholarship
Dawn M. Schwartz, RN, CCRN  
Intensive Care Nursery

Gordon Wells Nursing Scholarship
Lori J. Bennett, Care Assistant  
Lisa S. Morris, RN  
Jana L. Schlosser, RN, CPN  
3 Henson  
Same Day Surgery/PACU  
6 Henson

Nancy Whalen Nursing Scholarship
Amy C. Belton, Care Assistant  
Katie L. Elkins, Student Assistant  
Janet S. Klein, RNC  
Kelly Summers, Nursing Student  
4 Henson  
Patient Care Services  
Intensive Care Nursery  
University of Kansas Medical Center
<table>
<thead>
<tr>
<th>Name</th>
<th>Degree</th>
<th>Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amy Allen, RN, ADN</td>
<td>Associate Degree</td>
<td>Penn Valley Community College</td>
</tr>
<tr>
<td></td>
<td>in Nursing</td>
<td></td>
</tr>
<tr>
<td>Rebecca Glenski, RN</td>
<td>Bachelor of Science</td>
<td>St. Luke’s College of Nursing</td>
</tr>
<tr>
<td></td>
<td>in Nursing</td>
<td></td>
</tr>
<tr>
<td>Erik Bayer, RN, BSN</td>
<td>Bachelor of Science</td>
<td>University of Missouri—Kansas City</td>
</tr>
<tr>
<td></td>
<td>in Nursing</td>
<td></td>
</tr>
<tr>
<td>Brooke Beatson, RN, BSN</td>
<td>Bachelor of Science</td>
<td>University of Kansas</td>
</tr>
<tr>
<td></td>
<td>in Nursing</td>
<td></td>
</tr>
<tr>
<td>Betsy Boehner, RN, BSN</td>
<td>Bachelor of Science</td>
<td>Avila University</td>
</tr>
<tr>
<td></td>
<td>in Nursing</td>
<td></td>
</tr>
<tr>
<td>Ginny Boos, RN, BSN</td>
<td>Bachelor of Science</td>
<td>University of Kansas</td>
</tr>
<tr>
<td></td>
<td>in Nursing</td>
<td></td>
</tr>
<tr>
<td>Renee Carter, RN, ADN</td>
<td>Associate Degree</td>
<td>National American University</td>
</tr>
<tr>
<td></td>
<td>in Nursing</td>
<td></td>
</tr>
<tr>
<td>Jill Cates, RN, BSN</td>
<td>Bachelor of Science</td>
<td>William Jewell College</td>
</tr>
<tr>
<td></td>
<td>in Nursing</td>
<td></td>
</tr>
<tr>
<td>Kim Didlo, RN, ADN</td>
<td>Associate Degree</td>
<td>Park University</td>
</tr>
<tr>
<td></td>
<td>in Nursing</td>
<td></td>
</tr>
<tr>
<td>Cierra Dillard, RN, BSN</td>
<td>Bachelor of Science</td>
<td>University of Kansas</td>
</tr>
<tr>
<td></td>
<td>in Nursing</td>
<td></td>
</tr>
<tr>
<td>Brandy Duncan, RN, ADN</td>
<td>Associate Degree</td>
<td>Chamberlain College of Nursing</td>
</tr>
<tr>
<td></td>
<td>in Nursing</td>
<td></td>
</tr>
<tr>
<td>Michele Fix, RN, BSN</td>
<td>Bachelor of Science</td>
<td>University of Kansas</td>
</tr>
<tr>
<td></td>
<td>in Nursing</td>
<td></td>
</tr>
<tr>
<td>Tammy Lightner RN, BSN</td>
<td>Bachelor of Science</td>
<td>Webster University</td>
</tr>
<tr>
<td></td>
<td>CPN, SANE</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tracy Hardesty, RN, ADN</td>
<td>Associate Degree</td>
<td>National American University</td>
</tr>
<tr>
<td></td>
<td>in Nursing</td>
<td></td>
</tr>
<tr>
<td>Amy Harmon, RN, ADN</td>
<td>Associate Degree</td>
<td>Penn Valley Community College</td>
</tr>
<tr>
<td></td>
<td>in Nursing</td>
<td></td>
</tr>
<tr>
<td>Jessica Herrick, RN, BSN</td>
<td>Bachelor of Science</td>
<td>St. Luke’s College of Nursing</td>
</tr>
<tr>
<td></td>
<td>in Nursing</td>
<td></td>
</tr>
<tr>
<td>Sarah Hight, RN, ADN</td>
<td>Associate Degree</td>
<td>Penn Valley Community College</td>
</tr>
<tr>
<td></td>
<td>in Nursing</td>
<td></td>
</tr>
<tr>
<td>Roxanne Ingle, RN, BSN</td>
<td>Bachelor of Science</td>
<td>Southern Nazarene University</td>
</tr>
<tr>
<td></td>
<td>in Nursing</td>
<td></td>
</tr>
<tr>
<td>Michele Fix, RN, BSN</td>
<td>Bachelor of Science</td>
<td>University of Kansas</td>
</tr>
<tr>
<td></td>
<td>in Nursing</td>
<td></td>
</tr>
<tr>
<td>Tammy Lightner RN, BSN</td>
<td>Bachelor of Science</td>
<td>Webster University</td>
</tr>
<tr>
<td></td>
<td>CPN, SANE</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Brandy Moody, RN, ADN
Associate Degree in Nursing
Penn Valley Community College

