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REDEFINING PEDIATRIC NURSING | ONE CHILD AT A TIME



2010

Nursing Annual Report



Children's Mercy
HOSPITALS & CLINICS

Kansas City





DEAR NURSING COLLEAGUES AND FRIENDS

I am proud to share the Children's Mercy Hospitals and Clinics 2010 Nursing Annual Report. This was a year of change, uncertainty, and opportunity. As always, the nursing staff met these challenges and expectations with enthusiasm, determination, confidence, and a clarity of our mission and vision.

Throughout 2010, we began preparing the documents for our 2nd **Magnet® Re-designation**. The **Magnet Recognition Program®** is the highest international recognition for excellence in nursing services and serves as a vehicle for the dissemination of best practices between exceptional health care organizations. Our Magnet journey began in 2002, with our first Magnet Designation awarded in 2003 and our first Re-Designation in 2007. Over the past eight years, I have seen the organization continue to grow and evolve to a level that not only meets the criteria set forth by the **Magnet Recognition Program®**, but that consistently exceeds those expectations and standards.

In 2008, the **Magnet Recognition Program®** restructured the Magnet Model to reflect five key components. These components provide the foundation of a supportive professional work environment that promotes excellent patient outcomes and high levels of nurse satisfaction.

- **Transformational Leadership**

Nurses at all levels of the organization are involved and encouraged to share their thoughts and ideas to further develop the mission and vision of the organization.

- **Structural Empowerment**

Nurses throughout the organization are supported to develop themselves as professionals through shared decision making, continuing education, specialty certification, and commitment to community service.

- **Exemplary Professional Practice**

The work environment supports the nurse to have significant control over nursing practice while working collaboratively in interdisciplinary relationships to further develop surroundings focused on a culture of safety and high levels of satisfaction for patients, families, and employees.

- **New Knowledge, Innovation and Improvements**

Research, Evidence Based Practice and Innovation are integrated into clinical practice and organizational processes to assure the highest quality and most advanced care for patients and families.

- **Empirical Outcomes**

The structures and processes defined and implemented by the other four model components are continually assessed and monitored to evaluate improvements and assure positive clinical and organizational outcomes.

The 2010 Nursing Annual Report highlights a few of the stories that were submitted with our Magnet Re-Designation Application. These stories demonstrate our commitment to excellence, our innovative spirit, our influence, our collaborative practice models, and our focus on professional development.

Thank you!



Cheri Hunt, RN, MHA, NEA-BC
Vice President for Nursing
Chief Nursing Officer

Cheri Hunt

2010 Children's Mercy Nursing Annual Report

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PROMOTIONS

Dorothy Aust, RN, BSN

Dorothy graduated with a Bachelor of Science in Nursing and a major in Sociology, from Avila University in 1983. She began working at Children’s Mercy Hospitals and Clinics as a Care Assistant in 1982, while completing her BSN. After graduation, she started as a Direct Care Nurse on 5 North, the adolescent medical-surgical unit. Dorothy worked as a Charge Nurse, Assistant Head Nurse and Co-Head Nurse while on 5 North. In 1994, she transferred to the Teen Clinic as their Nurse Manager. Dorothy was instrumental in opening seven school-based clinics, and establishing off-site clinics at six residential facilities for area teens. In 2007, Dorothy transferred to Children’s Mercy Family Health Partners as a Pediatric Case Manager, and then returned to the role of Nurse Manager of the Teen Clinic in 2010.



Lynda Bainbridge, RN, MBA

Lynda completed her nursing training at Royal Alexandra Hospital School of Nursing in Edmonton, Alberta, Canada. Lynda also holds a Masters Degree in Health Care Administration from Keller Graduate School of Management. Lynda has served in various leadership positions at Children’s Mercy including Nurse Manager roles on 4 Sutherland and the Intensive Care Nursery. Lynda returned to Children’s Mercy in 2010 as the Clinical Operations Manager for Neurology.



James J. Bass, RN, JD

James graduated with an Associates Degree in Nursing from Kansas City Kansas Community College in 2003. After graduation, he began working at Children’s Mercy South as a Direct Care Nurse on the inpatient unit. In 2005, James transferred to the Emergency Department at the main campus and completed his Bachelor of Science in Nursing at the University of Kansas. James then attended Law School at the University of Missouri–Kansas City in the Fall of 2007, while continuing to work PRN in the Emergency Department. He obtained his Juris Doctorate in the spring of 2010 and became a member of the Missouri Bar in the fall of 2010. In December, James accepted the position of Nurse Manager of the Plastic Surgery Clinic.

Nurses are encouraged to share their thoughts and ideas to further develop the mission and vision of the organization.



Angie Black, RN, MSN, CPNP

Angie graduated with a Bachelor of Science in Nursing from The University of Missouri–Columbia in 1997. Shortly after graduation, she began working at Children’s Mercy Hospitals and Clinics as a Direct Care Nurse on 3 North. Angie became a Nurse Manager on 3 Henson and 3 West in 2004. She graduated with her Master of Science in Nursing as a Pediatric Nurse Practitioner in 2006 from the University of Missouri–Kansas City. After completing her Masters degree, she continued working as a Nurse Manager while also functioning as an inpatient Pediatric Nurse Practitioner with the hospitalist group. Angie left Children’s Mercy from 2008-2010 to work as a Pediatric Nurse Practitioner with the Lee’s Summit Physician’s Group. In 2010, Angie returned to Children’s Mercy as the Department Director of 5 Sutherland and 5 Henson Tower.



Scott Carruth, RN, MBA

Scott graduated with a Bachelor of Science in Nursing from Harding University in Searcy, Arkansas in 1996. After graduation, he began working in the Emergency Department/Trauma Center at Trinity Mother Frances in Tyler, Texas. After relocating to St. Louis in 2001, he began his management career working with both the SSM Health System and the BJC Health System – both in an Emergency Department setting. He obtained his MBA in 2006 at Lindenwood University in St. Charles, MO. Scott joined the Children’s Mercy team in the fall of 2010 as the Department Director of the Emergency Department.

PROMOTIONS



Stacy Doyle, RN, MBA, CPN

Stacy graduated from Mid-American Nazarene University in 1997 with her Bachelor of Science in Nursing. She started her career at Children's Mercy Hospitals and Clinics in 1995 as a Care Assistant in the Emergency Department. Upon graduation, she spent a year and a half in the Float Pool and Critical Care Float Pool before moving back to the Emergency Department from 1999-2005. During her time there, she held many positions including Critical Care Direct Care Nurse, Critical Care Charge Nurse, Education Coordinator and Research Coordinator. In 2005, after graduation from Avila University with a Master's in Business Administration and Health Care Administration, she moved to Washington, DC, where she served as the manager of the Emergency Medicine and Trauma Center (EMTC) at Children's National Medical Center from 2005-2007. In 2007, Stacy accepted the position of Interim Director of Transport which she held until January 2008, when she returned to the Emergency Department as the Interim Director of the EMTC. She remained in this position until her move back to Kansas City and Children's Mercy Hospitals and Clinics in August of 2008 where she served as the Nurse Manager of the Emergency Department before being promoted to Director of Emergency Nursing Services in 2010.



Cindy George, RN

Cindy began her career at Children's Mercy in 1999, holding various positions including Dialysis Technician and Dialysis Nurse Case Manager. Cindy has over 37 years of experience in the field of nephrology, working as a Certified Clinical Nephrology Technologist before attending nursing school. Cindy received her Associates Degree in Nursing from Kansas City Community College and is enrolled in the University of Mary Masters in Nursing program with an anticipated graduation date of Summer 2011. She assumed responsibilities as Assistant Ambulatory Nurse Manager for Dialysis in 2010.



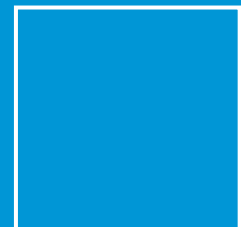
Amy Latimer, RN, BSN, CPN

Amy began working as a Care Assistant at Children's Mercy Hospital on 5 Sutherland Tower in 2001. She remained on 5 Sutherland as a Nurse Technician throughout nursing school. Amy graduated with a Bachelor of Science in Nursing from Avila University in 2004. She remained on 5 Sutherland and 5 Henson as a Direct Care Nurse until she became a Core Charge Nurse on 5 Henson in 2006. Amy then assumed the responsibilities as one of the Education Coordinators for 5 Henson and 5 Sutherland in 2009. Amy was promoted to Assistant Nurse Manager for 5 Sutherland and 5 Henson in 2010. Amy will graduate with her Master of Science in Nursing Administration from the University of Mary in May 2011.



Carrie Miner, RN, BSN

Carrie graduated with a Licensed Practical Nurse degree in 1995 and an Associates Degree in Nursing in 1997, both from State Fair Community College in Sedalia, Mo. She completed her Bachelor of Science in Nursing from The University of Missouri – Kansas City in 2008, and is currently in the Master of Science in Nursing – Leadership and Health Care Management program at The University of Missouri. Prior to joining the Children's Mercy family, Carrie worked at Bothwell Regional Health Center in Sedalia, Mo. in the Level 2 Nursery. She began working at Children's Mercy Hospitals and Clinics in 1999 as a Direct Care Nurse in the Intensive Care Nursery. Within two years, Carrie became a Charge Nurse and ECMO clinician in the ICN. In 2007, Carrie became a full-time Nursing Supervisor while maintaining her clinical skills in the ICN and on the ECMO team. In 2010, Carrie became the Assistant Department Manager of the Inpatient Float Pool and Internal Transport.



PROMOTIONS



Maria Olson, RN, BSN, CPN

Maria graduated with a Bachelor of Science in Nursing from William Jewell College in 1998. While attending William Jewell College, she worked at Children's Mercy Hospitals and Clinics on 3 North as the weekend Unit Secretary and PRN Care Assistant. After graduating, she worked as a Direct Care Nurse on 3 North and helped with the move to 3 Henson where she worked as both a Direct Care Nurse and later as a Relief Charge Nurse. Maria remained on 3 Henson until 2005 when she took a part-time position in the Infectious Disease Clinic as a Direct Care Nurse for three years. After spending two years at home with her children, Maria returned to the Infectious Disease Clinic as Nurse Manager. Maria co-manages the clinic with Katie Williams, RN, BSN, CPN.



Allyson Shore, RN, CPN

Allyson graduated with her Bachelor's of Social Work from Concord College in 1981 and worked for the Mercer County Health Department Home Health Agency while attending nursing school. Allyson received her Associates Degree in Nursing from Bluefield State College in 1983. She began her nursing career at Martha Jefferson Hospital in Charlottesville, Va., as the 3-11 Charge Nurse on the Pediatric Unit at Martha Jefferson Hospital from 1983-1987. She then moved to Charleston, SC, where she worked as a Direct Care Nurse on the Pediatric Subspecialty Unit at the University of South Carolina Medical Center for two years, at which time, she was promoted to Assistant Chief Nurse on the unit. She continued to work for another year until she moved to Toronto, Ontario. While in Toronto, Allyson worked in the Outpatient Hematology/Oncology Clinic, as well as assisted with research involving hemophilia patients. Her next role was that of School Nurse in the Des Moines Public School System from 1998-2002. From 2002-2006, Allyson was a Direct Care Nurse in a general pediatric clinic at Premedical Health Systems in Toledo, Ohio. Allyson began her career at Children's Mercy in 2006 in the Special Care Clinic as a Direct Care Nurse where she was promoted to Assistant Nurse Manager in 2008. In 2009, Allyson took on a new role as the Ambulatory Quality Improvement Coordinator. Allyson assumed her present role as the Endocrine Clinic Nurse Manager in 2010. Allyson is currently pursuing a Master of Science in Nursing with an anticipated graduation date of August 2011.



Robin Smith, RN, BSN, CPN

Robin received her Associates Degree in Nursing from Penn Valley Community College in 1995. In 2010, Robin completed her Bachelor of Science in Nursing from Kaplan University. Robin was hired as the Ambulatory Nurse Manager for the Ear, Nose and Throat Clinic in 2010.



Katie Williams, RN, BSN, CPN

Katie graduated with a Bachelor of Science in Nursing with a minor in Psychology from Avila University in 2003. After graduation, she began working at Children's Mercy Hospitals and Clinics on 6 Henson as a Direct Care Nurse. Within a year, Katie began working as a night shift Relief Charge Nurse on the unit. Katie continued to work nights on 6 Henson until January of 2006, when she transferred to the Infectious Disease Clinic to work as an Ambulatory Direct Care Nurse. In February 2010, Katie became the Co-Nurse Manager of the Infectious Disease Clinic. Katie co-manages the clinic with Maria Olson, RN, BSN, CPN.



JoAnna Van Noy, RN, BSN, CPN

JoAnna graduated with a Bachelor of Science in Nursing from Saint Luke's College in 2004. After graduation, she began working at Children's Mercy Hospitals and Clinics on 5 Sutherland as a graduate nurse. At this time, preparation had begun to open 5 Henson which allowed staff to function as one team while floating between the two units. JoAnna worked on both 5 Sutherland and 5 Henson until 2007, when she became a Core Charge Nurse on 5 Sutherland. JoAnna remained in this position for three years before being promoted to Assistant Nurse Manager of 5 Sutherland and 5 Henson in 2010. JoAnna will graduate in August 2011 with her Master of Science in Nursing Administration from the University of Mary.

SENIOR NURSING LEADERSHIP TEAM

Shown left to right:

Betty Boyd, RN
Director of Nursing, Ambulatory Services

Stacy Doyle, RN, MHA, CPN
Director of Nursing, Emergency Services

Janis Smith, RN, DNP
Director of Clinical Informatics

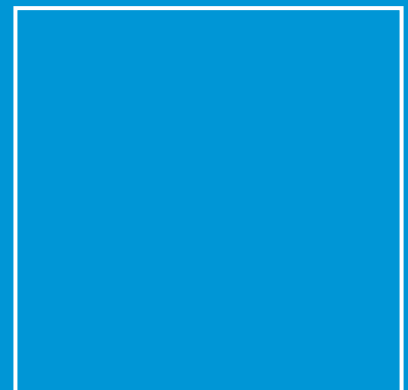
Mary Ann Riesco, RN, MSN, CCRN
Director of Nursing, Critical Care Services

Sue Stamm, RN, MSN, CPON
Director of Nursing, Hematology Oncology Services

Cheri Hunt, RN, MHA, NEA-BC
Vice President for Nursing/Chief Nursing Officer

Susan Mecklenburg, RN, MHA
Director of Nursing, Surgical Services

Rebecca Paulsen, RN, MSN, CPN
Director of Nursing, Medical Surgical Services





Fetal Health Program

A unique opportunity to care for the tiniest patients.



12 —

The birth of a child is one of the most joyous events in life. For families with infants diagnosed in utero with serious health issues, it is also a time of uncertainty and fear. For Children's Mercy Hospitals and Clinics, supporting these families with the highest level of neonatal care is of utmost priority. Following delivery at outlying facilities for progressive medical care, neonates with significant health issues are transported to Children's Mercy, the most advanced intensive care nursery in the region. These transports require separating the infant from the mother and the mother from her support person, resulting in heightened anxiety, as well as delays in care delivery. Mothers touring the Intensive Care Nursery prior to delivery were often distressed about the potential of being separated from their infant at birth and frequently asked about delivering at Children's Mercy to avoid this separation. The organization recognized the need to establish a Fetal Health Center to avoid parent/child separation, provide expedient treatment of the high-risk newborn, and improve care coordination and communication with families about their newborn's status while supporting families in making decisions in the care of these unique patients.

The realization of a Fetal Health Center required buy-in of key stakeholders, including nursing and medical leaders, administrators and staff, to ensure success and facilitate program development. The first phase of the fetal health program was opening an outpatient perinatal clinic. Led by fetal medicine specialists and a nurse coordinator, this clinic enhances communication between families and providers regarding care delivery. This phase of the fetal health program has been successfully running for over a year, with the first patients seen in September 2009.



The second phase of the fetal health program is an integrated clinic model for patients with known fetal anomalies. This integrated model will make a difference for patients who will no longer have to travel to several specialist offices for an appointment. Coordination of clinic visit findings will be in one central location, with the patient involved in the report of findings. Internally, nurses and physicians will benefit from a consistent method of reporting patient findings within the patient file, and to the referring physician. The integrated clinic opened November 29, 2010.

Outpatient perinatal evaluation at Children's Mercy Hospitals and Clinics made a positive difference in communication with the neonatal team, and streamlining electronic documentation to all teams involved in the newborn's care. Community physicians are given feedback within 24 hours by the Nurse Practitioner or Perinatologist, building a stronger relationship with referring physicians. The outpatient fetal health program continues to grow its services to outlying communities. This can be attributed to community marketing efforts made by the Nurse Practitioner, Nurse Manager, Perinatologist, and Director of Physician Services.



Our Fetal Health Program is one of only three within the United States.

The innovative leadership of nurses and thoughtful planning and implementation have resulted in an expansion of services that will better serve the organization's tiniest patients and their families.

Fetal Health Program

A unique opportunity to care for the tiniest patients.

2010 also focused on the final phase of the Fetal Health Center – an inpatient delivery service for healthy mothers delivering high-risk neonates. To expedite the timeframe to provide these services, nursing leadership assisted in the conversion of the former cardiovascular lab into two labor and delivery suites with an integrated operating room for C-Section deliveries. The services offered at Children’s Mercy are designed for the delivery of infants with serious health conditions requiring immediate neonatal care. The organization’s goals involve rapid attention to the newborn’s needs by a specialized neonatal and surgical team. Specialized training for Intensive Care Nursery nurses and hiring of skilled labor and delivery nurses assures highly qualified staff presence at all deliveries. Children’s Mercy Hospitals and Clinics will begin deliveries in Spring 2011.

In preparation for the organization’s first planned births, multiple simulated deliveries have been conducted with all members of the delivery team to assure equipment, supplies, and other necessities are available and in the appropriate location to support quality patient outcomes. Feedback from simulations is evaluated and changes are made based on this feedback. Goals are to provide community outreach education to rural hospitals with low delivery volumes and provide training to ancillary services that support the Fetal Health Center. Training is provided using high-fidelity simulators, nursing personnel, and the Fetal Health Center Simulation Coordinator.

This type of program is one of only three within the United States. The innovative leadership of nurses at all levels of the organization and thoughtful planning and implementation have resulted in an expansion of services that will better serve the organization’s tiniest patients and their families. The fetal health program will benefit the infant, neonatal team, labor and delivery team, and the families being served: The neonate, from rapid and anticipated treatment for their situation; the neonatal team, from consistent neonatal care from the delivery room to the ICN; the labor and delivery team, from a well-planned neonatal delivery, with the highest level of neonatal resources available; and, most importantly, the family, from a smooth transfer of their newest family member from the delivery room to the Intensive Care Nursery, direct communication from the neonatal team, and access to one-to-one nursing care.

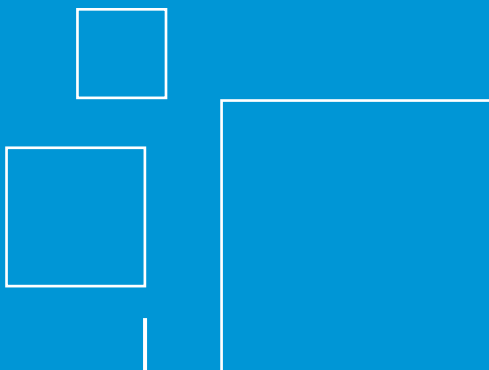


Clinical Documentation Re-Boot

In 2008, Children’s Mercy Hospitals and Clinics implemented a new clinical information system (CIS) designed to support quality clinical documentation through electronic nursing documentation forms and a nursing flow sheet. Not long after the inpatient units began electronic nursing care documentation in the new system, staff began to express confusion regarding what should be documented, as well as where and when documentation was required. The integrated CIS had replaced niche electronic applications in the Intensive Care Nursery, Emergency Department and Urgent Care Centers, and Same Day Surgery/PACU; Meditech in the medical/surgical units; and paper in the Pediatric Intensive Care Unit. Documentation elements from all formats were combined in the new system. To add to the confusion, there was no clear documentation philosophy or system established—some staff documented “by exception” while others asserted “not documented, not done.” The system needed a documentation reboot to standardize the organization’s documentation philosophy and standards.

Nursing managers and directors were approached to support direct care staff to participate in this work. A staff and leadership representative from each clinical area were requested to meet and work four hours every week from January 2010 - March 2010 to address the documentation overhaul and work re-design. Innovation was encouraged by starting from a “failure is not an option” perspective and forming teams given names of NASA missions. NASA exercises were used to build teamwork and learn about consensus decision making. At the completion of the initial work, smaller workgroups continue to meet to address specific, complex areas of documentation that still need repair, work with nursing information systems analysts to build the changes, and plan communication and training for all end-users.

The commitment of direct care nurses and nursing leaders to this work is evidence of the value placed on innovative approaches to solving problems in order to improve care delivery. Process changes within the electronic system began in late spring 2010, with the majority of changes implemented between October 2010 and January 2011.