Paola Noll, RN, BSN
Bachelor of Science in Nursing
University of Missouri—Kansas City

Emily Ohmes, RN, BSN
Bachelor of Science in Nursing
University of Missouri—Kansas City

Suzanne Payne, RN, BSN
Bachelor of Science in Nursing
Central Methodist University

Amber Prohaska, RN, BSN
Bachelor of Science in Nursing
William Jewell College

Danielle Rose, RN, BSN
Bachelor of Science in Nursing
University of Kansas

Jana Schlosser, RN, BSN, CPN
Bachelor of Science in Nursing
University of Kansas

Laura Shroyer, RN, BSN, CPN
Bachelor of Science in Nursing
University of Missouri—Kansas City

Nicky Spears, RN, BSN
Bachelor of Science in Nursing
Florida Hospital College of Health Sciences

Whitney Steinhauser, RN, ADN
Associate Degree in Nursing
National American University

Jennifer Stephan, RN, BSN
Bachelor of Science in Nursing
St. Luke’s College of Nursing
Advanced Degrees

Jackie Bartlett, RN, MSN, MBA HCM
Dual Master of Science in Nursing and Business Administration with emphasis in Health care Management
University of Phoenix

Devin Bowers, RN, MSN, CPON
Master of Science in Nursing Leadership and Health Care Systems
University of Missouri—Columbia

Kate Kilgo, RN, MSN, FNP-C
Master of Science in Nursing
University of Missouri—Kansas City

Janelle Miller, RN, MSN, MBA HCM
Dual Master of Science in Nursing and Business Administration with emphasis in Health care Management
University of Phoenix

Beth Orrick, RN, APRN, BC, FNP, CPN
Master of Science in Nursing
University of Kansas Medical Center

Susan Sarcone, RN, MSN, CPON, CPNP
Master of Science in Nursing
University of Missouri—Kansas City

Jodi Shroba, RN, MSN, CPNP
Master of Science in Nursing
University of Missouri—Kansas City

Anne Stuedemann, RN, MSN, CPNP
Master of Science in Nursing
University of Iowa College of Nursing

Aisha Tate, RN, MPH
Master of Public Health
University of Kansas Medical Center

Bonnie Tecza, RN, MSN, CPN
Master of Science in Nursing Education
University of Phoenix
Leadership Development Institute

The Leadership Development Institute was created to develop the leadership skills and knowledge base of Children’s Mercy Hospitals and Clinics’ employees in order to promote a quality work environment and develop exceptional leaders. Individuals are able to create a leadership course plan designed to meet their individual learning needs.

The following nurses participated in the Leadership Development Institute in 2007:

Lara Allen
Kathy Anderson
Ann Appleyard
Linda Atchison
Kathlyn Baharaeen
Susette Ball
Cindy Barchers
Heather Barnett
Jackie Bartlett
Miquelle Baynham
Kaye Bell
Jan Benson
Lacey Bergerhofer
Amy Berry
Mark Besinger
Lilli Biggs
Angie Black
Paula Blizzard
Kathryn Boles
Brenda Boots
Kay Bowen
Devin Bowers
Sarah Bowhay
Betty Boyd
Kelli Brower
Jacqueline Brown
Susan Burns
Lynette Burrows
Julie Bustamante
Paula Capel
Teri Carpenter
Linda Carriker
Stephanie Carter
Chris Casey
Christine Claeys
Vicki Clagett
Heather Clark
Shirley Clesson
Stephanie Colburn
Doris Coleman
Ann Cooper
Karla Couch
Bennitta Cox
Charlene Cunningham
Deanna Curran
Codi Cutburth
Sheri Daugherty
Betty Davies
Betsy Dearing
Margaret Dewitt
Julie Dishman
Jamie Douglas
Gail Echerd
Liz Edmundson
Georgianna Ely
Elizabeth Emerson
Susan Emerson
Jennifer Evans
Marty Fairchild
Mickie Farthing
Rachel Ferguson
Michele Fix
Julie Fournier
Lisa Fox
Janet Franzen
Shanon Fucik
Lisa Gabel
Allison Gardner
Margy Gehrig
Maria Ginger-Wiley
Martha Goodwin
Kristine Grandin
Melissa Grills
Gary Grist
Patrice Guthrie
Diane Hardesty
Ann Harris
Jenny Hainey
Kristina Handley
Diane Hardesty
Julie Harris
Stacie Hart
Bridget Head
Marilyn Hedges
Sharon Hernandez
Tammy Hitt
Kathy Hulse
Cheri Hunt
C.J. Hutto
Mary Ireland
Melissa Jackson
Leslie Jakobe
Joann Jenkins
Kelly Jensen
Kelly Johnson
Marsha Johnson
Linda Jones
Melanie Jones
Robin Jordan
Patricia Kellert
Carol Kemper
Kristin Kerwin
Jennifer Kindred
Patricia Kinkead
Lindsay King
Jessica Kirk
Marilyn Kim
Janet Klein
Catherine Knight
Donna Kruger
Tina Lane
Deborah Largo-Mesley
Amy Latimer
Amy Lawlor
Deborah Layson
Sherri Leeks
Susan Leick
Jennifer Leonard
Cortni Lind
Shelley Liston
Susan Loehr
Kathleen Logan
Roseanne Madrid
Jill Mady
Amy Mahaffie
Kelly Manking
Kimberly Marriott
Linda Martin
Natalie Masters
Kamie McEachran
Christina McKee
Maria McMahon
Susan Meckleburg
Michelle Meyer
Stephanie Meyer
Pantea Minnock
Deborah Moll
Jannetthe Morgan
Carol Moore
Lisa Morris
Sara Mosbacher
Erryn Murphy
Libby Nasche
Dixie Norris
Jana Nye
Holly O’Hare
Donna O’Malley
Denise Padilla
Jolynn Parker
Stacy Parks
Lynn Parsons
Rebecca Paulsen
Lisa Pefley
Patty Phillips
Emilie Pierson
Maryann Ploehn
Cheryl Powers
Catherine Pribyl
Sandra Price
Russ Pryor
Debi Quirarte
Amy Ramsey
Ginny Rector
Teresa Reese
Denise Riebau
Mary Ann Riesco
Jill Rilinger
Deborah Rivera
Patricia Roberts
Michele Rusch
Nancy Rutherford
Linda Sandridge
Rosemary Sayer
Kristen Sayers
Michelle Schaal
Jana Schlosser
Rox-Ann Shaughnessy
Candy Scmoll
Debbie Schwartzkopf
Debra Scott
Hope Scott
Diane Selvey
Sally Sequeira
Joyce Sexton
Shirley Shanley
Teresa Shepherd
Laura Shroyer
Sandra Sloniker
Marty Snyder
Haley Spellerberg
Kristyn Spiller
Sue Stamm
Emma Stark
Robin Starr
Gina Stanke
Georgia Stephens
Melissa Sudduth
Patricia Swartz
Amy Sweeten
Nancy Tait
Debbie Tanking
Delma Taylor
Juliann Taylor
Julie Taylor
Jill Thomas
Stefani Thomason
Jeri Thompson
Mary Torre
Melodee Torres
Lena Towler
Mai Tseng
Margery Turner
Stefanie Tyrer
Kathy Vandiver
Joanna Van Noy
Cierra Wainscott
Danielle Wakefield
Mara Wallace
Sarah Wareham
Teresa Whitaker
Susan Widener
Jan Wiebe
Jackie Wiesner
Dianne Wilderson
Kaylene Wiley
Amy Williams
Angie Williams
Kathy Williams
Katie Williams
Laura Wilson
Jennifer Wooster
Rebecca Yord
Nursing
2401 Gillham Road
Kansas City, Missouri 64108
(816) 234-3373

In Academic Affiliation with the University of Missouri-Kansas City School of Medicine.
AA/EOE