Documentation Standards Team Members

Team Atlantis

Janis Smith, RN, PhD
Patient Care Services

Susette Ball, RN, CCRN
Children's Mercy South
Urgent Care Center

Lacey Bergerhofer, RN, BSN, CCRN
Intensive Care Nursery

Kay Bowen, RN, BSN
Information Systems

Kari Davidson, RN, BSN, CCRN
Pediatric Intensive Care Unit

Patrice Johnson, MBA, RRT-NPS
Respiratory Therapy

Monica Keith, RN, BSN
Same Day Surgery/PACU

Jennifer Leonard, RN, BSN, CPN
Inpatient Float Pool

Natalie Masters, RN, BSN, CPN
Children's Mercy South Inpatient

Joan Maxwell, RN, BSN, CPN
5 Henson/5 Sutherland

Ashley Moore, RN
6 Henson

Jill Vickers, RN, MSN, CPN
Patient Care Services

Leah White, RN, BSN, CPN
3 Henson/3 West

Team Apollo 13 minus 1

Michele Fix, RN, BSN, NE-BC
Patient Care Services

Bryan Beaven, RN, BSN, CPN
4 Sutherland

Michelle Beisly, RN, BSN, CPN
2 Henson

Pam Bolton, RN, BSN, CPN
Same Day Surgery/PACU

Karla Couch, RN, BSN, CPN
Children's Mercy Northland
Urgent Care Center

Codi Cutburth, RN, CPN
3 Henson/3 West

Jamie Douglas, RN, BSN, CPN
Inpatient Float Pool

Kathy Hulse, RN, MSN, CPHQ
Ambulatory Nursing Services

Kristin Ray, RN, BSN, CPN
5 West

Kristy Reynolds, RN, BSN, CPON
4 Henson

Dorcie Swope, RN
Pediatric Intensive Care Unit

Susan Widener, RN, BSN, CPN
6 Henson

Team Galileo

Angie Williams, RN, BSN, CPN
Patient Care Services

Charleen Cunningham, RN, BSN, CPN
Emergency Department

Janet Franzen, RN, BSN, NE-BC
4 Sutherland

Stephanie Hopfinger, RN, BSN
Same Day Surgery/PACU

Melanie Jones, RN, BSN, CPN
Emergency Department

Amy Latimer, RN, BSN, CPN
5 Henson/5 Sutherland

Kelly Nelson, RN,
Information Systems

Kelly Malmstrom, RN, BSN, CPN
Inpatient Float Pool

Kelly O'Neill, RN, BSN, CPON,
4 Henson

NJ Osuala, RN, BSN, CPN
6 Henson

Mary Ann Riesco, RN, MSN, CCRN
Pediatric Intensive Care Unit

Jana Schlosser, RN, BSN, CPN
Patient Care Services

Michelle Toppass, RN, BSN, CPN
Children's Mercy South Inpatient

Jennifer Williams, RN
2 Henson


“ ”

The commitment to this work is evidence of the value placed on innovative approaches to solving problems in order to improve care delivery.

Victorian Order of Nurses, Canada and Jewish General Hospital Visit to Children's Mercy.

In 2009, a mentoring relationship was initiated between the Victorian Order of Nursing (VON) Canada and Children's Mercy Hospitals and Clinics. Recognizing the value of nursing at Children's Mercy Hospitals and Clinics, Sharon Goodwin RN(EC) MN, Vice President, Quality and Risk, Chief Practice Executive for VON Canada, initiated interest in visiting Children's Mercy to support both their delivery of home health care services and their pursuit of Magnet Designation. VON Canada serves as the largest national, not-for-profit, charitable home and community care organization in Canada. As a national health care organization, and registered charity, VON Canada employs over 5,000 home care staff, providing a wide range of community health care services; thereby, meeting the needs of Canadians across the country.

A conference call between Goodwin, Patricia Messmer, RN-BC, PhD, FAAN, Director of Patient Care Services Research; Paula Blizzard, RN, MSN, NE-BC, Magnet Project Manager; Susan Burns, RN, BSN, CPON, Magnet Project Manager; and C.J. Hutto, RN, MHA, Senior Director Allied Health and Support Services was held to discuss the goals of VON Canada and how Children's Mercy Hospitals and Clinics could serve as a valuable resource in meeting these objectives. During this call, information was provided regarding Children's Mercy's Magnet journey, as well as a basic overview of the services provided by Children's Mercy Home Care. This call confirmed VON Canada's interest in visiting the organization to gain insight to the care delivery processes of Children's Mercy Home Care and the organization's Magnet culture. VON also shared the interest of Jewish General Hospital in Montreal, Canada, in pursuing Magnet Designation and visiting a Magnet Designated organization.



In January 2010, Goodwin, along with Richard McConnell, Vice President of People and Organization for VON Canada, and Valeria Frunchak, Nursing Director at Jewish General Hospital, spent two days visiting Children's Mercy and Children's Mercy Home Care. The site visit was hosted by Dr. Messmer, Blizzard, Burns, Hutto, and Deborah Largo-Mesley, RN, MSN, Children's Mercy Home Care Director. During the visit, the guests toured the hospital facility and met with nursing leadership and Children's Mercy Home Care nursing and allied health staff. Dialogue included information pertaining to the Magnet Recognition Program[®], the Magnet journey, quality and safety as it relates to Children's Mercy Home Care, care coordination and continuum of care from inpatient care to Children's Mercy Home Care, and the integration of Children's Mercy Home Care in the Magnet designation process. Goodwin also accompanied Children's Mercy Home Care staff on home visits for a closer look at care delivery while McConnell met with Dan Wright, Vice President of Human Resources, to discuss similarities and differences in the role of Human Resources in each of the organizations.

As a result of this visit, VON Canada and Jewish General Hospital have continued to seek additional information regarding the Magnet Recognition Program[®], with the goal of being the first organizations in Canada to receive this designation. In addition, Karen Cox, RN, PhD, FAAN, Executive Vice President and Co-Chief Operating Officer, traveled to Canada in the fall of 2010 to meet with the VON Canada clinical and non-clinical leadership at their annual retreat. Dr. Cox presented information regarding the pursuit of Magnet Designation and how VON Canada could prepare to meet the objectives of the program. By establishing a relationship with VON Canada and Jewish General Hospital, Children's Mercy Hospitals and Clinics is able to support quality patient care beyond the walls of the organization, reaching out into international health care.

Voiding Dysfunction Clinic

Voiding dysfunction, a common issue in children, presents many challenges to providers in determining the root cause of symptoms. Urology surgeons typically see these patients even though their underlying diagnosis may not require surgical intervention. This limits the number of voiding dysfunction patients who can be integrated into the surgeon's clinic schedule, as patients with immediate surgical needs are given priority for scheduling.

At Children's Mercy Hospitals and Clinics, where access to care was already a concern, a need was evident to address the increasing volume of voiding dysfunction patients to maximize the clinic time of the surgeons and improve wait times for first available appointment for these patients. Three urologists provided services through the surgery department along with two Urology Nurse Practitioners, Sheri Shiddell, RN, MSN, BC, PNP, and Dawn Foster, RN, MSN, CPNP. In 2009, one of the three surgeons left the organization, which further stretched clinical availability, with voiding dysfunction patients waiting over three months to be seen.

A brainstorming session to discuss clinic wait times and possible solutions between Shiddell, John Gatti, MD, Urologist, and Cindy Williams, RN, CPN, Surgery and Urology Nurse Manager, facilitated the discussion of creating an autonomous Nurse Practitioner Voiding Dysfunction Clinic as an innovative approach to meeting the needs of both the patients and the clinic. This clinic would see patients meeting specific criteria and relieve the current Urologists and Nurse Practitioners' schedules open to evaluate more acute patients. The initial implementation would integrate voiding dysfunction patients into Shiddell and Foster's current schedules to validate improvements before expanding to a stand-alone clinic. During this interim period, Shiddell and Foster conducted a small clinic twice monthly, which accommodated 10-15 patients per month. This initial trial showed improvements in scheduling practices for the surgeons, however, wait times for voiding dysfunction patients continued to be at a period of three months or longer.

With clinic time available with the departure of one urologist, the surgery service was able to move forward with implementation plans for the stand-alone clinic. In addition to Shiddell and Foster, who continue to incorporate voiding dysfunction patients into their clinic schedules, the surgery team hired Mary Langston, RN, PNP-BC, as the Nurse Practitioner for the Voiding Dysfunction Clinic. Langston provides two half-day clinics and one full-day clinic each week, dedicated solely to voiding dysfunction patients. Patients are referred to the clinic via primary care physicians, other Children's Mercy clinics, or as self-referrals. Although Langston functions in an autonomous role in the management of these patients, she also collaborates with the urologists and other nurse practitioners when she identifies voiding dysfunction patients in need of a surgical consult.

Sheri Shiddell, RN, MSN, BC, PNP,
Dawn Foster, RN, MSN, CPNP,
and **Mary Langston**, RN, PNP-BC





Mary Langston, RN, PNP-BC, with patient, Sophia Trout

Patients seen in the voiding dysfunction clinic must meet specific criteria, requiring extensive screening by the urology intake nurse. The urology intake nurse takes an intricate history during the initial phone call, collects all records, and reviews the patient with Langston before scheduling. After review, Langston determines if the patient meets the requirements for the clinic and what tests to schedule prior to the clinic visit. The urology intake nurse also serves as the clinic nurse for two of the three voiding dysfunction clinics each week, giving her a deeper understanding of the symptoms and diagnoses associated with voiding dysfunction, which, in turn, improves scheduling practices.

Because of the sensitive and stressful nature of these diagnoses, support from the clinic staff is essential for assuring compliance with the recommended treatment. Staffing for the clinic was restructured to provide adequate time for both the clinic nurse and the nurse practitioner to address patient and family concerns and educate on causes and treatment of the diagnosis. The clinic is staffed by Langston and one clinic nurse assigned exclusively to voiding dysfunction patients. Changes were made to the scheduling templates to allow 30 minutes to each patient for Langston and the clinic nurse, resulting in appointments of approximately one hour. The surgery nurse practitioners and clinic nurses collaborated to develop diagnosis specific educational materials that are given to patients and families during their visit. The added time to clinic scheduling allows Langston the opportunity to investigate potential implications on symptoms and barriers to compliance, while providing in-depth education specific to the patients needs. Teaching is further reinforced by the clinic nurse, who also conducts follow up phone calls with all voiding dysfunction patients, allowing Langston time to see additional patients, and address more complex issues. Langston communicates directly with the patient's referring and primary physicians to discuss the patient's diagnosis and any related changes to current symptom management.

By implementing this innovative approach to addressing a specific patient population, the surgery team has expanded the capacity to see voiding dysfunction patients from 10-15 patients per month, to 30 patients per week. The voiding dysfunction clinic has reduced wait times for first appointment from over three months to approximately one week. The additional clinic time and quick appointment availability better serves not only this patient population and referring physicians, but the surgery service as well.

Nursing Scholarships



Mary Shaw Branton Scholarship

Kelli L. Rafols, RN, CPN

Jana L. Schlosser, RN, BSN, CPN

Angela R. Williams, RN, BSN, CPN

Ina Calkins Scholarship

Rachel S. Baldwin, RN

Brooke E. Barnes, RN, BSN

Joan E. Benson, RN, CPN

Rachel S. Carter, RN, BSN

Shari L. Cooley, RN

Lisa D. Dryer, RN, CPN

Beth R. Feldhacker, RN

Valerie M. Flick, RN, BSN

Shana L. Fromholtz, RN, BSN, CPN

Maria D. Ginger-Wiley, RN, CCRN

Lindsey N. Jowett, RN

Tina N. Lane, RN, BSN, CPN

Merianne Lero, RN, CPN

Cortni A. Lind, RN, CPN

Sachia A. Logan, RN, BSN, CPN

Margaret A. Martin-McLain, RN, BSN, CPN

Peter P. May, LPN

Jacquelyn Carrie Miner, RN, BSN

Jolynn D. Parker, RN, CPN

Diane R. Petrie, RN, BSN, CPN

Laura D. Shroyer, RN, BSN, CPN

Elizabeth A. Stueve, RN, BSN, CPN

Jill L. Vickers, RN, BSN, CPN

Leslie E. Weisgerber

Sarah N. Weisz, RN

Susan F. Widener, RN, BSN, CPN





Jennifer Collins Scholarship

Jennifer D. Nelson

Janet E. Smith, RN, BSN, CPEN

Dean Cowles Scholarship

Laura C. Andreas, RN

Julie M. Buck, RN, BSN, CPN

Sarah M. Burr, RN, BSN, CPN

Betsy A. Dearing, RN

Elizabeth Edmundson, RN, BSN

Amy M. Frost, RN, CPN

Kylie N. Holt

Jennifer L. Johnson

Trisha N. Kuhlman, RN, BSN, CPN

Ashley Sue Meyer, RN, BSN

Stacy L. Parks, RNC, CPN

Hillary B. VanSlyke, RN, BSN, CPN



Isabelle Ellis Memorial Scholarship

Christin A. Dealy, RNC-NIC (no photo available)



Bonnie Curtis Galeazzi Scholarship

Sarah N. Correll

Kelly S. O'Camb

Nursing Scholarships



Dee Lyons Scholarship

Rebecca C. Coppage, RN, BSN
Robin L. Starr, RN, BSN, CPN



Michael Joseph Meers Scholarship

Sarah M. Hunter
Annie E. Leverich



Daniel Miller Scholarship

Karen M. Beaudet, RN, BSN
Laura L. Kozlowski, RN
Jeri Thompson, RN, CPN



Nurse Retention Committee Scholarship

Aaron C. Cantrell, RN, BSN
Debra S. Coseboom, RN, CPN
Jeffrey A. Reed
Megan C. Riddle, CLS



Samuel Edwin Weeks Memorial Scholarship

Kristy L. Reynolds, RN, BSN, CPON, OCN



Judy Vellucci Scholarship

Teresa L. Fulk



Mr. and Mrs. Gordon Wells Scholarship

Stephanie Brightman, RN

Rachelle L. Meyer

Katy N. Stithem



Nancy Whalen Scholarship

Deborah C. Ayers, RN, CPN

Amy C. Belton, RN, BSN

Mark A. Besinger, RN, CNOR

Katie L. Elkins, RN, BSN

Riky Andres Garcia-Bentus



**The Dee Lyons Nursing Research Scholars Grant Program
Nurses' Perceptions of Implementation of Ultrasound
Guided Peripheral Intravenous Catheter Insertion in the
Emergency Department.**

Rolanda Peterson, RN, CPN

Jennifer Meade, RN, BSN

Jackie Bartlett, RN, MSN, MBA HCM

Kristin Stegenga, RN, PhD, CPON

Nurse Legacy Award

The Nurse Legacy Award was established in 2009 by the Nurse Retention Committee. This award honors nurses at Children's Mercy Hospitals and Clinics for the significant contributions they have made to the profession of nursing and to the lives of the patients, families, and co-workers they have touched. Current and/or retired nurses who have committed more than 25 years of service to the organization are eligible for this award.

The 2010 recipient of the Nurse Legacy Award is Bonnie Kangas, RN, CNOR. Kangas has held numerous roles within the organization, beginning her nursing career at Children's Mercy over 35 years ago in the inpatient setting before transferring to the Operating Room. Within a few years, Kangas was learning the heart-lung machine and quickly became a perfusionist. Kangas played a significant part in both establishing the ECMO program and the Liver Transplant Program at Children's Mercy Hospitals and Clinics. Kangas is currently the Cardiac Data Quality Manager in the department of Cardiac Surgery.

Kangas has served as a preceptor and mentor for countless nursing students, new employees, perfusion staff and others. She has actively participated in committees at both the department and organizational level, and stands as a strong advocate for nursing. Her caring and compassion reaches beyond the walls of Children's Mercy as she also participates and assists in planning charitable fundraisers throughout the community.

“ ”

Kangas' commitment to Children's Mercy Hospitals and Clinics and providing the best care for children makes her an ideal recipient of the 2010 Nurse Legacy Award.



DAISY Award for Extraordinary Nurses

The DAISY (Diseases Attacking the Immune System) Foundation was formed by Mark and Bonnie Barnes in January 2000, in memory of their son J. Patrick Barnes who died at age 33 of complications from Idiopathic Thrombocytopenic Purpura (ITP).

Those who met Pat were touched by his positive spirit, his sense of humor and his desire to help others in anyway he could. Pat was known for reaching out to comfort, to mentor and to share his phenomenally positive outlook on life despite his ongoing battle with Hodgkin's Disease. The DAISY Foundation was established to keep this very spirit alive and flourishing.

The DAISY Award for Extraordinary Nurses was created to recognize the super-human work nurses do every day, to fund research to improve treatment and ultimately cure ITP and related illnesses, to assist and inform people with ITP and to encourage bone marrow and blood drives since the treatment of ITP can require so many. As a result, the DAISY Foundation is recognizing nurses in more than 800 health care organizations for the care they provide to patients and their families.

The DAISY Award was introduced to Children's Mercy in September 2009. The award is presented every other month to an extraordinary nurse whose practice makes an enormous difference in the lives of patients and families and who exemplifies the kind of nurse others recognize as an outstanding role model. The DAISY Nurse provides kind, nurturing and empathetic care, utilizes nursing training and specialized skills in a competent and confident manner and acts as an advocate for patients and their families. Individuals are nominated by their nurse administrators, peers, colleagues, physicians, patients, and/or families.

Recipients of the DAISY Award receive a certificate proclaiming them an "Extraordinary Nurse," a DAISY Award pin, and a unique hand-carved stone sculpture, entitled "A Healer's Touch," created by sculptors from the Shona Tribe of Zimbabwe. Nurses nominated for the DAISY Award are also recognized with a certificate and a DAISY Nomination Pin. In addition, the award winner's department receives a banner to hang in the unit and is treated to Cinnabon® cinnamon rolls as a reminder of how truly special each team member is and the difference they make in the lives of patients and families.

JANUARY 2010 DAISY AWARD RECIPIENT

Tonia Best, RN, BSN, CPAN
Post-Anesthesia Care Unit
Same Day Surgery

January 2010 DAISY Nominees:

Lara Allen, RN, Dermatology Clinic
Pam Davis, RN, BSN, CPN, CARE Clinic,
Julie Harris, RN, BSN, CCRN, Pediatric
Intensive Care Unit, **Lori Kubicki, RN,**
BSN, CPN Emergency Department,
Renee Milam, RN, 4 Sutherland, **Jayme
Sanchez, RN, BSN**, 4 Sutherland

MARCH 2010 DAISY AWARD RECIPIENT

Adrienne Edmonds, RN, BSN, CPN
Children's Mercy South
Urgent Care Center

March 2010 DAISY Nominees:

Jacque Ashbaugh, RN, BSN, CCRN,
Intensive Care Nursery, **Lisa Bailey,**
RN, BSN, Children's Mercy Home
Care, **Brenda Brewer, RN, BSN,**
CNN, CCTC, Renal Transplant, **Kelly
Douglass, RN, BSN, CPN**, Endocrine
Clinic, **Linda Ebbs, RN, BSN,**
Endocrine Clinic, **Marianna Farin,**
Christina Graskemper, RN, BSN,
CPN, Emergency Department, **Kelly
Hodges, RN, CAPA, CPN**, Post-
Anesthesia Care Unit/Same Day
Surgery, **Karen Kranz, RN, BSN,**
CHTC, Bone Marrow Transplant
Terry Lady, RN, BSN, CPON,
Hematology/Oncology Clinic
Wendy McClellan, RN, BSN, 4
Henson, **Briann McDowell, RN, BSN,**
CPN, 4 Sutherland, **China Mortell,**
RN, BSN, CPN, 3 Henson, **Sandy
Price, RN, BSW**, Developmental and
Behavioral Medicine, **Ginny Rector,**
LPN, Children's Mercy West, **Bryan
Schoolmeester, RN**, Children's Mercy
South Inpatient, **Claire Ulowetz,**
RN, BSN, Intensive Care Nursery
Coley Vitztum, RN, MSN, CCNS,
CNOR, ONC, Orthopaedics

MAY 2010

DAISY AWARD RECIPIENT

Ed Schmid, RN, BSN
Pediatric Intensive Care Unit

May 2010 DAISY Nominees:

Lara Anderson, RN, Dermatology
Phyllis Baer, RN, CPON, 4 Henson
Rachel Baldwin, RN, Cardiology Clinic
Janie Berquist, RN, BSN, MPH, CPN,
CDE, Endocrine Clinic, **Pam Burgard**,
RN, BSN, Children's Mercy South
Surgery Clinic, **Liz Picone-Combs**,
RN, BSN, RNC-NIC, Intensive Care
Nursery, **Patricia Dalton**, RN, CPN,
Children's Mercy South Specialty
Center, **Sara Demage**, RN, BSN,
Pulmonology Clinic, **Margaret
DeWitt**, RN, BSN, CPN, Neurosurgery
Clinic, **Mary Dietrich**, RN, BSN,
CPN, Dermatology Clinic, **Cathy
Donohue**, RN, Endocrine Clinic, **Kristi
Gordon**, RN, MSN, CPNP, Hematology/
Oncology, **Diana Graves**, RN, MSN,
Plastic Surgery Clinic, **Mary Ann
Haggerty**, RN, Neurology Clinic
Ron Hoyler, RN, CDE, Endocrine
Clinic, **Donna Humphrey**, RN, ENT
Clinic, **Kelly Jones**, RN, CPN, 2
Henson, **Ellen Kosar**, RN, MSN, CPN,
Children's Mercy Home Care, **Susan
Loehr**, RN, BSN, CPON, 4 Henson
Sachia Logan, RN, BSN, CPN,
Contact Center, **Michelle Martin**,
RN, CPN, Plastic Surgery Clinic,
Kathy Mick, M.Ed, RN, Hematology/
Oncology, **Terri Murray**, RN, BSN,
Children's Mercy South PACU, **Pam
O'Neal**, RN, Children's Mercy South
Specialty Center, **Catie Overfelt**, RN,
BSN, CPN, 3 Henson, **April Pierce**,
RN, BSN, Children's Mercy South
Inpatient Unit, **Michelle Pope**, RN,
CPN, 6 Henson, **Johnna Rooney**, RN,
BSN, Pediatric Intensive Care Unit
Linda Root, RN, Contact Center
Elisabeth Singh, RN, Intensive Care
Nursery, **Angela Tendick**, RN, MSN,
PNP, Liver Care Center, **Diane Utz**,
RN, BSN, Genetics, **Coley Vitztum**,
RN, MSN, CCNS, CNOR, ONC,
Orthopaedics, **Courtney Wellman**,
RN, Neurology

JULY 2010

DAISY AWARD RECIPIENT

Kelly Douglass, RN, BSN, CPN
4 Sutherland

July 2010 DAISY Nominees:

Erik Beyer, RN, BSN, CPN, 3 Henson
Melissa Brady, RN, BSN, 4
Sutherland, **Paula Capel**, RN, BSN,
CPN, Pulmonology Clinic
Cynthia Cohoon, RN, CDE,
Endocrine Clinic, **Allison Davis**,
RN, BSN, Sleep Clinic, **Linda Ebbs**,
RN, BSN, Endocrine Clinic, **Cheryl
Grace**, RN, BSN, CPN, Children's
Mercy Northland Urgent Care
Center, **Christy Gudenkauf**, RN,
Children's Mercy South Inpatient,
Lois Hester, RN, BSN, Endocrine,
Kristie Hobbs, APRN, CPNP, General
Pediatrics, **Tamara Hoepfner**, RN,
CPN, Dermatology Clinic, **Susan
Hunter**, APRN, FNP, PNP, ENT Clinic,
Jenna Johnston, RN, BSN, CPN,
6 Henson, **Maria Little**, APRN, PNP,
Pediatric Care Center, **Sachia Logan**,
RN, CPN, Contact Center, **Maria
Martinez**, RN, BSN, Contact Center
Jennifer Meade, RN, BSN, Emergency
Department, **Michelle Pope**, RN,
CPN, 6 Henson, **Melissa Storms**, RN,
BSN, CCRN, Pediatric Intensive Care
Unit, **Julia Streed**, RN, BSN, CPN,
3 Henson, **Beth Stueve**, RN, BSN,
CPN, Plastic Surgery Clinic

SEPTEMBER 2010

DAISY AWARD RECIPIENT

Emily Ryan, RN, BSN, RNC-
NIC, Intensive Care Nursery

September 2010 DAISY Nominees:

Sharon Block, RN, BSN, Developmental
and Behavioral Sciences Clinic, **Joan
Davidson**, RN, BSN, Children's Mercy
South Surgery Clinic, **Holly Godshall**,
RN, Children's Mercy South Urgent
Care Center, **Laura Hall**, RN, BSN, 4
Sutherland, **Shekinah Hensley**, RN,
CCRN, Pediatric Intensive Care Unit,
Pam McKee, RN, BSN, CPN, 6 Henson
Katherine Salisbury, RN, 3 Henson,
Bobbi Schomburg, RN, BSN, CPN,
Sedation Team, **Megan Watt**, RN, BSN,
4 Henson. **Beth Woodford**, RN, BSN,
CDE, CPN, PNP, Endocrine/Pain Team

NOVEMBER 2010

DAISY AWARD RECIPIENT

Jenny Geheb, RN, MS, CPNP
Pulmonology

November 2010 DAISY Nominees:

Nancy Berg, RN, BSN, Children's Mercy
South Inpatient, **Lorie Bittle**, RN,
Pulmonology Clinic, **Pat Dalton**, RN
CMH South Developmental and
Behavioral Sciences Clinic, **Mary
Dietrich**, RN, BSN, CPN, Children's
Mercy Home Care
Lisa Ell, RN, CCRN, Transport Team
Ron Fay, RN, BSN, CEN, Emergency
Department, **Pamela Flack**, RN
Children's Mercy Northland Urgent
Care Center, **Jill Kelley**, RN, CPN, 3
Henson/3West, **Mary Ann Haggerty**,
RN, BSN, Neurology Clinic, **Kristi
Lindsay**, RN, BSN, Children's Mercy
South Urgent Care Center, **Deborah
McCamy**, RN, BSN, CPN, ENT Clinic
Julie Taylor, RN, BSN, CCRN, Intensive
Care Nursery

Nursing Degrees

Shermineh Adib, RN, BSN

Bachelor of Science in Nursing
William Jewell College

Amy Belton, RN, BSN

Bachelor of Science in Nursing
St Luke's College of Nursing

Dawn Bennett, RN

Associates Degree in Nursing
Kansas City Kansas Community College

Tara Billings, RN, BSN

Bachelor of Science in Nursing
University of Missouri - Kansas City

Sarah Birkenholz, RN, BSN

Bachelor of Science in Nursing
University of Missouri - Kansas City

Alyse Bredemeier, RN, BSN

Bachelor of Science in Nursing
William Jewell College

Stephanie Brightman, RN, CCHT

Associates Degree in Nursing
Penn Valley Community College

Stephanie Budke, RN, BSN

Bachelor of Science in Nursing
Research College of Nursing

Wendy Cantrell, RN, BSN

Bachelor of Science in Nursing
University of Central Missouri

Jessica Collins, RN, BSN

Bachelor of Science in Nursing
Fort Hays State University

Casandra Crow, RN, BSN

Bachelor of Science in Nursing
University of Missouri - Kansas City

Lindsay Davis, RN, BSN

Bachelor of Science in Nursing
University of Kansas

Jasma Ellis, RN, BSN

Bachelor of Science in Nursing
University of Missouri - Kansas City

Janis Fakoury, RN

Associates Degree in Nursing
Penn Valley Community College

Julie French, RN, BSN

Bachelor of Science in Nursing
University of Central Missouri

Amy Frost, RN, BSN, CPN

Bachelor of Science in Nursing
University of Missouri

Hannah Hanchar, RN, BSN

Bachelor of Science in Nursing
Avila University

Georgina Hernandez, RN

Associates Degree in Nursing
Johnson County Community College

Kylie Holt, RN

Associates Degree in Nursing
Penn Valley Community College

Lisa Johnson, RN, BSN

Bachelor of Science in Nursing
Webster University

Molly Knight, RN, BSN

Bachelor of Science in Nursing
University of Kansas

Alexis Kraly, RN, BSN

Bachelor of Science in Nursing
St Luke's College of Nursing

Marina Kulish, RN, BSN

Bachelor of Science in Nursing
Research College of Nursing

Mindy Kupchin, RN, BSN

Bachelor of Science in Nursing
MidAmerica Nazarene University

Susan Leone, RN

Associates Degree in Nursing
Penn Valley Community College

Cynthia Lewis, RN, BSN

Bachelor of Science in Nursing
Regents College

Jessica Littell, RN, BSN

Bachelor of Science in Nursing
William Jewell College

Stefanie Maerz, RN, BSN

Bachelor of Science in Nursing
Avila University

Kara Marshall, RN, BSN

Bachelor of Science in Nursing
University of Kansas

Jamie Menown, RN, BSN

Bachelor of Science in Nursing
Truman State University

Sarah Monteer, RN, BSN, CPN

Bachelor of Science in Nursing
University of Missouri - Kansas City

Tina Moore, RN, BSN, CPN, RNC-LRN

Bachelor of Science in Nursing
MidAmerica Nazarene University

Renee Morgan, RN, BSN

Bachelor of Science in Nursing
University of Kansas

China Mortell, RN, BSN
Bachelor of Science in Nursing
University of Kansas

Elizabeth North, RN, BSN
Bachelor of Science in Nursing
University of Missouri - Kansas City

Christina Peterson, RN, BSN
Bachelor of Science in Nursing
University of Missouri - Kansas City

Erin Peterson, RN, BSN
Bachelor of Science in Nursing
Research College of Nursing

Janice Poul, RNC, BSN
Bachelor of Science in Nursing
University of Kansas

Janette Rowe, RN, BSN
Bachelor of Science in Nursing
MidAmerica Nazarene University

Amanda Schoening, RN
Associates Degree in Nursing
Penn Valley Community College

Callan Smith, RN, BSN
Bachelor of Science in Nursing
Avila University

Christal Smith, RN, BSN
Bachelor of Science in Nursing
St Luke's College of Nursing

Catherine Starrett, RN
Associates Degree in Nursing
Penn Valley Community College

Brittany Thomas, RN
Associates Degree in Nursing
Penn Valley Community College

Jill Turner, RN, BSN
Bachelor of Science in Nursing
University of Missouri - Kansas City

Tiffany Walters-Wilson, RN, BSN
Bachelor of Science in Nursing
University of Kansas

Erica Williams, RN
Associates Degree in Nursing
Fort Scott Community College

Michelle Williams, RN, BSN
Bachelor of Science in Nursing
University of Missouri - Kansas City

Jill Wilson, RN
Associates Degree in Nursing
Kansas City Kansas Community College





Advance Degrees

Ginny Boos, RN, MSN, CPHQ
Masters of Science in Nursing
University of Kansas

Laura Butcher, RN, MSN, NNP-BC
Masters of Science in Nursing
University of Missouri - Kansas City

Danielle Delozier, RN, MSN, PNP-BC
Masters of Science in Nursing
University of Missouri - Kansas City

Melissa Denning, RN, MSN, CPN
Masters of Science in Nursing
University of Kansas

Dianna Dodd, RN, MSN, CCM
Masters of Science in Nursing
University of Kansas

Kathy Hulse, RN, MSN, CPHQ
Masters of Science in Nursing
University of Kansas

Catherine Johnson, RN, MSN, CPN
Masters of Science in Nursing
University of Kansas

Mary Langston, RN, BC, PNP
Masters of Science in Nursing
University of Missouri - Kansas City

Phyllis Larimore, RN, BSN, MPH
Masters of Public Health
Walden University

Tammy Lightner, RN, BSN, MHA, CPN
Masters of Health Administration
Webster University

Patty Phillips, RN, MSN, CPNP
Masters of Science in Nursing
University of Missouri - Kansas City

Amy Pierce, RN, PNP, BC
Masters of Science in Nursing
University of Missouri - Kansas City

Sara Roediger, RN, MSN, PNP-CP
Masters of Science in Nursing
University of Missouri - Kansas City

Kristen Sayers, RN, MSN, CPNP
Masters of Science in Nursing
University of Missouri

Debbie Schwartzkopf, RN, MSN, CCRN
Masters of Science in Nursing
University of Kansas

Robin Starr, RN, MBA, CPN
Masters of Business Administration
Avila University

Scott Sullivan, RN, MSN, MHA
Masters of Science in Nursing/Master of Health
Administration
University of Phoenix

Angela Tendick, RN, MSN, PNP
Masters of Science in Nursing
University of Missouri - Kansas City

Kathy Vandiver, RN, BS, MHA, CPN
Masters of Science in Health Administration
University of St. Francis

Jill Vickers, RN, MSN, CPN
Masters of Science in Nursing
Webster University

Linda White, RN, MSN
Masters of Science in Nursing
University of Mary

Karen Widdis, RN, MSN, CCRN, CPNP
Masters of Science in Nursing
University of Missouri - Kansas City

Norma Wolf, RN, MSN, MBA
Masters of Business Administration
University of Mary

Samantha Young, RN, MSN, CPN, CPNP, PNP-BC
Masters of Science in Nursing
University of Missouri - Kansas City



ADVANCE

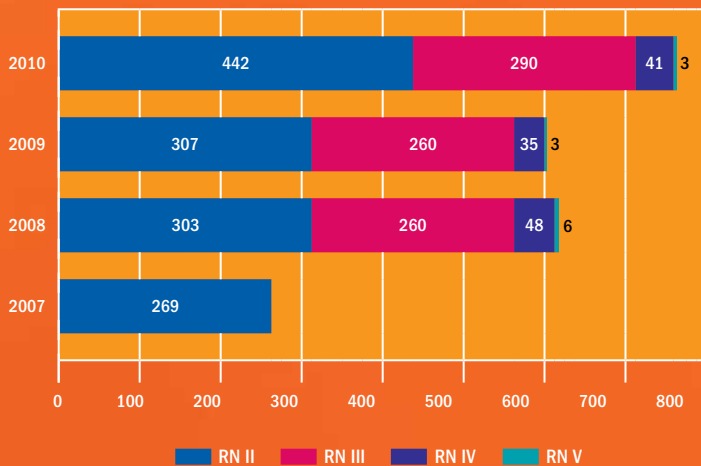
Nurses at Children's Mercy Hospitals and Clinics are committed to continually progressing nursing care for patients and families.

The ADVANCE Program provides a way to formally recognize these nurses for this commitment and their valuable contributions to advancing the nursing profession.

Through ADVANCE, nurses analyze their own practice and seek recognition for the level of practice they have achieved.

In 2010, 776 Nurses were recognized through ADVANCE:

ADVANCE Program Participation



RN II

Alicia Adams, Shannon Adams, Kyla Alsman, Aynalem Amare, Ann Appleyard, Lisa Aranda, Traci Atzenweiler, Amy Avant, Leandra Awad, Catherine Ayres

Abbie Backes, Jennifer Baker, Carlye Bakian, Laurisa Ballew, Josephine Barba, Kim Barbee, Amanda Barber, Brooke Barnes, Robin Barr, Lindsay Barrow, Camille Bass, Raymond Battreall, Shelli Baum, Erik Bayer, Marissa Beidelschies, Wendy Bennett, Abigail Bergen, Shannon Bernal, Michelle Berry, Lauren Besse, Jennifer Bever, Deborah Beyer, Lindsay Billinger, Sarah Birkenholz, Betsy Boehner, Pamela Bolton, Penny Bopp, Mary Bowlby, Tiffani Bradbury, Shelly Brantner, Jill Braune, Lisa Brigandi, Jessica Brunzman, Christy Burton

Nancy Cain, Lisa Carmony, Nichole Carroll, Jennifer Carter, Rachel Carter, Andrea Carver, Jessica Charbonneau, Rachel Christie, Mary Clayton, Brian Cline, Virginia Cohen, Stephanie Colburn, Doris Coleman, Stephanie Collop, Maribeth Colombo, Whitney Conard, Jaimie Contreras, Ann Cooper, Rebecca Coppage, Katie Cox, Nickey Crail, Miriam Crandall, Michaela Cronkhite, Kelsey Crouse, Tamie Crutchfield, Kerri Cusachs

Joanna Dale, Patricia Dalton, Stephanie Daniels, Allison Davis, Kelli Davis, Lindsay Davis, Jennifer Deever, Sara Demage, Deanna Dennis, Cullie Dey, Kimberly Dickerson, Mary Dietrich, Cindy Diggs, Lanie Dolinar, Meagan Dorton, Rachel Drake, Jennifer Dremann, Kristi Dye

Amy Easter, Rebekah Ebert, Paula Edrington, Kathryn Edwards, Sally Ehrich, Tyler Ellingson, Elizabeth Emerson, Stephanie Everitt

Donna Fauchaux, Megan Fehrenbacher, Laura Feld, Sylvia Fendler, Valerie Finley, Donna Flamez, Kathleen Fletcher, Valerie Flick, Stacie Fogelberg, Angela Ford, Chelsea Ford, Kimberly Frank, Daniel Frazier, Sarah Freund, Carly Frewin, Lindsey Fricke, Kathryn Fulton

Tracie Gardner, Julie Gawlak, Tracy Geier, Cindy George, Sarah Gerard, Dorothy Gerst, Shelby Gill, Gina Gilroy, Tina Gimbert, Maria Ginger-Wiley, Holly Godshall, Kristina Goin, Amy Gordee, Erica Gorman, Suzanne Gough, Renee Greathouse, Lisa Green, Shannon Green, Lisa Greenway, Christy Gudenkauf, Dawn Guerra, Mindilu Gulley, Patrice Guthrie, Rosalia Gutierrez

Aubrey Hale, Christina Hall, Rebekah Ham, Amanda Hanna, Amy Hansen, Diane Hardesty, Amy Harmon, Jamie Hart, Cathaleen Hartsock, Amy Hays, Sally Hayson, Marilyn Hedges, Cindy Hedrick, Angela Helgemoe, Suzanne Henley, Mary Hensley, Lindsey Herrick, Sherry Hicks, Laura Hill, Elizabeth Hinkle, Tamara Hoepfner, Kimberly Hoffman, Lori Holcomb, Lisa Holden, Barkley Hoover, Stephanie Hopfinger, Amanda Hopkins, Kathlee Hortenstine, Shanda Hoss, Lynn Howard, Amy Huffman, Deanna Huffman, Jenifer Hultgren, Robyn Hunsley, Brittney Hunter

Nicole Ingolia-Hale, Mary Ireland

Wendy Jahner, Hannah Jenkins, Kimberly Jenkins, Shelly Jennings, Sheila Jimenez, Ann Johannes, Lindsey Johnson, Lisa Johnson, Mary Johnson, Kara Jones, Stephanie Jones, Tamla Jones, Vera Jones

Monica Keith, Charla Kelley, Jill Kelley, Shannon Kellogg, Haley Kendall, Danielle Keninger, Crystal Kent, Julie Kincheloe, Sara Kindler, Tracy Kipper, Theresa Kirkpatrick, Angela Kneisly, Michelle Knifong, Shari Knoth, Ashley Kolesar, Blair Kopper, Brenda Kotar, Laura Kozlowski, Vicky Kramer, Noreen Kraus, Lori Kubicki, Jennifer Kurasz

Megan Lacy, Michelle Lauth, Kelly Lawless, Angela Lee, Jessica Leon, Darla Levine, Carrie Lewis, Nakita Lewis, Patricia Light, Michelle Likes, Kristi Lindsay, Corey Long, Megan Longstreet, Kelly Loomer, Anne Lovelace, Donna Lucas, Rhonda Luster, Rachel Lyke

Bernadette Maddock, Rosanne Madrid, Kelly Malmstrom, Beth Maney, Kimberly Marriott, Melissa Martin, Rachel Martin, Susan Martin, Maria Martinez, Daniel Marx, Tera McBride, Sherry McCart, Carla McCoy, Jayna McDaniel, Marlys McGee, Kathleen McGlenn, Janet McGovern, Kimberly McGovern, Melissa McGraw, Aja McLemore, Angelique Mcmenemy, Jennifer Meade, Adrienne Menghini, Marla Michaels, Erin Miller, Linda Mills, Rachael Millsap, Erica Monaco, Sarah Monteer, Jessica Montgomery, Brandy Moody, Kristen Moon, John Moore, Jessica Muehlfarth, Barbara Mueller, Patty Mullen, Mary Mullin, Emily Murdock, Sarah Murray, Therese Murray

Janene Nalivaiko, Deneane Neathery, Emily Nelson, Tabitha Nelson, Christi Netterville, Tracie Newell, Rachel Newport, Jessica Nichols, Cassandra Nicholson, Janet Nickum, Cortne Niedringhaus, Sheilah Niemeyer, Meredith Nolen, Paola Noll, Dixie Norris, Jennifer Novak, Rebecca Nunnally

Jill O'Dell, Corrine O'Neill, Ashley Orwick, Deanna Orwig, Catherine Overfelt

Katrina Paige, Sarah Palermo, Christine Palomba, Veronica Parker, Teresa Pemberton, Abbey Perkins, Diane Petrie, Sarah Pettengill, Kris Ann Phillips, April Pierce, Jessica Pinkerton, Daniela Pirvu, Michelle Pope, Lisa Post-Jones, Connie Potts, Cindy Powers, Rochelle Powers, Carolyn Pryor

Terry Quinonez

Allison Raetz, Kerri Ragsdale, Rebecca Randolph, Lindsay Reed, Elizabeth Reese, Teresa Reilly, Aaron Rench, Jennifer Reno, Ellen Richards, Lyndsay Richardson, Stacy Richter, Tracie Rimmer, Andrea Ritchey, Melissa Ritter, DeShauna Roberts, Sandy Roberts, Lorrissia Robertson, Katherine Roepke, Jamie Rogers, Crystal Rollwagen, Johnna Rooney, Michele Rooney, Nicole Rose, Jessica Rosenberger, Pamela Ross, Katie Roth, Lisa Ruffini, Bre Anne Ruhland, Alicia Ryan

Catherine San Pablo, Jennifer Schemm, Ashley Schimmer, Jennifer Schmidt, Stacy Schmidlein, Mary Schneck, Susan Schuler, Rachel Schulz, Brandie Schwindler, Kristen Scott, Laura Scott, Summer Scott, Melissa Scudiero, Nicole Sears, Sarah See, Heather Shafer, Linda Sharp, Jacquelin Shellhorn, Kathi Shepherd, Michele Sherlock, Andrea Sherman, Stacey Shields, Elisabeth Singh, Amber Smith, Astrid Smith, Lauren Smith, Patricia Smith, Sarah Soetaert, Noelle Soliday, Ashley Speck, Sharla Splittgerber, Kelly Stamps, Emma Stark, Katie Stimac, Sharon Stimatze, Jessica Stockhorst, Liann Stogsdill, Ashley Stoneking, Melissa Storms, Keira Story, Julia Streed, Carla Strobach, Elizabeth Stueve, Danica Stull, Tember Stumpenhous, Ashley Suddock, Dolores Suenram, Margaret Sullivan, Gianna Swift, Amanda Symons

Azita Tafreshi, Jessica Tanner, Lisa Tarbell, Beverley Tate, Molly Terhune, Shelley Thomas, Amanda Tilton, Erin Todd, Lena Towler, Carmen Tracy, Lachelle Turner

Claire Ulowetz, Caroline Urbanczyk

Jaime Van Aken, Holly Vaughn, Nicole Violett, Amy Vorbeck

Melanie Wade, Melissa Wagner, Amber Walker, Amanda Wallace, Deena Wallace, Micah Wallace, Tiff Walters-Wilson, Leejae Wansing, P J Wedgeworth, Jennifer Weigel, Laurie Wells, Elizabeth Welsh, Misty Whisenhunt, Leah White, Mary White, Angela Wiedner, Andrea Wignall, Lenny Wijono, Deana Wilhoite, Elishua Williams, Jennifer Williams, Trisha Williams, Laura Wilson, Rebekah Wilson, Sarah Wilson, Teresa Wilson, Yvonne Wilson, Jennifer Winchester, Casie Winscher, Amanda Woldruff, Jennifer Wolf, Marie Woltering, Stacey Wood, Stefanie Wright

Jessica Young, Michele Young

Sheila Zabel, Lindsay Zumbunn

ADVANCE | RN III, RN IV and RN V

RN III

Meghan Adams, Deborah Amaro, Katherine Anderson, Tracy Anderson, Brenda Anderson-Bell, Danielle Antes, Marian Ascheman, April Assee, Kristi Aufderheide, Deborah Ayers

Phyllis Baer, Jeanette Baez, Kathlyn Baharaeen, Kathleen Bailey, Angela Baker, Lisa Baker, Catherine Bandelier, Marilyn Banks, Michelle Barnett, Karen Beaudet, Bryan Beaven, Amy Berry, Mark Besinger, Tonia Best, Lilli Biggs, Jennifer Bitner, Sharon Blevins, Lyndsey Borton, Kelly Bray, Phyllis Bredehoft, Monica Brooks, Jacqueline Brown, Kimberly Bulloc, Melissa Burghardt, Jayne Burns, Sarah Burr, Julie Bustamante

Mary Calcara, Francine Campbell, Susanne Campisano, Teri Carpenter, Linda Carriker, Bobbie Carter, Martha Carter, Kelley Chapman, Samantha Chesnut, Christine Claeys, Rachael Clark, Joyce Cline, Diane Cobler, Elizabeth Coffey, Kristin Collis, Ami Cook, Candace Coward, Lena Cox, Jean Crumrine-Brauer, Deanna Curran, Cathy Czuzejko

Kari Davidson, Megan Davis, Pamela Davis, Christin Dealy, Kay Dehart, Julie Dishman, Jowana Dye, Janet Dykes

Sandra Ehlers, Lisa Ell, Christina Elliott, Noelle Endsley, Sarah English, Brooke Enz, Jon Ann Esponge, Melissa Everhart

Beth Feldhacker, Tegan Feuerborn, Amy Findlay, Brecklyn Findley, Tara Fitzpatrick, Pamela Flack, Shanna Foley, Autumn Fox, Stacey Frisbie, Shana Fromholtz, Deanna Fugitt

Christina Gassen, Sarah Gebhards, Carol Genilo, Rebecca Gerke, Stacia Ghafoori, Amanda Gilges, Sunny Gillen, Barbara Gordon, Carla Gorman, Cheryl Grace, Jolene Granfors, Rachel Greening, Evelyn Grist, Denise Grogan

Emily Haith, Brenda Hankins, Marc Harden-Preston, Shekinah Hensley, Danette Hicks, Tammy Hitt, Deann Hoard, Allison Hoffman, Elizabeth Hoffman, Tiffanie Holland, Kara Hoolehan, Catherine Hopkins, Patricia Hopkins, Cynthia Hubbard, Deborah Hudson, Amber Hughes-Schalk, Mary Hunter, Kelly Huntington, Nancy Huppe, Nicole Hutcherson, Cynthia Hutchings

Megan Jackson, Melissa Jackson, Trudi Jackson, Kristen Jarvis, Kelly Jensen, Lindsay Jessee, Catherine Johnson, Jenna Johnston, Kelly Jones, Melissa Jones, Jennifer Joplin, Julie Jost, Jacqueline Julian, Allison Juneau

Kathryn Kaeding, Sarah Keady, Robin Keene, Erin Keith-Chancy, Patricia Kellert, Kristen Kerwin, Kelly King, Marilyn Kirn, Jennifer Kirwan, Amber Kling, Catherine Knight, Cynthia Knoelke, Lindsey Koebel, Anne Kuhl, Trisha Kuhlman



Theresa Lady, Beth Lang, Amy Lawlor, Debra Layson, Aimee Lenhausen, Merianne Lero, Michelle Lever, Ashley Lewis, Cynthia Lewis, Susan Loehr, Sachia Logan, Sarah Lovejoy, Noel Lynch

Michelle Martin, Marga Martin-McLain, Dina Massengill, Joyce McCollum, Julie McDonald, Regina McDonald, Briann McDowell, Holly McFarland, Karen McFarland, Megan McGown, Patti McGrannahan, Christine McHenry, Maria McMahan, Leslie Meador, Jodie Meyer, Michelle Meyer, Mary Michael, Rebecca Miller, Deborah Moll, Tina Moore, Jannethe Morgan, China Mortell, Erryn Murphy

Elizabeth Nasche, Janette Nebel, Roxanne Nellor, Gale Norris

Donnita O'Guin-Spickler, Jennifer O'Hara, Linzi O'Laughlin

Marcy Page, Jolene Palmer, Elicia Payne, Lana Payton, Emily Pearson, Kimberly Periman, Elizabeth Picone-Combs, Mary Ploehn, Camie Pontius, Anita Priefert

Amy Ramsey, Kristin Ray, Emily Reavey, Patricia Rehg, Kristy Reynolds, Oletha Riley, Kristy Ritz, Barbara Roberts, Amy Robinson, Kelli Royal, Emily Ryan

Christine Salzman, Kristen Sayers, Lynette Schaller, Elizabeth Schirk, Jennifer Schlotzhauer, Kalee Schooley, Margaret Schultz, Amy Scott, Debra Scott, Hope Scott, Ashley Sediqzad, Lori Shank, Rox-Ann Shaughnessy, Jennifer Shoemaker, Laurel Short, Derek Shroyer, Kerry Shutt, Jeri Sidden, Kelli Siebel, Laura Sifers, Bridgette Silvers, Patricia Simmons, Priscilla Singer, Lindsay Sizemore, Mary Slatten, Megan Sloan, Angela Smith, Brian Smith, Cheryl Smith, Eric Smith, Kristine Smith, Teressa Smith, Catherine Spears, Jayla Stevens, Amy Stillman, Tina Stoll, Donna Stroud, Joanna Stusse, Diana Suarez, Arin Summerville, Kristen Suszek-Williams, Nancy Sveom, Mary Svoboda, Mary Sweeney

Brenda Taylor, Debra Taylor, Julie Taylor, Myrna Taylor, Stefani Thomason, Brenda Thompson, Brandi Tinney, Lana Todd, Michelle Toppass, Janice Trauernicht, Marianne Truman, Noreen Turek, Jamie Turk, Margery Turner, Carrie Tyner

Joanna Van Noy

Michelle Waddell, Lisa Wagenknecht, Mara Wallace, Sarah Wareham, Kellie Westhoff, Andrea White, Julia White, Johanna Wiley, Kaylene Wiley, Amy Williams, Linda Williams, Maria Williams, Jodie Winfrey, Jennifer Wooster

Sabrina Yasso, Anne Young, Melanie Yourdon

RN IV

Lynn Anson, Jacquelin Ashbaugh, Linda Atchison

Kathryn Boles

Paula Capel, Elizabeth Carlson, Stephanie Carter

Merna Dowler, Lisa Dryer

Adrienne Edmonds, Georgianna Ely, Scott England

Kathleen Glatt, Christina Gutierrez

Julie Harris, Armistice Holcomb, Helen Huff

Kelly Johnson, Gayla Johnston

Linda Martin, Heather Miles, Lori Miller, Linda Moenkhoff, Sara Mosbacher, Karen Murray

Jana Nye

Holly O'Hare

Stacy Pennington, Rolanda Peterson, Carla Phillips, Janice Poull

Lynee Rigdon, Marla Row

Kelly Scannell, Linda Schieber, Roberta Schomburg, Julianne Seefeldt, Dedra Serda, Charlotte Smardo, Irma Stillwell

Julie Thorne

RN V

Terese Brophy, Dianne Wilderson, Samantha Young

Nursing Specialty Certifications

Specialty certification serves as a validation to nurses of their expert knowledge and clinical skills by bringing recognition to the individual for their expertise. High levels of nursing certification also represent the quality of nursing staff and care delivery within the organization.

At Children's Mercy Hospitals and Clinics, nurses at all levels are supported in pursuing specialty certification through the provision of resources to encourage successful completion of certification requirements.

In 2010, more than 1,250 specialty certifications were held by nurses at Children's Mercy Hospitals and Clinics:

Acute Care Certified Pediatric Nurse Practitioner

Lora Bear, Kathryn Chojnacki, Jennifer Geheb, Barbara Haney, Linda Hussey, Lisa Laddish, Delores McKee, Kelly Miller, Shirley Molitor-Kirsch, Kimberely Radford, Diane Rash, Stacy Reynolds, Dawn Tucker, Stephanie Wilson, Brandy Winkle, Donna Wyly

Adult Nurse Practitioner

Alan Jenkins, Paige Johnson, Carol Trees

Advanced Practice Registered Nurse, Board Certified

Jill Ariagno, Goldie Benz, Jacqueline Biondo, Mindy Eldridge, Jeanette Higgins, Deborah Jaklevic, Sandra Nabours, Summer Smith

Biofeedback Certification Institute of America – Clinician

Paula Grayson, Eleanor Welchert

Certified Ambulatory Perianesthesia Nurse

Lynette Burrows, Joyce Cline, Tara Fitzpatrick, Evelyn Grist, Kelly Hodges, Julanne Seefeldt, Kellie Westhoff

Certified Asthma Educators



Certified Asthma Educator

Pamela Ryan, Diane Selvey, Dolores Suenram, Kristen Suszek-Williams

Certified Board of Infection Control

Candace Coward, Elizabeth Monsees, Cindy Olson-Burgess

Certified Case Manager

Sandra Andachter, Denise Barr, Dianna Dodd

Certified Clinical Hemodialysis

Stephanie Brightman

Certified Clinical Nurse Specialist

Kristy Ritz, Colleen Vitztum

Certified Clinical Research Associate

Linda Hussey

Certified Clinical Research Coordinators and Certified Clinical Research Professionals



Certified Clinical Research Coordinator

Susan Flack, Cheri Gauldin, Ann Harris, Lois Hester, Talita Hill, Donna Horner, Linda Hussey, Kathy Johnson, Terri Luetjen, Ann Mehrhof, Michele Rooney, Shirlee Rusk, Candy Schmoll, Christine Smith, Debra Taylor, Sue Teasley, Michael Venneman, Jaylene Weigel, SueEllen, Weigel, Gloria Womelduff, Krista Wright

Certified Clinical Research Professional

Linda Andre, Terri Clifton, Anne Holmes, Diane Kennedy, Julia Starr

Nursing Specialty Certifications

Certified Clinical Transplant Coordinator

Brenda Brewer, Vicki Fioravanti, Felicia Long

Certified Diabetes Educators



Certified Diabetes Educator

Mary Berquist, Diana Burnett, Cynthia Cohoon, Amanda Fridlington, Ronald Hoyler, Linda Hussey, Jessica Schirmer, SueEllen Weigel

Certified Diabetes Nurse

Melissa Cernech

Certified Dialysis Nurse

Lorene Pinkley

Certified Emergency Room Nurse

Ron Fay, Laura Lett

Certified Flight Registered Nurse

Eric Smith

Certified Hematopoietic Transplant Coordinator

Karen Kranz

Certified Legal Nurse Consultant

Felicia Green, Chung-Mai Tseng

Certified Nephrology Nurse

Brenda Brewer, Diana Hurley, Linda Jones, Catherine Knight, Diane Kraynak, Amy Nau, Julia Starr

Certified Nurse Educator

Kimberly Ries

Certified National Operating Room Nurse

Mark Besinger, Kathryn Blundell, Lyndsey Borton, Kathy Bradley, Kimberly Bulloc, Julie Bustamante, Maribeth Colombo, Julie Crookshank, Alaina Cunningham, David Deines, Pamela Dennis, Gail Dustman, Sandra Ehlers, Beth Feldhacker, Sylvia Fendler, Amy Gordee, Kristina Handley, Melissa Harber, Marcella Harden-Preston, Nancy Huppe, Megan Jackson, Melissa Jones, Mary Kanatzar, Bonnie Kangas, Robin Keene, Amber Kling, Cynthia Kohlman, Meredith Kopp, Amber La Voi, Michelle Lever, Joyce McCollum, Karen McFarland, Jodie Meyer, Barbara Mueller, Elizabeth Nasche, Marci Neely, Kelli Royal, Denise Ryan, Tammy Saluto, Stephanie Sandelich, Lynette Schaller, Stacy Schmidlein, Laura Scott, Jeri Sidden, Megan Sloan, Sharla Splittgerber, Amy Stillman, Diana Suarez, Mary Sweeney, Julie Thorne, Marianne Truman, Stefanie Tyrer, Colleen Vitztum, Lisa Wagenknecht, Amy Williams, Sabrina Yasso, Anne Young

Certified Nurse Operating Room



Certified Nutrition Support Clinician

Beth Lyman

Certified Occupational Health Nurse

Debra Quirarte

Certified Pediatric Emergency Nurse

Danielle Antes, Teresa Bontrager, Whitney Conard, Kerri Cusachs, Adrienne Edmonds, Lisa Ell, Julie Gawlak, Patrice Guthrie, Hannah Jenkins, Phillip Lee, Emily Murdock, Dixie Norris, John Noyes, Patricia Phillips, Aaron Rench, Janet Smith, Melanie Wade, Bradley Winfrey

Nursing Specialty Certifications

Certified Pediatric Hematology Oncology Nurse: CPHON®

April Assess, Monika Graber, Jennifer Hudson, Theresa Torres

Certified Pediatric Nurse

Meghan Adams, Mary Allinder, Katherine Anderson, Tracy Anderson, Brenda Anderson-Bell, Marian Ascherman, Kristi Aufderheide, Deborah Ayers, Catherine Ayres, Kathleen Bailey, Angela Baker, Lisa Baker, Carlye Bakian, Laurisa Ballew, Catherine Bandelier, Marilyn Banks, Josephine Barb, Amanda Barber, Stacie Barber, Pamela Barham, Michelle Barnett, Lindsay Barrow, Sandra Bartsch, Camille Bass, Shelli Baum, Erik Bayer, Bryan Beaven, Megan Bedwell, Caylin Beebe, Michelle Beisly, Mary Bell, Joan Benson, Mary Berquist, Jennifer Bever, Jennifer Bitner, Sharon Blevins, Betsy Boehner, Pamela Bolton, Penny Bopp, Amy Boren, Mary Bowen, Cheryl Boyd, Jill Braune, Kelly Bray, Mary Brooker, Monica Brooks, Vivian Broussard, Jacqueline Brown, Janice Brown, Jessica Brunsmann, Stephanie Bryan, Julie Buck, Melissa Burghardt, Jayne Burns, Michele Burns, Sarah Burr, Cherie Burroughs-Scanlon, Mary Calcara, Francine Campbell, Susanne Campisano, Aaron Cantrell, Paula Cape, Elizabeth Carlson, Teri Carpenter, Linda Carriker, Nichole Carroll, Bobbie Carter, Melissa Cernech, Joanne Chastain, Samantha Chesnut, Rachel Christie, Victoria Claggett, Brooke Clark, Rachael Clark, Patricia Clay, Nicolette Clifford, Jennifer Clifton, Terri Clifton, Diane Cobler, Elizabeth Coffey, Kristin Collis, Kristyn Colon, Lauri Comstock, Ami Cook, Debra Cosseboom, Karla Couch, Lena Cox, Michelle Cox, Nickey Crail, Michaela Cronkhite, Janna Crowley, Jean Crumrine-Brauer, Charleen Cunningham, Deanna Curran, Megan Davis, Pamela Davis, Danielle Delozier, Melissa Denning, Katherine Denton, Margaret Dewitt, Cullie Dey, Olga Diaz, Barbara Diblasi, Kimberly Didlo, Mary Dietrich, Julie Dishman, Khrystina Dollman, Jennifer Doring, Meagan Dorton, Jamie Douglas, Kelly Douglass, Merna Dowler, Charlotte Doyle, Stacy Doyle, Lisa Dryer, Jowana Dye, Janet Dykes, Clint Dziadosz, Michael Eaton, Rebekah Ebert, Gail Echerd, Adrienne Edmonds, Mindy Eldridge, Jennifer Elliott, Noelle Endsley, Scott England, Brooke Enz, Erin Erhard, Melissa Erpelding, Jana Etherton-Still, Stephanie Everitt, Marianna Farino, Donna Faucheux, Noreen Felich, Tegan Feuerborn, Amy Findlay, Erin Finkeldei, Pamela Flack, Carolyn Forrest, Dawn Foster, Cynthia Fowler, Autumn Fox, Lisa Fox, Stacey Frisbie, Shana Fromholtz, Amy Frost, Shanon Fucik, Deanna Fugitt, Kathryn Fulton, Amy Gab, Allison Gardner, Christina Gassen, Sarah Gebhards, Margaret Gehrig, Tricia Gentzler, Lisa Geraghty, Catherine Gerke, Rebecca Gerke, Angela Gethers, Molly Ginder, Kristina Goin, Kristal Gooch, Amy Gordee, Erica Gorman, Cheryl Grace, Courtney Grafton, Kristine Grandin, Jolene Granfors, Christina Graskemper, Billy Green, Robin Griffith, Denise Grogan, Dawn Guerra, Christa Gulick, Erin Gunter, Patrice Guthrie, Christina Gutierrez, Christina Hall, Laura Hall, Kelly Hames, Jessica Hammer, Connie Haney, Melissa Harber, Marcella Harden-Preston, Ashley Harding, Bev Harlan, Diana Harrel, Jamie Hart, Jill Hatfield, Susie Hatten, Karen Hawley, Romy Hayes, Angela Helgemoe, Susanne Helms, Kerry Hennessy-Davidson, Rhonda Hennigh-Smith, Pamela Hensley, Lindsey Herrick, Danette Hicks, Lisa Hinkle, Tammy Hitt, Kelly Hodges, Tamara Hoepfner, Allison Hoffman, Elizabeth Hoffman, Kimberly Hoffman, Lori Holcomb, Tanis Holdeman, Tiffanie Holland, Amy Hollenberg, Amanda Hopkins, Catherine Hopkins, Deborah Hudson, Gayla Huffman, Jenifer Hultgren, Donna Humphrey, Brittney Hunter, Kelly Huntington, Cynthia Hutchings, Joe Infranca, Trudi Jackson, Wendy Jahner, Leslie Jakobe, April Jaquay-Sullivan, Kristen Jarvis, Kimberly Jenkins, Shelly Jennings, Kelly Jensen, Sheila Jimenez, Ann Johannes, Catherine Johnson, Kelly Johnson, Marsha Johnson, Jenna Johnston, Kara Jones, Kelly Jones, Melanie Jones, Rebecca Jones, Stephanie Jones, Robin Jordan, Julie Jost, Allison Juneau, Sarah Keady, Lisa Keeter, Jill Kelley, Haley Kendall, Dana Killian, Jennifer Kindred, Diana King, Marilyn Kirn, Jennifer Kirwan, Susan Klene, Angela Kneisly, Lindsey Koebel, Meredith Kopp, Lou Kosar, Jill Kreiling, Lori Kubicki, Trisha Kuhlman, Tina Lane, Amy Latimer, Amy Lawlor, Debra Layson, Julia Leamon, Sarah Lefebvre, Susan Leick, Aimee Lenhausen, Jennifer Leonard, Merianne Lero, Carrie Lewis, Cynthia Lewis, Tammy Lightner, Cortni Lind, Monica Lindsey, Julie Locascio, Sachia Logan, Megan Longstreet, Donna Lucas, Kelly Lynch, Sarah Lynch, Roseanne Madrid, Jill Mady, Teresa Malaun, Rose Maley, Kelly Malmstrom, Michelle Martin, Rachel Martin, Susan Martin, Margaret Martin-McLain, Natalie Masters, Joan Maxwell, Marcia May, Tera McBride, Rebecca McCall, Deborah McCamy, Sherry McCart, Jennifer McCarthy, Carla McCoy, Audrey McCullough, Julie McDonald, Briann McDowell, Kamie McEachran, Megan McGown, Patty McGrannahan, Melissa McGraw, Pamel, Michelle Meyer, Heather Miles, Joleene Miller, Linda Miller, Lindsey Miller, Lori Miller, Rebecca Miller, Linda Mills, Venise Mobley, Penny Monachino, Erica Monaco, Emily Monaghan, Sarah Monteer, Brandy Moody, Tina Moore, Katherine Moran, China Mortell, Shelley Mueller, Suzanne Mulcahy, Rita Mulleedy, Erryn Murphy, Carletta Murray, Sofia Navarro, Deneane Neathery, Janette Nebel, Tracie Newell, Cassandra Nicholson, Sheilah Niemeyer, Dixie Norris, Elizabeth North, Rebecca Nunnally, Jana Nye, Dena Oertle, Donnita O'Guin-Spickler, Holly O'Hare, Maria Olson, Catherine Overfelt, Marcy Page, Katrina Paige, Jolene Plamer, Jolynn Parker, Stacy Parks, Sarah Patton, Rebecca Paulsen, Elicia Payne, Lana Payton, Teresa Pemberton, Kimberly Periman, Rolanda Peterson, Diane Petrie, Sarah Petro

Certified Pediatric Nurse continued

Patty Phillips, Amy Pierce, Mary Ploehn, Erin Polak, Camie Pontius, Michelle Pope, Deanna Porter, Catherine Pribyl, Melissa Prickett, Anita Priefert, Amy Pulliam, Malisa Putnam, Allison Raetz, Kelli Rafols, Erin Ragsdale, Kerri Ragsdale, Amy Ramsey, Rebecca Randolph, Kristin Ray, Emily Reavey, Lindsay Reed, Theresa Reed, Teresa Reese, Patricia Rehg, Mary Beth Reid, Teresa Reine, Michelle Renner, Lisa Rheuark, Kimberly Ries, Sandy Roberts, Amy Robinson, Lisa Robinson, Jamie Rogers, Beth Roher, Crystal Rollwagen, Michele Rooney, Michele Rusch, Kathleen Russell, Iris Salyer, Linda Sandridge, Amy Sanford, Michelle Schaal, Linda Schieber, Jessica Schirmer, Roberta Schomburg, Kalee Schooley, Brandie Schwindler, Amy Scot, Rox-Ann Shaughnessy, Kathi Shepherd, Michele Sherlock, Allyson Shore, Jodi Shroba, Laura Shroyer, Kerry Shutt, Laura Sifers, Bridgette Silvers, Patricia Simmons, Priscilla Singer, Lindsay Sizemore, Karen Sluder, Amber L Smith, Amber M Smith, Angela Smith, Kristen Smith, Kristine Smith, Sharyl Smith, Suzanna Smith, Marty Snyder, Sara Soliman, Janet Sollazzo, Catherine Spears, Christina Spears, Haley Spellerberg, Tonja Spencer, Kristyn Spiller, Julie St. John, Gina Stanke, Robin Starr, Jayla Stevens, Jessica Stockhorst, Tina Stoll, Brent Straley, Julia Streed, Donna Stroud, Elizabeth Stueve, Joanna Stusse, Dolores Suenram, Arin Summerville, Laura Sutherland, Nancy Sveom, Mary Svoboda, Christine Symes, Nancy Tait, Aisha Tate, Jordan Tate, Debra Taylor, Juliann Taylor, Lelani Taylor, Myrna Taylor, Bonnie Tecza, Jill Thomas, Stephani Thomason, Brenda Thompson, Jeri Thompson, Lynne Thomson, Brandi Tinney, Erin Todd, Michelle Toppass, Mary Torre, Lena Towler, Sara Tulyasathien, Noreen Turek, Carrie Tyner, Megan Ubben, Aimee Uher, Caroline Urbanczyk, Brandi Ury, Jaime Van Aken, Joanna Van Noy, Kathleen Vandiver, Hillary VanSlyke, Joann Vargas, Holly Vaughn, Jill Vickers, Danielle Wakefield, Amanda Wallace, Deena Wallace, Mara Wallace, Micah Wallace, Michele Walters, Tiffany Walters-Wilson, Leejae Wansing, Sarah Wareham, Heather Wasserkrug, Mandy Watson, Curtis Weber, Adrienne Weeks, Jaylene Weigel, Kathi Welch, Courtney Wellman, Kellie Westhoff, Jana Wheeler, Andrea White, Laura White, Leah White, Mary White, Susan Widener, Jan Wiebe, Angela Wiedner, Andrea Wignall, Johanna Wiley, Deana Wilhoite, Angie Williams, Cindy Williams, Katie Williams, Kim Williams, Lechelle Williams, Maria Williams, Michelle Williams, Rebecca Williams, Trisha Williams, Laura Wilson, Rebekah Wilson, Jodie Winfrey, Casie Winscher, Nicole Winsor, Amanda Woldruff, Stacey Wood, Jennifer Wooster, Ashley Wrecke, Rebecca Yord, Samantha Young, Victoria Zadoyan, Lisa Zeffiro, Lindsay Zumbrunn

Certified Pediatric Nurses – Children’s Mercy Hospital



Certified Pediatric Nurses – Children’s Mercy South Inpatient



Certified Pediatric Nurses – Contact Center



Certified Pediatric Nurses –Northland Urgent Care



Certified Nurses – Children’s Mercy South Urgent Care



Certified Nurses – Pediatric Care Center



Certified Nurses – Teen Clinic





Certified Pediatric Oncology Nurse: CPON®

Jill Anderson, Phyllis Baer, Jeanette Baez, Joy Bartholomew, Amy Berry, Cathy Burks, Susan Burns, Becky Cook, Amy Diggs, Emily Dischinger, Carie Fisher, Shanna Foley, Kristina Foster, Julie Fournier, Stacia Ghafoori, Kristi Gordon, Shelley Hammontree, Elizabeth Hoffman, Catherine Hoolehan, Jennifer Joplin, Kelly King, Anne Kuhl, Theresa Lady, Susan Loehr, Jenny Marsh, Christine McHenry, Leslie Meador, Jennifer O'Hara, Kelly O'Neill, Denisa Padilla, Emily Pearson, Kristy Reynolds, Denise Riebau, Kathleen Russell, Amy Scott, Bridgette Silvers, Mary Slatten, Kay Smith, Teressa Smith, Kristin Stegenga, Liann Stogsdill, Maggie Sullivan, Nancy Terwilliger, Jamie Turk, Andrew Wilson

Certified Post Anesthesia Nurse

Tonia Best, Sarah Burr, Kelley Chapman, Melissa Everhart, Kate Glatt, Rachel Greening, Brenda Hankins, Deann Hoard, Armi Holcomb, Shannon Kellogg, Kristen Kerwin, Cynthia Knoelke, Sarah Lovejoy, Linda Martin, Tricia McDowell, Barbara Roberts, Christine Salzman, Margaret Schultz, Laurel Short, Cheryl Smith, Kristine Smith, Janice Trauernicht, Melanie Yourdon





Certified Post Anesthesia Nurse

Tonia Best, Sarah Burr, Kelley Chapman, Melissa Everhart, Kate Glatt, Rachel Greening, Brenda Hankins, Deann Hoard, Armi Holcomb, Shannon Kellogg, Kristen Kerwin, Cynthia Knoelke, Sarah Lovejoy, Linda Martin, Tricia McDowell, Barbara Roberts, Christine Salzman, Margaret Schultz, Laurel Short, Cheryl Smith, Kristine Smith, Janice Trauernicht, Melanie Yourdon

Certified Practitioner in Health Quality

Ginny Boos, Kathy Hulse, Carol Kemper

Certified Professional Coder

Sandra Andachter, Deborah Apfel, Gail Echerd

Certified Professional Utilization Review

Pamela King

Certified Radiology Nurse

Brenda Boots, Kaylene Wiley



Certified Registered Nurse First Assistant

Kathryn Blundell, Pamela Dennis, Kristina Handley, Melissa Harber, Denise Ryan

Certified Registered Nurse - Intravenous

Marty Snyder, Chung-Mai Tseng

Certified Wound, Ostomy and Continence Nurse

Carol Hafeman

Critical Care Registered Nurse

Jacquelin Ashbaugh, Abbie Backes, Kathlyn Baharaeen, Susette Ball, Cynthia Barton, Lacey Bergerhofer, Kathryn Boles, Phyllis Bredehoft, Stephanie Carter, Jessica Charbonneau, Christine Claeys, Rebecca Coppage, Angela Cunningham, Kari Davidson, Carrie Dickerman, Paul Edrington, Lisa Ell, Scott England, Sally Fagan, Carla Frazier, Sarah Gerard, Maria Ginger-Wiley, Caryl Goodyear-Bruch, Barbara Gordon, Julie Harris, Stacey Harter, Mary Hensley, Shekinah Hensley, Lynn Howard, Cynthia Hubbard, Amber Hughes-Schalk, Brandy Huitt, Mary Hunter, Nicole Hutcheson, Melissa Jackson, Lindsay Jessee, Ann Johannes, Gayla Johnston, Erin Keith-Chancy, Beth Lang, Fannie Ludewig, Marilyn Maddox, Dina Massengill, Kathleen McGlenn, Traci Meeds, Mary Michael, Linda Moenkhoff, Sara Mosbacher, Karen Murray, Jessica Nachtsheim, Debra Newton, Linzi O'Laughlin, Ashley Orwick, Lana Parrish, Stacy Pennington, Janice Phelps, Amy Pierce, Jessica Pinkerton, Julia Pulcher, Laurie Ray, Cynthia Rice, Mary Ann Riesco, Lynee Rigdon, Oletha Riley, Marla Row, Kelly Scannell, Deborah Schwartzkopf, Jillian Scott, Kristen Scott, Dedra Serda, Jacqueline Shellhorn, Derek Shroyer, Kelli Siebel, Rebecca Sindel, Charlotte Smardo, Eric Smith, Hillary Smith, Katie Stangler, Melissa Storms, Amy Sweeten, Julie Taylor, Lee Ann Torrez, Mandi Turner, Michelle Waddell, Karen Widdis, Sarah Wilson

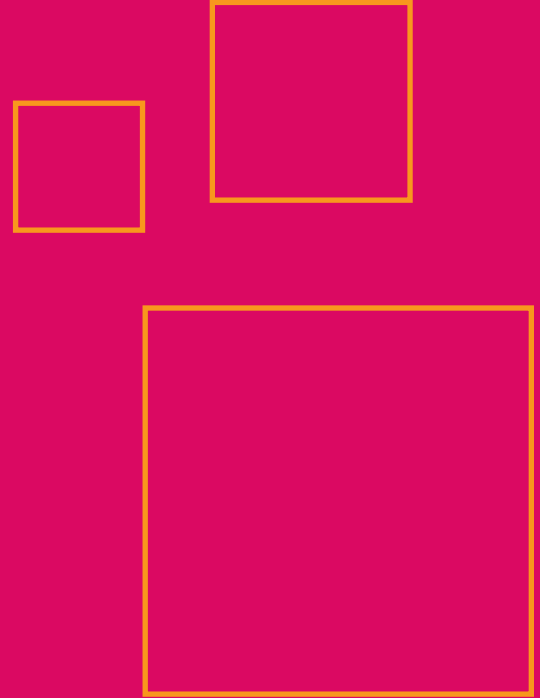


Electronic Fetal Monitoring

Kerri Kuntz

Family Nurse Practitioner

Rachel Bartel, Lori Blake, Brooke Clark, Gretchen Curtis, ThuyTien Dang, Melissa Denning, Mary Dexter, Laura Ericson, Amie Gibler, Diana Graves, Julie Hamlin, Amy Hansen, Tanis Holdeman, Susan Hunter, Lee Jackson, Mary Jenkins, Kacie Kaufman, Vicki Keck, Julie Martin, Tracy McEnaney, Pamela Orr, Erin Polak, Chad Rosenthal, Nancy Shreve, Stephani Stancil, Amanda Styers, Kimberly Tennissen, Nancy Terwilliger, Mandy Thompson, Theresa Torres, Kristin Williams, Kathryn Yeldell



Inpatient Obstetric Nursing

Tonya Blair, Stacie Carrender, Amie Graves, Kerri Kuntz



International Board Certified Lactation Consultants

Kay Dehart, Melanie Foltz, Helen Huff, Barbara Lawson, Anne Mercer, Elizabeth Schirk, Brenda Snyder, Jackie Tryon



Neonatal Intensive Care Nurses

Nursing Specialty Certifications

Neonatal Intensive Care Nursing

Shannon Adams, Deborah Amaro, Linda Atchison, Tiffani Bradbury, Terese Brophy, Stephanie Callis, Lynn Carver, Brian Cline, Stephanie Collop, Candace Coward, Cathy Czucejko, Christin Dealy, Georgianna Ely, Sarah English, Brecklyn Findley, Valerie Flick, Hannah Ford, Stephanie Franke, Dorothy Gerst, Sunny Gillen, Barbara Haney, Vicki Headley, Jacqueline Julian, Janet Klein, Blair Kopper, Jannifer Kurasz, Mary Kay Leick-Rude, Ashley Lewis, Rachel Lyke, Noel Lynch, Janice Martin, Tina Moore, Jannethe Morgan, Roxanne Nellor, Carla Phillips, Elizabeth Picone-Combs, Wendy Reeves, Patricia Reuter, Melissa Ritter, Katherine Ropke, Emily Ryan, Rosemary Sayer, Kristen Sayers, Jennifer Schlotzhauer, Amy Sloan, Karen Smith, Irma Stilwell, Dianne Wilderson, Bill Willis

Neonatal Nurse Practitioner

Bernice Averill, Virginia Bauler, Angela Becker, Jacqueline Biondo, Jean Bohning, Laura Butcher, Lindsey Churchman, Mary DeMasi, Catherine Eib, Staci Elliott, Angela Elmore, Janice Garrett, Martha Goodwin, Mary Hagerty, Nicole Horst, Kimberly Hunter, Janice Jones, Betsy Knappen, Kerry Kohrs, Patricia Lanzer, Delores McKee, Deanna McPherson, Antonia Montague, Laura Mullins, Catherine Onka, Diane Pfeifer, Daphne Reavey, Kimberly Salsman, Michelle Schultz, Denise Smith, Karen Smith, Olivia Taylor, Amber Trayford, Karen Treanor, Marvetta Volker, Diana Waisner, Lynn Ward, Rachel Weirich, Kelli Woods

Neonatal Pediatric Transport

Lisa Ell, Pamela Grimes, Amy Hayes, Jennifer Shoemaker, Kerry Shutt, Eric Smith, Lana Todd

Nurse Executive and Nurse Executive-Advanced



Nurse Executive

Devin Bowers, Shirley Clesson, Gail Echerd, Marty Fairchild, Michele Fix, Janet Franzen, Allison Gardner, Janet Klein, Kelly Manking, Cheryl Powers, Chung-Mai Tseng

Nurse Executive-Advanced

Karen Cox, Cheri Hunt, Lynn Parsons

Nursing Specialty Certifications



Nursing Professional Development

Nursing Professional Development

Angie Knackstedt, Patricia Messmer, Kathy Mick, Pat Thon

Oncology Certified Nurse

Chris Klotz, Patricia Pretti, Kristy Reynolds

Orthopaedic Nurse Certification

Heather Barnett, Martha Carter, Gale Norris, Angela Vanderpool, Colleen Vitztum, Linda Williams, Donna Wily

Other Specialty Exams

Mary Brooker, Rosacarla Salanoa, Dedra Serda

Pain Management

Lynn Anson, Debra Davidson, Janice Poull

Pediatric Clinical Nurse Specialist

Cathy Cartwright, Heather Curry, Pamela Finn, Kristina Foster, Larri Harris

Other Specialty Certified Nurses



Nursing Specialty Certifications

Pediatric Nurse Practitioner

Heather Barnett, Dana Barry, Lora Bear, Patricia Beirne, Lilli Biggs, Angie Black, Catherine Black, Jean Bohning, Denise Brewster, Terry Buford, Veronica Byrne, Ellen Carpenter, Kathryn Chojnacki, Kathy Christenson, Danielle Delozier, Sylvia Denny, Deborah Edwards, Lori Erickson, Jana Etherton-Still, Gail Ezell, Dawn Foster, Amanda Fridlington, Julia Fugate, Jennifer Geheb, Angela Gethers, Patricia Gibbons, Stacey Gibson, Laura Grimm, Abby Grotelueschen, Mary Ellen Hall, Diana Healy, Edy Heydinger, Cara Hicks, Kristie Hobbs, Jennifer Hudson, Susan Hunter, Linda Hussey, Kathy Jansen-Kraly, Megan Jensen, Jodie Johnson, Paige Johnson, Leah Jones, Deborah Kapitan, Judith Kauffman, Diana King, Christine Klebes, Holly Kramer, Diane Kraynak, Cheryl Lambrecht, Mary Langston, Ingrid Larson, Maria Little, Andrew Loehr, Fannie Ludewig, Terri Luetjen, Megan Lynch, Kathleen Mahoney, Rose Maley, Julie Martin, Amy May, Kristi McGowin, Delores McKee, Jamee McNally, Ellen Meier, Kathleen Menown, Kelly Miller, Shirley Molitor-Kirsch, Harriett Navarre, Jamie Neal, Cassandra Newell, Tobie O'Brien, Catherine Onka, Patricia Phillips, Amy Pierce, Emily Pierzchalski, Adrienne Platt, Kimberely Radford, Ginny Rahm, Rukhsana Rahmetulla, Diane Rash, Stacy Reynolds, Linda Risley, Michelle Roach, Karie Robinson, Edith Roderick, Sara Roediger, Susan Sarcone, Kathryn Schartz, Melissa Seybert, Sheri Shiddell, Jodi Shroba, Amber Smith, Katie Stangler, Anne Stuedemann, Christine Symes, Amy Terreros, Teri Thompson, Julie Thorne, Dawn Tucker, Taryn Vaeth, Angela Vanderpool, Kerri Wade, Gina Weddle, Lechelle Williams, Stephanie Wilson, Polly Wimer, Brandy Winkle, Jennifer Wulfert, Donna Wyly, Samantha Young



Certified Nurse Practitioners

Pediatric Nursing

Gayla Cheadle, Elaine Johnson, Amanda Kane, Kathy Kellerman, Kelli Kline, Laura Kozlowski, Pamela Nickerson, Katherine Roberts, Joyce Sexton, Kimberly Wilson

Perinatal Nurse

Elisabeth Singh

Primary Care Certified Pediatric Nurse Practitioner

Lisa Laddish, Allison Lind

Registered Nurse, Board Certified

Jill Ariagno, Gayla Cheadle, Chelcia Claar, Betsy Dearing, Sylvia Denny, Kimberly Dickerson, Staci Elliott, Jeanette Higgins, Angela Lee, Michelle Lever, Corey Long, Jessica Lower, Marilyn Maddox, Ravan Mellon, Mary Murphy, Rachel Nadon, Pamela O’Neal, Lyndsay Richardson, Linda Sharp, Beverley Tate, Diane Utz, Veronica Williams

Sexual Assault Nurse Examiner

Tammie Wingert

Sexual Assault Nurse Examiner-Adult/Adolescent

Amy Gordee



Telephone Nursing Practice

Telephone Nursing Practice

Janet Dykes, Donna Flamez, Carol Genilo, Patricia Hopkins, Anthony Infranca, Lisa Ruffini, Shirley Shanley, Kristen Suszek-Williams, Brenda Taylor

Broselow Code Cart Conversion

The Resuscitation Committee at Children's Mercy Hospitals and Clinics is an interdisciplinary group tasked with overseeing the hospital's processes and procedures related to resuscitation events. This oversight ensures that hospital code blue processes are operative and effective by maintaining responsibility of the code carts, collecting data on activated codes, providing hospital wide-education on resuscitation procedures, and completing a case review of each code blue event.

In a pediatric organization, patient resuscitations are vastly different than those in adult hospitals. The pediatric population varies tremendously in size and weight; therefore, resuscitation supplies and medications need to be the appropriate size and dose to serve patients from infancy through adulthood. The expansiveness of supplies needed creates a unique challenge for pediatric organizations when establishing structures and processes for resuscitation.

Shekinah Hensley, RN, BSN, CCRN, PICU Direct Care Nurse and PICU representative to the Resuscitation Committee, shared concerns with the committee regarding the current code carts. The PICU nurses identified that the structure and organization of the code cart made it cumbersome to maneuver and difficult to find equipment quickly in part due to the amount of supplies and varying sizes stocked in each code cart.

Because of the complexity of the cart, the nurses articulated that finding the supplies in the hurried environment of a code to be challenging. Individuals were required to have an in-depth knowledge of the supplies required for varying patient sizes and a high level of familiarity with the cart in order to quickly pull necessary supplies. This required one of the three critical care nurses that respond to code blue to be solely responsible for managing the cart and supplies during a resuscitation. The team expressed that the nurse is typically needed at the bedside to assist with patient interventions, but is unable to step away from the cart.

With this, the Resuscitation Committee decided to investigate alternatives to simplify the supply cart. Simplification of the system would allow for an unlicensed provider to maintain and manage the supplies during the code blue event, making the nurse available at the bedside.

Brad Winfrey, RN, CPEN, Emergency Department Nurse Educator and Resuscitation Committee representative, proposed use of the Broselow cart. The Broselow system uses color-coding to organize supplies by weight. Drawers in the code cart house all of the needed supplies for a specific weight range. Medications are located in the top drawer and general supplies are located in the bottom drawer.

This color-coded system takes the guesswork out of ensuring the proper sized supply is given to the resuscitation team during a code blue event.

Members of the committee felt this system would simplify the process enough to allow non-licensed personnel to manage and hand off supplies to the code team during resuscitations.

After evaluating the cart through mock scenarios and a literature review, the committee agreed that the weight-based system would meet the group's goals of simplification to allow for unlicensed individuals to assist with supplies, in return, freeing up an additional nurse to provide patient care at the bedside. Having an additional nurse at the bedside optimizes patient care by allowing two nurses to assist in interventions.



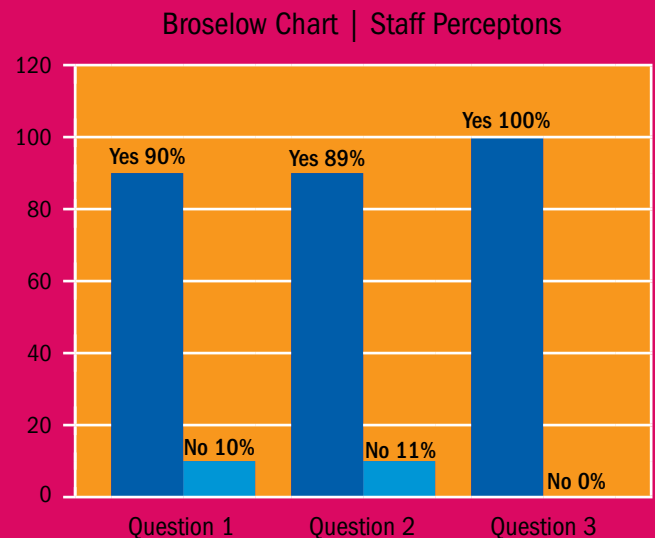
To reduce waste, two types of code carts were deemed necessary: resuscitation carts and non-resuscitation carts. Non-resuscitation carts are stocked with materials needed to stabilize the patient emergently prior to the code team arrival. Resuscitation carts would travel with members of the code team to each code and would include more extensive medications and supplies along with a defibrillator. Although the original plan was to convert only the critical care code carts, the cost savings associated with the new system allowed the organization to convert all 51 code carts to the Broselow system. The result was a more efficient and effective process for the end user as all code carts in the organization were standardized. Sixteen of these carts were fully stocked as resuscitation carts, including five traveling carts, while 35 were stocked as non-resuscitation carts.

Once the design of each cart was finalized, Ms. Hensley led the hospital-wide education campaign to introduce the Broselow system. Color-coded cards were created to illustrate the location of supplies within each drawer on the cart. Each area with a code cart identified a code cart resource nurse to help with education. This nurse had in-depth knowledge of the new system and assisted in the education and transition to the new cart within their department. A code cart-stocking event was held to educate the resource nurses on the Broselow system, ensure each new cart was stocked appropriately, and collect additional feedback from the end users.

The role of the code cart resource nurse continues beyond the initial transition. To facilitate communication and monitor outcomes related to the new system, code cart resource nurses are responsible for providing annual education to their area regarding the code blue cart and processes, conducting code cart audits, and communicating all concerns regarding code carts and code blue events to Ms. Hensley. All concerns are then reported to the Resuscitation Committee for discussion.

The allocation and reallocation of resources related to this code cart initiative has **resulted in organizational cost savings and significant waste reductions**. The changes to the medication inventory on the code blue carts also realized significant cost savings. The standard medication tray in the previous cart contained 14 medications at a cost of \$75.07 per tray while the new tray only contains four medications at \$35.61 per tray. This equates to a 71 percent reduction in medications and a total cost savings of 54 percent per medication tray.

Nurse perceptions of the effectiveness and efficiency of the new code carts were positive. Nurses were surveyed following the implementation of the Broselow Code Carts, with the following results:



Question 1
Do you feel that the Broselow Code Cart saves medical staff time during a code due to supplies found more quickly compared to the previous code cart?

Question 2
Do you feel that the patient is receiving improved care at the bedside with our new policy, which allows the second PICU RN to care for the patient along with the ED RN while the ER Tech is managing the code cart?

Question 3
Do you feel that communication has improved between the departments that maintain a code cart and the Resuscitation Committee due to the Code Cart Resource Nurse?

2009 Nursing Clinical Excellence Awards

Bernell Hevner O'Donnell, RN, Excellence in Psychosocial Nursing Award

Sandy Price, RN, BSW, Ambulatory Nurse Manager, Developmental Medicine

Excellence in Leadership Award in Nursing

Cynthia J. Williams, RN, CPN, Ambulatory Nurse Manager, Surgery and Urology Clinic

Clinical Excellence in Nursing Award | Medical/Surgical

China A. Mortell, RN, CPN, Charge Nurse, 3 Henson Tower

Ashley M. Davis, RN, BSN, Direct Care Nurse, 6 Henson Tower

Clinical Excellence in Nursing Award | Operating Room/Same Day Surgery/Post-Anesthesia Care Unit/Pre-Admission Testing/Pain Management

Gail Dustman, RN, BSN, CNOR, RNFA, Charge Nurse, Peri-Operative RN, First Assistant, Operating Room

Clinical Excellence in Nursing Award | Critical Care

Charla A. Kelley, RN, Critical Care Charge Nurse, Pediatric Intensive Care Unit

Robin L. Starr, RN, BSN, CPN, Critical Care Charge Nurse, Emergency Department

Clinical Excellence in Nursing Award | Expanded Role

Karen M. Anthony, RN, Nursing Program Coordinator, Bone Marrow Transplant Team

Clinical Excellence in Nursing Award | Charge Nurse

Debra L. Layson, RN, CPN, Charge Nurse, 4 Sutherland Tower

Julie W. Seefeldt, RN, BSN, CAPA, Charge Nurse, SDS/PACU at Children's Mercy South

Clinical Excellence in Nursing Awards | Ambulatory

Ann S. Cooper, RN, BSN, Ambulatory Charge Nurse, Children's Mercy South, Specialty Center

Judith A. Farrar, LPN, Ambulatory LPN, Children's Mercy West

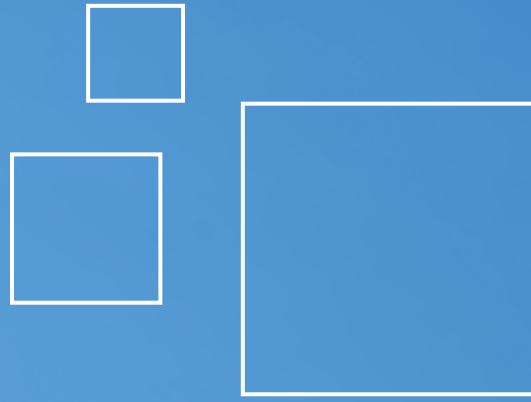
Clinical Excellence in Nursing Award | Nurse as Teacher

Glee E. Peters, RN, BSN, CDE, Diabetes Educator, Endocrinology Section

Research Excellence Award

Kristin A. Stegenga, RN, PhD, CPON, Nurse Researcher, Patient Care Services and Hematology/Oncology Section





Heart of Healthcare Award

The University of Kansas School of Nursing established the Heart of Healthcare award in 1989 to recognize the region's outstanding nurses for their commitment to their patients, families and community. Nominations are accepted from colleagues, employers, patients, families and friends. A selection committee of previous award recipients and health care leaders review nominations and recognize 10 award recipients.

Cathy Burks, RN, MSN, PCNS, Hematology/Oncology Pediatric Clinical Nurse Specialist, was recognized as one of the ten recipients of the 2010 Heart of Healthcare Awards. Cathy began her nursing career when she graduated with her Bachelor of Science in Nursing from Avila University in 1975. She started at Children's Mercy Hospitals and Clinics while in nursing school in June of 1971 as a nursing assistant on 4 North, the Hematology/Oncology inpatient unit. After graduation, she moved to 4 South, the Infectious Disease unit. She then relocated from Kansas City and worked at St. Jude Children's Research Medical Center, Boston Children's Hospital in the Cardiac PICU, and Vanderbilt Children's Hospital on the Oncology unit. Cathy then returned to Children's Mercy Hospitals and Clinics six years later and assumed the role of nurse manager for two years on the Hematology/Oncology inpatient unit and then in the PICU for five years. After the birth of her second child, Cathy was a stay at home mom until she returned to the Division of Hematology/Oncology as a nurse clinician in 1988. She completed her Master of Science in Nursing through the University of Kansas School of Nursing and has served as an Advanced Practice Registered Nurse since 1996 in Hematology/Oncology.

In addition to Cathy, 29 nurses from Children's Mercy Hospitals and Clinics received nominations for the 2010 **Heart of Healthcare Award**:

Lisa Baker, 4 Sutherland
Jill Ariagno, Orthopaedic Surgery
Ginny Boos, Center for Clinical Effectiveness
Jayne Burns, 2 Henson
Linda Carriker, Infectious Disease Clinic
Chelcia Claar, Inpatient Float Pool
Pamela Dennis, Cardiac Surgery
JonAnn Sponge, 6 Henson
Shana Fromholtz, 3 Henson/3 West
Christy Geraghty, Gastroenterology
Ann Harris, Clinical Pharmacology
Cindy Hutchings, Emergency Department
Meredith Jackson, Vascular Access
Kristen Jarvis, Children's Mercy South
Inpatient Unit
Ann Johannes, Inpatient Float Pool

Erin Keith-Chancy, Intensive Care Nursery
Beth Lang, Pediatric Intensive Care Unit
Merianne Lero, Emergency Department
Kelly Manking, Pediatric Care Center
Holly McFarland, Inpatient Float Pool
Rene Milam, 4 Sutherland
Becca Miller, 3 Henson/3 West
Melissa Mitchell, 5 Henson/5 Sutherland
Terri Murray, Children's Mercy South Same
Day Surgery/PACU
Catie Overfelt, 3 Henson/3 West
Jolene Palmer, Emergency Department
Lana Payton, Children's Mercy South
Inpatient Unit
Barb Roberts, Same Day Surgery/PACU
Kristen Smith, Children's Mercy South
Inpatient Unit



Survive and Thrive Late Effects Clinic

Survival is now a reality for almost 80 percent of children diagnosed with cancer. Today, there are more than 270,000 childhood cancer survivors in the United States alone (www.CureSearch.org). Surviving childhood cancer is a major accomplishment, but the health challenges for survivors may not end with cancer remission. This population is at risk for late effects associated with the course of their cancer treatment, which can occur years after treatment has ended and include heart and lung dysfunction, growth issues, fertility issues, psychological and education concerns, and the occurrence of a second cancer.

In late 2009, the Division of Hematology/Oncology launched the Survive and Thrive Long Term Follow-up Program. This program is designed to provide a continuation of the care patients and families received during their cancer treatment. The focus of care for patients in the Survive and Thrive Clinic changes from cancer treatment and side effect management to living a healthy, normal life while minimizing and preventing late effects. The program provides comprehensive physical and psychosocial assessments to survivors of childhood cancer and equips survivors with the resources needed to live a healthy, productive life. The program educates patients and families regarding potential health issues and the importance of prevention and early intervention.

The program also serves to bridge the gap between pediatric oncology and adult health care. The program provides resources for adult health care practitioners caring for survivors of childhood cancer patients. A comprehensive treatment summary that follows the Long Term Follow-up Guidelines for Survivors of Childhood, Adolescent, and Young Adult Cancers established by the Children's Oncology Group is provided to each patient. The guidelines and the treatment summary are beneficial in the transition into adult medicine by helping adult practitioners understand the unique needs of childhood cancer survivors. Making this transition as seamless as possible ensures the continuum of care.

The program provides an interdisciplinary approach through the involvement of a Medical Director, Nurse Coordinator, Social Worker, and Dietician. This approach allows for a comprehensive evaluation for possible late effects, as well as education from each team member. The team meets weekly to discuss patients, including their oncology history, laboratory and other testing results, and any specific needs of the patient and family. In addition, the team collaborates with other medical professionals from other disciplines based on a patient's specific needs.





A typical day in the Survive and Thrive Clinic actually begins in the Cardiology Clinic. The majority of patients need Echocardiograms and EKGs as part of the monitoring for late effects. The patients will start there prior to coming to the Survive and Thrive Clinic for their appointment. Laboratory tests are drawn and then the patients and families see the Nurse Coordinator, physician, social worker, and dietician. Appointments in the Survive and Thrive Clinic take approximately two hours. During the appointment, each patient receives an education folder containing a comprehensive treatment summary and information about the late effects they are at risk for based on their treatment. The information provided is individualized based on each patient's comprehensive treatment summary.

Depending on the patient's treatment history, other tests may be scheduled following the clinic appointment. Other common tests associated with late effects management include bone density scans, chest x-rays, pulmonary function tests, and audiograms. The goal of the Survive and Thrive Clinic is to coordinate all appointments and testing into one day for convenience of the patient and family. Following the visit, the patients and families receive a follow-up phone call from the Nurse Coordinator and letter reviewing the test results. The follow-up phone call also provides an opportunity to answer any questions that may have come up after the appointment.

In 2010, the Survive and Thrive Long Term Follow-up Program provided care to 61 patients following cancer treatment. The clinic is now being held twice a week to accommodate the growth of the program.

Redesigning Peer Review

Peer Review serves as a vital component in providing valuable feedback to nurses on their personal and professional strengths and opportunities for improvement. To provide meaningful peer review, nurses must be familiar with performance expectations of the individual they are evaluating. Peer evaluation occurs at all levels of nursing through both formal and informal processes and is incorporated in not only the annual performance evaluation, but also reaches into numerous venues where peer appraisal is essential in supporting competency, achievement, and accountability.

Cheri Hunt, RN, MHA, NEA-BC, Vice President for Nursing and Chief Nursing Officer, commissioned the Nursing Professional Excellence Council (NPEC) to evaluate the peer review process in relation to the annual performance evaluation and develop a meaningful tool to be used by direct care nurses throughout the organization. Hunt wanted the peer review tool to evaluate clinical skills, but also to incorporate an assessment of nursing behaviors and professionalism.

NPEC formed a subcommittee to standardize the peer review process for direct care nurses across all areas of the hospital. Nursing leadership was available to provide assistance and insight into current management and human resource procedures in the review process. The goals of the subcommittee were to:

- Identify the key barriers that currently limit the peer review process and its effectiveness
- Design a peer review tool that is useful or easily adaptable to both the inpatient and outpatient environments, and focused on evaluation of direct care nurses
- Develop the ideal peer review process
- Educate all end users on the tool and on the peer review process

The subcommittee began by identifying the current peer review processes in place throughout the organization. It was quickly evident that the peer review process was not consistent and implementation of a standardized process was essential in order to retain the integrity of the process, including defining the term peer, developing a universal tool, and delineating the steps of the processes to end users.

After identifying the current processes in place across the organization, the subcommittee began investigating best practices within nursing. The subcommittee reviewed nursing journal articles and assessed practices and peer review tools utilized at other

hospitals. Members of the subcommittee also attended the Magnet Peer Review Workshop to gain insight to the expectations of the Magnet Recognition Program, the components of an effective peer review process, and potential barriers to change. With this information, the subcommittee was then able to address the concerns and issues with the existing peer review process.

In investigating the current practices across the organization, the subcommittee identified numerous definitions of peer. Some departments considered peer as strictly nurse-to-nurse, while other departments included other disciplines, from care assistants to physicians, in the peer review process. The American Nurses Association (ANA) defines a “peer” as an individual of the same rank (ANA Peer Review Guidelines, 1988). In the Magnet Dictionary definition of peer evaluation, the term peer references “registered nurses with similar roles and education, expertise, and level of licensure.” (ANCC, Application Manual: Magnet Recognition Program, p. 29) Although the subcommittee recognized the value of feedback of non-nurse colleagues as it relates to performance evaluation, the subcommittee felt applying peer as defined by the profession of nursing was important in maintaining autonomy over nursing practice and promotion of professional accountability. Peer is defined in the new nursing peer evaluation process as nurse-to-nurse at the same rank in order to evaluate performance properly. A few exceptions have been identified in areas where the nurse may not work directly with another nurse of the same credentials. In these instances, respiratory therapists and LPNs will use the tool to provide feedback as peers to RNs in the Critical Care Transport Team and ambulatory areas, respectively. For all other areas, the inclusion of feedback from additional health care team members into a nurse’s evaluation will be at the discretion of the department management team.

The next challenge the subcommittee faced was creating a standardized peer evaluation tool that was easy to use, applicable across all departments, and resulted in valuable feedback to the individual responsible for completing the evaluation. Evaluators were using numerous tools and processes with little consistency across areas, ranging from a numerical rating system to open ended questions analyzing strengths and weaknesses in the areas of job knowledge, critical thinking, interpersonal skills, and productivity. The subcommittee began the development process by reviewing examples of peer review tools used by different units/departments at Children’s Mercy, as

well as other examples from Truman Medical Center and the University of Michigan Hospital. Following this review, the subcommittee identified eight domains that would guide the development of the new peer review tool:

Teamwork
Customer focused
Communication
Professionalism
Adapting to change
Leadership
Efficiency
Safety

The subcommittee further evaluated these domains and developed a list of potential objectives for each one. These objectives were condensed into three to five key objectives per domain that specify measurable outcomes and can be evaluated by a peer. The subcommittee then defined an appropriate measure for each of the objectives. The subcommittee felt that numerical values, which are often used to score the annual evaluation, were intimidating. It was also discussed that providing a standard measurement with clear definition was essential in assisting leadership in providing accurate and valuable feedback to the individual being evaluated. A four-level rating scale with clear definitions was developed as follows:

- **N–Not Met** Nurse does not meet expectations of established objective
- **A–Approaching** Nurse is working towards mastering objective at a consistent level
- **M–Meets Expectations** Nurse consistently meets expectations of the established objective
- **E–Exceeds Expectations** Nurse exceeds expectations of the established objective

The subcommittee turned their focus to defining and developing the ideal peer review process. Major discrepancies existed on how many individuals were asked to contribute to each nurse's evaluation, ranging from as few as two contributors, to as many as 100 nurses. Some departments targeted specific nurses to contribute to evaluations, while other departments sent peer reviews to all departmental employees, including nurses, physicians, and other ancillary staff, on every individual. The latter approach was time consuming to coordinate and few individuals responded because of solicitation fatigue.

The subcommittee established a standard practice of asking a range of two to four nurses to review each nurse for their annual evaluation. This allows units of all sizes to obtain adequate information without burdening employees with requests to contribute to numerous evaluations. For nursing departments with less than five nurses, this recommendation can be modified to fit their specific needs.

The final step in defining the peer review process was identifying how peers will be selected. To ensure the validity of the peer evaluation process, the subcommittee determined that both the nurse being evaluated and the individual evaluating the nurse would be able to select contributing peers. For departments requesting two or four peer reviews, requests will be equal for the nurse and the evaluator with one and two from each, respectively. For those requesting three peer reviews, at least one will be selected by each party and the department will decide if the third review will be selected by the nurse or the evaluator. If a nurse chooses not to select anyone, the evaluator may select all contributing peers.

As this change will affect the largest group of nurses in the organization, adequate and timely education was essential in assuring the success of the new processes. Representatives from the NPEC peer review subcommittee presented at Inpatient and Outpatient Nurse Manager Meetings to provide education on the subcommittee's work, discuss changes to the peer review process, and to answer any questions from the managers. The representatives asked managers for time at department education updates and staff meetings to share the information with their nursing colleagues. In addition, the subcommittee created an educational handout as a quick reference guide for nurses completing the peer review tool.

The new peer review processes and related tools will be implemented for direct care nurses throughout the department of nursing beginning January 1, 2011.

Peer Review Committee Members

Kristin Ray, RN, BSN, CPN, 5 West, Committee Chair
Stephanie Meyer, RN, MSN, FNP, SDS/PACU/5 West
Kim Bulloc, RN, MSN, NE-BC, Cardiovascular Surgery
Shanon Fucik, RN, MBA, CPN, 2 Henson
Linda Olson, RN, Children's Mercy South Specialty Center
Nicole Rose, RN, Pediatric Care Center
Kelli Royal, RN, BSN, CNOR, Operating Room
Ellen Snell, RN, BSN, Vascular Access
Sabrina Yasso, RN, BSN, CNOR, Operating Room

Vascular Access Team Central Line Education

Central venous access is essential in facilitating treatment and recovery of specific patients depending on their diagnosis or therapeutic treatment plan. However, if health care providers are not adequately and accurately educated in the use of the central venous access, patients may experience delays in recovery. The Vascular Access Team at Children's Mercy Hospitals and Clinics serves as the expert resource in the care and maintenance of central line access. An all nurse team, the Vascular Access Team is utilized for bedside placement of Peripherally Inserted Central Catheters lines utilizing ultrasound with tip locating technology. The Vascular Access Team also assists in the maintenance and care of any central line for both admitted patients, as well as patients receiving home therapy.

Like most health care organizations, Children's Mercy Hospitals and Clinics is aiming for a goal of zero central line infections. Through the evaluation of data regarding the organization's catheter-associated central line blood stream infection rate and investigation of barriers to performance, the Vascular Access Team determined the need for an innovative approach to education and advocacy in order to reach that goal. In April 2010, Vascular Access launched the **Thumbs Down to Infection Campaign**.

Thumbs Down to Infection



6 Henson - April 2010 Thumbs Down to Infection Winner



2010 Monthly Award Winners:

April, 6 Henson
May, 3 Henson | 3West
June, 6 Henson
July, 2 Henson
August, 3 Henson/3 West
September, 2 Henson
October, 6 Henson
November, 4 Sutherland
December, 5 Henson

The purpose of the Thumbs Down To Infection Campaign is to continue to decrease catheter related blood stream infections and acknowledge medical/surgical units who demonstrate exceptional line care and adapter compliance. The program is designed to educate, remind, reinforce, and keep nurses focused on the care and maintenance of central line catheters through a friendly department-based competition. Each month, helpful hints, information updates, and refreshers on proper practice are distributed to nurses throughout the organization. Educational brain teasers are sent out monthly to all nurses to test their knowledge on central line care and inform staff of central line practice guidelines. Posters are distributed monthly to all participating units with information regarding practice guidelines, reminders, and/or new education in regards to changing practice.

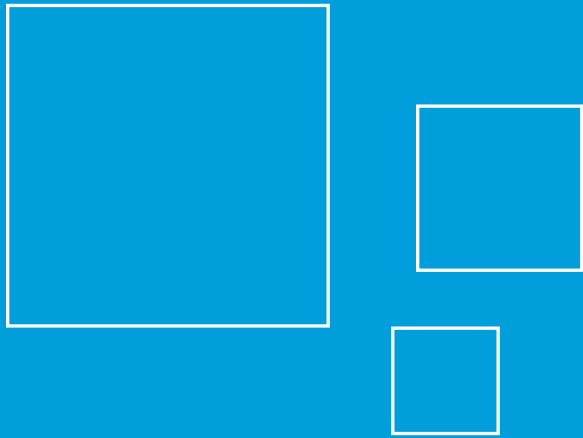
Participating departments receive points based on unit participation and central line infection rates. Points are awarded to each unit based on:

- Number of line days without an infection
- Lowest average number of incident reports for line care
- Low infection numbers
- Brain teaser competitions

Points are also awarded based on low infection numbers and also deducted for each incident report received. If a unit has an infection that month, they are ineligible to be that month's Thumbs Down to Infection winner.

Unit awards and department level performances are announced at the end of each month. Winning departments receive a Thumbs Down to Infection banner to display on their unit for the entire month, treats for day and night shifts, and a unit celebration for patients with activities designed to promote infection control. An overall annual winner will also be awarded each April to the unit with the highest point total. The annual winner will also be recognized with a banner, treats, and unit celebration, as well as a recognition plaque that will be housed on the unit.

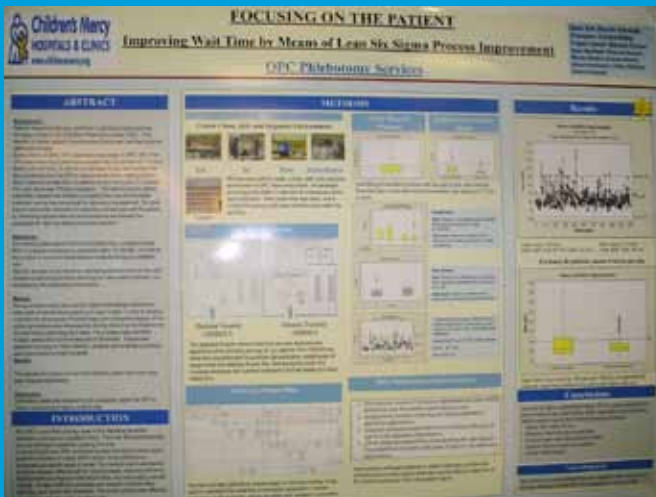
The organization's goal is to decrease the central line infection rate by 50 percent each six-month period until a zero infection rate is achieved. Thumbs Down to Infection results are reviewed at the Central Line Care Committee meetings. Results are also shared periodically with the Education Coordinators so they can proactively address any concerns and share additional information with their department staff. With a consistent and continual message that engages health care providers in understanding the importance of central line insertion and maintenance, this is an achievable goal.



Second Annual Quality Improvement and Safety Fair

The National Association of Healthcare Quality sponsors an annual Healthcare Quality Week to highlight the work of health care professionals and their influence on improved patient care outcomes and health care delivery systems. The Children's Mercy Hospitals and Clinics Quality and Safety Department used this opportunity to highlight internal safety and quality projects by hosting the second annual Quality and Safety Poster Fair. All employees were encouraged to submit current quality and safety initiatives as poster displays to share with colleagues, parents, and visitors.

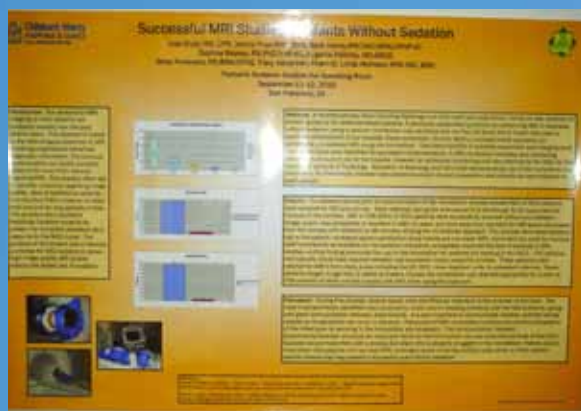
Twenty-three posters were presented from all areas of the organization. Posters were judged during the fair with prizes awarded to the top three poster presentations. Winners were recognized at the November Operations Council Meeting. Following are the first, second and third place poster project titles and their presenters:



FIRST PLACE POSTER WINNER

**Focusing on Patient Improving Wait Time
by Means of Lean Six Sigma Process Improvement
OPC Phlebotomy Services**

Randah Althahabi, MS, MT (ASCP)
Cynthia Kelley, MT (ASCP)
Marinda Cooper, MT (ASCP)
Maxine Baskin, PBT (ASCP)
Shaunta Howard
Ariawna Brown
Ahwaz Hamaamin
Cathy Williams
Debra Hidsbeth



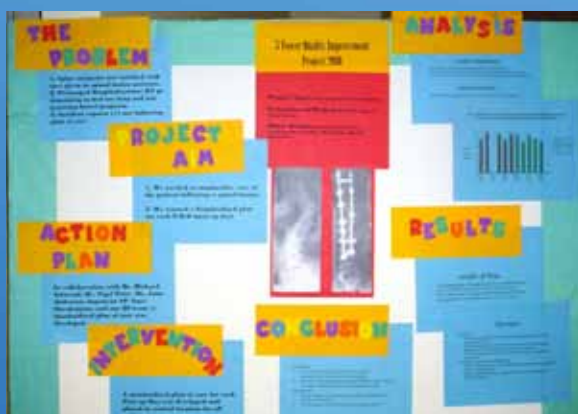
SECOND PLACE POSTER WINNERS (TIE)

Successful MRI Studies in Infants Without Sedation

- Janice Poull, RNC-BSN**
- Barbara Haney, RNC-NIC, MSN, CPNP-AC**
- Tracy Sandritter, PharmD**
- Betsi Anderson, RN, BSN, CPHQ**
- Linda Atchison, RNC-NIC, BSN**
- Daphne Reavey, RN, PhD, NNP-BC**
- Eugenia Pallotto, MD, MSCE**
- Lisa Dyer, RN, CPN**

A Standardized Approach to MRI Studies Without Sedation in Use for Infants Being Cooled

- Lisa Dyer, RN, CPN**
- Barbara Haney, RNC-NIC, MSN, CPNP-AC**
- Eugenia Pallotto, MD, MSCE**
- Kristin Sayers, RNC, MSN**
- Daphne Reavey, RN, PhD, NNP-BC**
- Betsi Anderson, RN, BSN, CPHQ**
- Dan Smock, BHS, RT**



THIRD PLACE POSTER WINNER

Post Op Spinal Fusion Guidelines

- Joan Maxwell, RN, BSN, CPN**
- Brenda Thompson, RN, BSN**
- Katie Roth, RN, BSN**
- Marcy Page, RN, BSN**
- Trudi Luiken, RN, BSN**
- Priscilla Singer, RN, ADN**
- Mara Wallace, RN, BSN**
- Mary Copeland, RN, BSN**

Measuring Nursing Satisfaction Through the IWPS-R

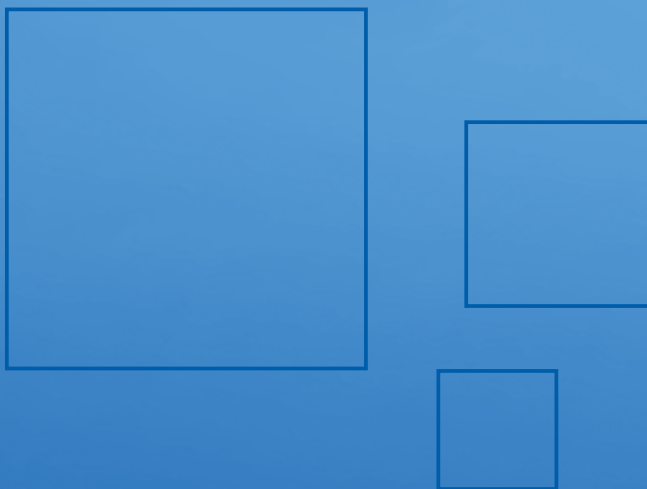
According to the Federation of Nurses and Health Professionals, nurses most often cite the following components as critical to their work environment:

- Manager Support
- Peer Support
- Unit Support
- Workload

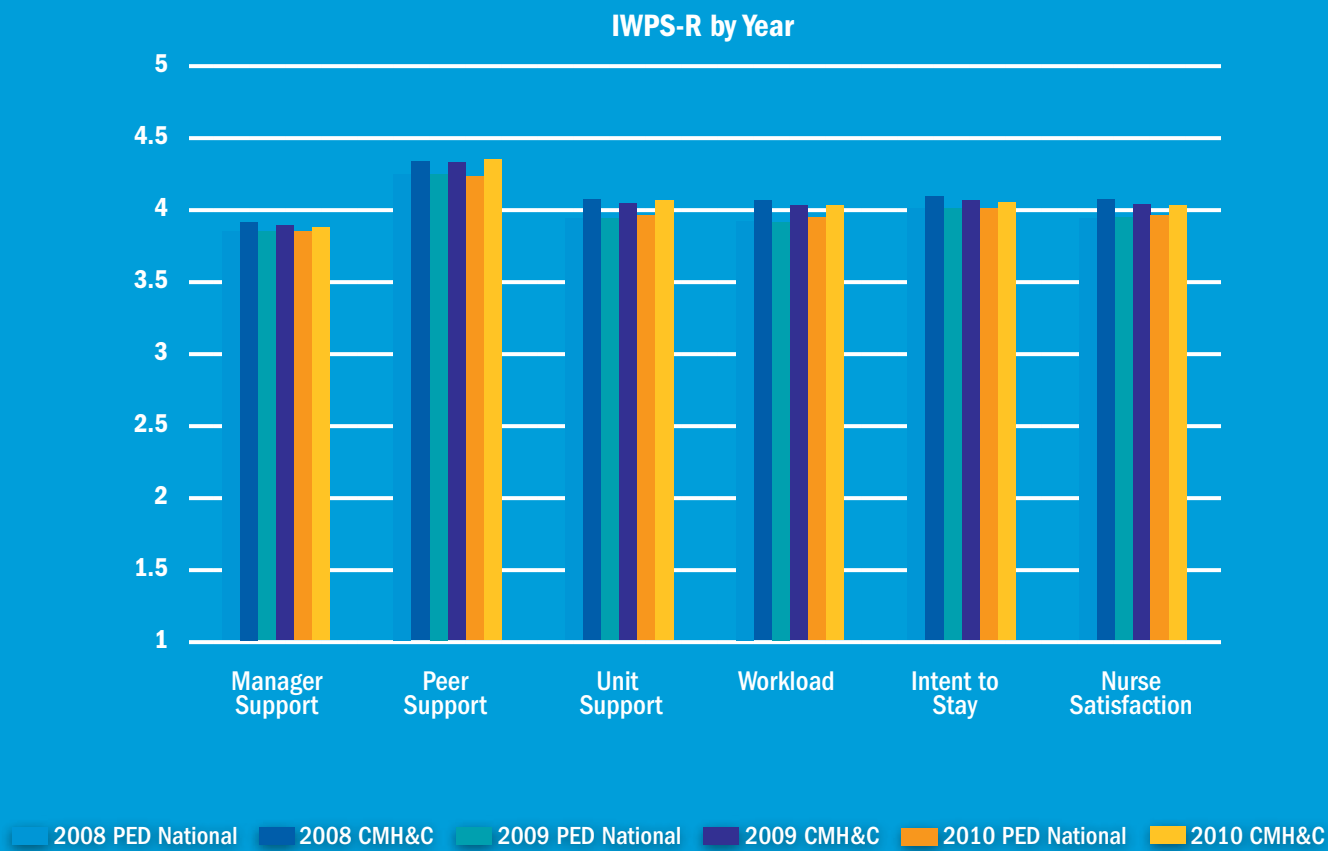
These components strongly correlate with an organization's ability to retain nurses (Aiken, 2000). The Individual Workload Perception Scale (IWPS) was created in 2001 and utilizes these variables, along with Intent to Stay, to measure direct care nurses' perceptions of their workload.

IWPS is based on Maslow's Theory of Human Motivation. If the basic physiological needs of the nurse are not met, they will not be able to fulfill their higher level needs. For example, if the basic physiological needs of lunch breaks and adequate sleep between shifts are not met, nurses will be unable to fulfill higher level needs, including workgroup cohesion, career development, and participation within the shared decision-making structure. Utilizing this approach, the IWPS is based on the idea that if management attempts to address upper level needs, like providing career development opportunities, before addressing basic needs, such as providing a lunch break, they may be wasting valuable resources without result (Cox, 2003).

Children's Mercy has utilized the IWPS since 2002. The IWPS was revised in 2005 and renamed the Individual Workload Perception Scale – Revised (IWPS-R). The IWPS/IWPS-R is administered annually in November to provide consistency for patient census and staffing demands. Administration of the survey is done through Survey Monkey™. Direct care nurses are notified of the survey by the Vice President for Nursing/Chief Nursing Officer through an email invitation to complete the survey. Direct care nurses, charge nurses, and nurse educators that provide direct patient care are eligible to participate in the survey. In 2010, 65 percent of nurses eligible to participate completed the survey.



The 29-item survey instrument is a five-point Likert scale survey that asks the respondents to rate each item from 'strongly disagree to strongly agree' with a high score desired. Trended data is evaluated and survey results are benchmarked with various like organizational groups. For each year, Children's Mercy direct care nurse respondents are compared against the national database and the national pediatric database at the aggregated hospital and like unit levels for all subscales as well as the overall IWPS-R nurse satisfaction mean. The benchmarking results of the pediatric hospital comparison along with trended Children's Mercy results from 2008-2010 are provided in the follow graph:



As demonstrated in the graph, not only has Children's Mercy Hospitals and Clinics outperformed the benchmark comparison group in overall nursing satisfaction for each year, but in all five of the subscales each year as well. Department level data is also provided for areas with five or more survey participants. Nursing leadership use both organizational and department level data to target interventions as needed to improve nursing satisfaction. This approach allows departments to initiate improvements to meet the unique needs of their area, with the goal of improving overall nursing satisfaction and, ultimately, the quality of patient care.

Evidence Based Practice Scholars Program

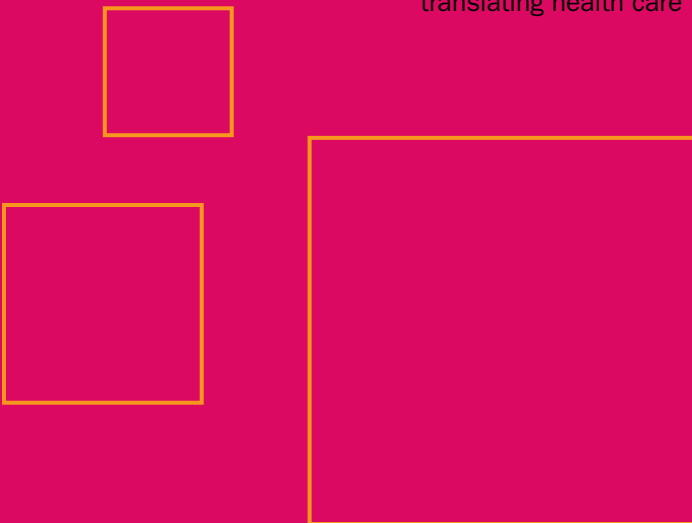
Historically, Children's Mercy Hospitals and Clinics used medical, nursing, and allied health team members to review, analyze, and synthesize current literature to support the development of Clinical Practice Guidelines (CPGs). Utilizing this model, these teams were found to have different skill levels related to literature analysis. Consequently, a few team members either assumed responsibility for the literature analysis or partnered with less skilled team members to teach them about literature analysis, resulting in a delay in CPG production and implementation. To proactively address this knowledge gap, the Evidence Based Practice Collaborative, an interdisciplinary group comprised of physicians, nurses, and allied health professionals, developed the Evidence Based Practice Scholars Program.

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The Evidence Based Practice Scholars Program is based on two of the five Evidence Based Practice tenets set forth by Oxford's Centre of Evidence Based Medicine: Asking a Clinical Answerable Question and Analyzing the Literature. Applicants to the program must obtain managerial support to attend the initial instructional sessions and commit to eight hours each month of literature analysis.

Using electronic tools, developed by the Cochrane Collaborative, two Evidence Based Practice Masters, Jacqueline Bartlett, RN, MSN, MBA HCM, and Nancy Allen, MS, RD, LD, CNSC, teach the scholars how to appraise diagnostic test studies, randomized controlled trials, and systematic review articles. While appraising the different article types, research methods and statistical principles are reviewed. Didactic and interactive teaching strategies are employed. Under the direction of the Office of the Evidence Based Practice, and upon completion of the instructional sessions, the scholars analyze and synthesize literature for CPG teams as well as their own departments. The scholars meet two times a month for three hours at a time to read, analyze and synthesize the literature. The program commitment is a year in length and a new group begins every September.

Three nursing scholars from the initial 2009-2010 program elected to remain as 2010-2011 scholars. Along with the current scholars, four additional Scholars were added to the program, two allied health and two nursing. With the knowledge these individuals have obtained from participating in this program, they are now able to provide support at the point of care and are essential in supporting Children's Mercy clinicians in translating health care knowledge into health care practice.





2009-2010 EBP Scholars

Elizabeth Carlson, RN, MSN, CPN
Kate Collum, RN, BSN
Dawn Edwards, RRT
Megan Gripka, MLS(ASCP)SM
Christina Gutierrez, RN, CPN

2010-2011 EBP Scholars:

Elizabeth Carlson, RN, MSN, CPN
Jarrod Dusin, MS, RD, LD, CNSC
Kate Collum, RN, BSN
Barb Gordon, RN, CPN, CCRN
Christina Gutierrez, RN, CPN
Daniela Pirvu, RN
Sally Shubat, M.A. CCC-SLP

Education Clearinghouse Launched to Support On-going Education Needs

Department updates and email reminders have been used as the primary source for new information and education requirements. As department updates are typically scheduled once a quarter, time can quickly be consumed with hospital-wide education and does not leave time to address the specific educational needs of the department. Email notifications were often overlooked or nurses became so saturated with information that they did not complete all that was required. The Unit Education Coordinators sought a solution to large scale education needs that would facilitate standardization of education and distribute information methodically.

The Education Clearinghouse is designed to manage requests for nursing education. The Clearinghouse is comprised of representatives of key stakeholders concerned with providing broad education to nursing audiences. Included are representatives from the Education Department, Unit Education Coordinators, the Clinical Practice Manager and Chair of the Nursing Practice Council, the Nursing Instructional Media-Web Resources Coordinator, Allied Health Education Coordinators, Advanced Practice Registered Nurses, Human Resources, and Internet Services. The group meets monthly to discuss requests for educational content for nurses. They work with requestors to determine the target audience and design effective teaching-learning strategies for presentation of the content. The content is prioritized and scheduled on a quarterly basis into “Seasons of Learning”.

Educational content is bundled to coincide with the unit education updates and meetings, as well as to provide a supportive structure that improves staff perceptions and compliance with education mandates and requests. Implementation of evidence-based practice changes are scheduled once all staff have the knowledge necessary to make the change in how they care for patients. Additionally, education experts work with individuals requesting opportunities to provide nursing education in order to determine the optimal media for their content. Content may be presented via CHEX, a computer-based learning management system, a PowerPoint presentation with audio input, other audio-video delivery, and recorded presentation by an expert lecturer given to a live audience. The education utilizes a learning strategy appropriate for the content, capitalizing on the ability to employ a number of strategies to maximize learner engagement. As a result, education for new practices is standardized, meaningful, and efficient.

As the quarters coincide with the seasons, the Education Clearinghouse titled this structure, “Seasons of Learning,” and, subsequently, the four quarters as “Wiser Winter,” “Smarter Spring,” “Scholarly Summer,” and “Academic Autumn.” The Education Clearinghouse designated each learning season and its corresponding deadline for submission of content requests as illustrated below:



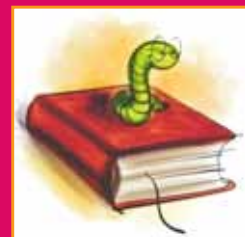
Wiser Winter
January - March



Smarter Spring
April - June



Scholarly Summer
July - September



Academic Autumn
October - December



Shortly after completing the first Season of Learning, “Wiser Winter,” the Education Clearinghouse determined that an innovative delivery of educational requirements would further improve compliance and better engage the learner in the content.

A staff written and produced quarterly video newscast is used to introduce the quarterly education. The first video newscast was released in the Seasons of Learning, “Scholarly Summer.” The video newscast kicks off the Seasons of Learning as an interactive and entertaining way to introduce the items that are included in that specific season. Content may include processes, procedures, new or updated policies, introduction of new products, or other information that needs to be distributed to nurses at the organizational level. The video newscasts range from seven to ten minutes in length, allowing the direct care nurse to spend more time at the bedside and less in the classroom while creating an efficient way to keep all nurses at all levels of the organization informed.

The video newscast is accessed through CHEX, which provides the technical capability to establish links to more in-depth information on the various topics for those that need more than a brief overview. As a result, nurses have the information at the click of the mouse, are able to complete education in their own time, and can tailor their education based on their specific needs, either a brief overview or more in-depth information.

Additionally, the amount of time required either in the classroom or through searching The Scope is greatly reduced as web-links to the information are provided with the newscast. CHEX also supports additional learning opportunities as the newscast can link the education to several Children’s Mercy generated online CNE offerings that offer contact hours. This creative technique reaches all nurses at a time that is convenient and a venue that appeals to different learning styles in a manner that is effective, efficient, and, entertaining.

This concept furnishes departments with ample time to cover both house-wide education and department-specific content in their quarterly unit updates. As much of the information is organized and completed via CHEX, clear timelines are established, assuring that practice is consistent across the organization.

Graduate Nurse Residency Program (GNRP)

Providing support for nurses early on in their careers not only helps facilitate their success as nurses, but also supports the organization in recruiting and retaining quality nursing staff. The Graduate Nurse Residency Program at Children's Mercy Hospitals and Clinics is designed to support the new graduate nurse from their first day throughout their first year of employment and beyond. Kathy Bradley, RN, MSN, CNOR, Education Specialist, serves as the Graduate Nurse Residency Program Coordinator.

The Graduate Nurse Residency Program at Children's Mercy Hospitals and Clinics begins with New Employee Orientation, Patient Care Services Orientation and Nursing Orientation. The graduate nurses receive an additional week of orientation that focuses on addressing the concerns of the new graduate nurse. The curriculum is the result of a multi-disciplinary collaboration that provides these nurses with some of the basic abilities to provide for the organization's unique patient population. Graduate nurses participate in a skills and assessment lab to develop competency, a physician presentation of case scenarios to improve communication skills between the physician and the direct care nurse, and a discussion led by the Family Centered Care Coordinators on how to best care for and interact with patients and their families. The week concludes with a Pediatric Emergency Assessment Recognition and Stabilization (PEARS) course.

The GNRP has monthly follow-up sessions where the cohort receives additional education on a variety of topics including Ethical Decision Making, Care of the Dying Child, and Professional Development. At the conclusion of the education, the follow-up sessions continue with small

group sessions. The small groups are facilitated by trained direct care nurses and allow the graduate nurses the chance to support each other, ask questions, share experiences, and seek the guidance of a mentor through their small group leader. Small group facilitators attended a two hour training session prior to facilitation. During that training, the roles and expectations of a facilitator are discussed and time is spent discussing effective communication techniques and strategies. After each follow-up session, the small group facilitators debrief with Bradley to let her know if they need any assistance or have questions or concerns.

The graduate nurses are followed by Bradley who works with them throughout their first year. Bradley conducts frequent rounds on the graduate nurses and collaborates with the Unit Education Coordinators to track the graduate nurses' progress. Bradley helps troubleshoot when issues are identified, and is an additional resource for the graduate nurses as they transition through the first year of practice. Recognizing that the patient population or work flow may not be a good match for every nurse, Ms. Bradley will assist in finding a setting that works for the graduate nurse if such situations arise.

In 2010, the Graduate Nurse Residency Program supported 123 graduate nurses. Since implementing the Graduate Nurse Residency Program, Children's Mercy Hospitals and Clinics has seen significant improvements in graduate nurse retention. Through the provision of resources and support throughout their first year of employment, these individuals have been able to grow and develop as successful nurses within the organization.

Peer Reviewed Journals

Barbara Haney, Daphne Reavey, Linda Atchison, Janice Poull, Lisa Dryer, Betsi Anderson, Tracy Sandritter, and Eugenia Pallotto

Magnetic Resonance Imaging Studies Without Sedation in the Neonatal Intensive Care Unit – Safe and Efficient. *J Perinat Neonat Nurs*, 24(3): 256-266 (2010).

William Graf, Husam Kayyali, Ahmed Abdelmoity, **Gloria Womelduff,** Arthur Williams, and Michael Morriss

Incidental Neuroimaging Findings in Nonacute Headache. *J Child Neurol*, 25(10): 1182-1187 (2010) .

Arthur Williams, **Patricia Messmer,** Deborah Hill-Rodriguez, and Phoebe Williams

Author's Response to The Humpty Dumpty Falls Scale: A Case-Control Study.

Pediatr Nurs, 15(4): 262-263 (2010).

Carol Roach, **Patricia Messmer,** and Arthur Williams

Hispanic Parents' Perspective on Early PACU Visitation. *J Perianesth Nurs*, 25(3):152-161 (2010).

Phoebe Williams, Ubolrat Piamjariyakul, J. Carolyn Graff, Anne Stanton, Anne Guthrie,

Carol Hafeman, and Arthur Williams

Developmental Disabilities: Effects on Well Siblings. *Issues Compr Pediatr Nurs*, 33(1): 39-55 (2010).

Lynn Anson, Elizabeth Edmundson, and Susan Teasley

Implications of Evidenced-Based Venipuncture Practice in a Pediatric Healthcare Magnet Facility. *J Contin Educ Nurs*, 41(4): 179-185 (2010).

Virginia Boos, Felix Okah, Cameron Swinton, Dawn Wolff, **and Barbara Haney**

The Comprehensive Care Rounds: Facilitating Multidisciplinary Communication Among Caregivers of Complex Patients in the Neonatal Intensive Care Unit. *Adv Neonatal Care*, 10(6):301-306 (2010).

Brenda Boots and Elizabeth Edmundson

A Controlled. Randomized Trial Comparing Single to Multiple Application Lidocaine Analgesia in Pediatric Patients Undergoing Urethral Catheterization Procedures. *J Clin Nurs*, 19(5-6):744-748 (2010).

Ronald Bronicki, Merylyn Herrera, Richard Mink, Michele Dominco, **Dawn Tucker,**

Anthony Chang, and Nick Anas

Hemodynamics and Cerebral Oxygenation Following Repair of Tetralogy of Fallot: The Effects of Converting from Positive Pressure Ventilation to Spontaneous Breathing. *Congenital Heart Disease*, 5(5): 416-421 (2010).

Kathy Christenson, Sandra Lybrand, Claudia Hubbard, **Rosemary Hubble,** Leslie Ahsens, and Phil Black

Including the Perspective of the Adolescent in Palliative Care Preferences. *J Pediatr Health Care*, 24(5): 286-291 (2010).

Karen Cox, Susan Lacey, and Randall O'Donnell

Don't Be Fooled. Demographics Ensure Nursing Shortage will Return with Better Economy. *Modern Healthcare*, 13(40): 25 (2010).

Debra Davidson and Beth Lyman

Book Review: Fluids and Electrolytes: A 2-in-1 Reference for Nurses. *Nutr Clin Pract*, 25(4): 420 (2010).

Jennifer Schurman, Chrisopher Cushing, **Ellen Carpenter, and Kathy Christenson**

Volitional and Accidental Nonadherence to Pediatric Inflammatory Bowel Disease Treatment Plans: Initial Investigation. *J Pediatr Psychol*, 36(1):116-25 (2011), Epub 2010.

Peer Reviewed Journals Continued

Julie Kliger, **Susan Lacey**, Adrienne Olney, **Karen Cox**, and Edward O'Neil
Nurse-Driven Programs to Improve Patient Outcomes: Transforming Care at the Bedside, Integrated Nurse Leadership Program and the Clinical Scene Investigator Academy. *J Nurs Admin*, 40(3): 109-114 (2010).

Anne Mercer, Susan Teasley, Judy Hopkinson, **Deanna McPherson**, Stephen Simon, and Robert Hall
Evaluation of a Breastfeeding Assessment Score in a Diverse Population. *J Hum Lact*, 26(1): 42-48 (2010).

Lina Patel, John Cowden, Denise Dowd, Sarah Hampl, and **Noreen Felich**
Obesity: Influence on Length of Stay for the Pediatric Burn Patient. *J Burn Care Res*, 31(2): 251-256 (2010).

Cristine Roberts

Unaccompanied Hospitalized Children: A Review of the Literature and Incidence Study. *J Pediatr Nurs*, 25(6): 470-476 (2010).

Chris Stewart-Amidei, Nancy Villanueva, Rose Rossi Schwartz, Christi Delemos, Therese West, Susan Tocco, **Cathy Cartwright**, Rich Jones, Cindy Blank-Reid, and Joseph Haymore
American Association of Neuroscience Nurses Scope and Standards of Practice for Neuroscience Advanced Practice Nurses. *J Neurosci Nurs*, 42(3): E1-E8 (2010).

Gina Weddle, Mary Anne Jackson, **Karen Cox**, and Rangaraj Selvarangan
Role of Nursing Unit Factors on Performance of Phlebotomy and Subsequent Blood Culture Contamination Rates. *J. Nurs Care Qual*, 25(2): 176-181 (2010).

Books | Book Chapters

Eugenia Pallotto, **Barbara Haney**, Jeanne Braby, and Pat English
Troubleshooting: The What-If's of ECMO. In *ECMO Specialist Training Manual*, 3rd edition. Extracorporeal Life Support Organization, Ann Arbor, MI, 2010, pp271-288.

Cathy Burks

Acute Myelogenous Leukemias Handbook for Families. Kline NE (ed.), Association of Pediatric Hematology Oncology Families, Glenview, IL, 2010.

Cathy Burks

Chemotherapy and Biotherapy Manual, 3rd Edition. Kline NE (ed.), Association of Pediatric Hematology Oncology Nurses, Glenview, IL, 2010.

Cathy Cartwright, Donna Wallace, Jennifer Boyd, Mary Szatkowski, and Davonna Ledet
Pediatric and Developmental Anomalies, Chapter 25. In *AANN Core Curriculum for Neuroscience Nursing*, 5th Edition. American Association of Neuroscience Nurses, Chicago, IL, 2010, pp. 1035.

Karen Cox, Susan Teasley, Susan Lacey, and

Adrienne Olney
Individual Workload Perception Scale – Revised User's Manual, 2nd Edition, Self-published, Kansas City, MO (2010).

Howard Kilbride, **Mary Leick-Rude**, Steven Olsen, and Jill Stiens
Total Parental Nutrition, Chapter 16. In *Merenstein and Gardner's Handbook of Neonatal Intensive Care*, 7th Edition, Mosby (2010).

Poster Presentations

Devin Bowers and Paula Blizzard

“Facebook Faceoff: Implementation of a Technology Position Statement.” 2010 Magnet Conference, Phoenix, AZ, October 2010.

Cheri Hunt, Laura Shroyer, and Susan Widener

“Transforming Care at the Bedside: Lessons Learned at One Children’s Hospital.” Society for Pediatric Nurses Conference, Orlando, FL, April 2010.

Kristin Stegenga

“It’s Exciting to Spend Time with People from the Hospital but not at the Hospital.” Oncology Nursing Society Congress, San Diego, CA, May 2010.

Kerri Wade

“Working with Families for Healthy Futures.” Ambulatory Nurse Conference, Kansas City, MO, November 2010.

Ellen Snell

“Midlines in Pediatrics: Improving the Benefit to our Patients.” Association for Vascular Access (AVA), National Harbor, MD, September 2010.

Barbara Haney, Linda Gratny, Steven Olsen, Emily McNellis, **Daphne Reavey**, **Betsi Anderson**, **Kristin Sayers**, **Nesha Park**, Darian Younger, Eugenia Pallotto, and Howard Kilbride
 “Ensuring Accurate Esophageal Temperature Probe Placement in Infants Receiving Therapeutic Hypothermia.” Vermont Oxford NIC/Q 2009 Quality Improvement Conference, Austin, TX, April 2010.

Barbara Haney, Ramzi Kilani, Steven Olsen, **Daphne Reavey**, **Betsi Anderson**, Linda Gratny, **Kristin Sayers**, and Howard Kilbride
 “Implementing Cerebral Function Monitoring in the Form of a EEG For Patients Receiving Hypothermia.” Vermont Oxford NIC/Q2009 Quality Improvement Conference, Minneapolis, MN, September, 2010.

Mary Leick-Rude, Barbara Haney, and Nesha Park

“Midline Catheters – An Alternative to Peripheral IV Therapy in Neonates.” Vermont Oxford NIC/Q2009 Quality Improvement Conference, Minneapolis, MN, September, 2010.

Lisa Dryer, Janice Poull, Barbara Haney, Daphne Reavey, Eugenia Pallotto, **Betsi Anderson**, Tracy Sandritter, **and Linda Atchison**

“Successful MRI Studies in Infants Without Sedation.” Pediatric Sedation Outside of the Operating Room conference, San Francisco, CA, September 2010.

Lynn Anson, Kathlyn Baharaeen, Elizabeth Edmundson, Michele Fix, Jennifer Marsh, Holly McFarland, Kelly O’Neill, Janis Smith, Janet Sollazzo, and Carrie Tyner

“Improving Patient Safety for Patients on Opioid Medication: Revising the Verification Process.” American Society Pain Management for Nursing, Minneapolis, MN, September 2010.

Kevin Birusingh, Romano DeMarco, **Dawn Foster**, **Sheri Shiddell**, John Gatti, and J. Patrick Murphy
 “Anterior Urethral Valves: A Single Institution’s Experience.” American Urological Association, San Francisco, CA, May 2010.

Lisa Dryer, Janice Poull, Barbara Haney, Daphne Reavey, Eugenia Pallotto, **Betsi Anderson**, Tracy Sandritter, **and Linda Atchison**

“Successful MRI Studies in Infants Without Sedation.” Pediatric Sedation Outside the Operating Room Conference, San Francisco, CA, September 2010.

Jason Fraser, **Vicki Fioravanti**, Pablo Aguayo, Robert Kane, James Daniel, and Walter Andrews
 “Liver Function Tests Do Not Correlate With Liver Biopsy Results in Pediatric Patients Who Have Undergone Liver Transplantation.” American Society for Transplant Surgery State of the Art Winter Symposium, Fort Lauderdale, FL, January 2010.

Barbara Haney

“Ensuring Accurate Esophageal Temperature in Infants Being Cooled.” Vermont Oxford NIC/Q, Austin, TX, April 2010.

Kathy Mahoney, Kathryn Schartz, and Terry Buford

“Role of the PNP in Medical Home Development.” National Association Pediatric Nurse Practitioners 31st Annual Conference on Pediatric Health Care, Chicago, IL, April 2010.

Anne Mercer, Susan Teasley, Robert Hall, Judy Hopkinson, Deanna McPherson, and Stephen Simon

“Evaluation of a Breastfeeding Assessment Score (BAS) in a Diverse Population.” International Lactation Consultant Association (ILCA), San Antonio, TX, July 2010.

Stephanie Page, **Kathleen Menown**, James Daniel, and Craig Friesen
Montelukast as Maintenance Treatment of Eosinophilic Esophagitis.” North American Society for Pediatric Gastroenterology Hepatology and Nutrition (NASPGHAN), New Orleans, LA, October 2010.

Cristine Roberts

“Assessing the Occupational Fit for a Nursing Career Among Beginning College Students.” 10th Annual Nurse Educator Institution, Branson, MO April 2010.

Cristine Roberts

“Nurse’s Perceptions of Unaccompanied Hospitalized Children.” 26th Annual Pediatric Nursing Conference, Philadelphia, PA, July 2010.

Desiree Roge, **Diane Kennedy, and Vicki Keck**

“Intrathecal Baclofen Pump Action Plan: A Tool to Educate Patients.” American Academy for Cerebral Palsy and Developmental Medicine, Washington DC, September 2010.

Janis Smith, Susan Lacey, Cheri Hunt, Karen Cox, Susan Teasley, and Arthur Williams

“Development and Use of an Instrument to Measure End-User Perceptions of Their Clinical Information Systems’ (CIS): The Information System Evaluation Tool (ISET).” American Organization of Nurse Executives (AONE), Indianapolis, IN, April 2010.

Kerri Wade, Edy Heydinger, Tonya Varvel, Katie Blackburn, and Sarah Hampl

“Use of Health Information Technology to Facilitate Quality Improvement for Preschool Obesity Assessment and Management.” AAP Annual Conference, San Francisco, CA, October 2010.

Sarah Hampl, Katie Blackburn, John Cowden, **Kerri Wade, and Edy Heydinger**

“Predictors of Obesity Counseling During Preschool Well Child Visits.” Obesity Annual Meeting, San Diego, CA, October 2010.

Jana Wheeler

“Creating Reliable Medication Systems.” Missouri Hospital Association 88th Annual Convention and Trade Show, Osage Beach, MO November 2010.

Podium Presentations

Jill Ariagno

Non-Accidental Trauma.” Pediatric Nurse Practitioners Society, Boston, MA, May 2010.

Jill Ariagno

“Pediatric Idiopathic Scoliosis.” American Academy of Orthopedic Surgeons, New Orleans, LA, March 2010.

Jill Ariagno

“Pediatric Idiopathic Scoliosis.” National Association of Orthopedic Nurses, Seattle, WA, May 2010.

Virginia Boos, Carol Moore, and Carol Kemper

“Without a Tracer...Your Hospital May Be Missing a Discover.” National Association for Healthcare Quality (NAHQ), Nashville, TN, September 2010.

Virginia Boos, Carol Moore, and Carol Kemper

“Without a Tracer...Your Hospital May Fail to See Risks Lurking Within the System.” National Initiative for Children’s Healthcare Quality (NICHQ), Atlanta, GA, March 2010.

Debra Burns, **Kristin Stegenga**, Sheri Robb, and Joan Haase

“Researching in High-Definition: Integrating Qualitative and Quantitative Data to Gain a Deeper Understanding of a Music Video Intervention, Music Therapy and Supportive Cancer Care.” An International Conference on Music Therapy and Supportive Cancer Care, Windsor, Ontario, March 2010.

Cathy Cartwright

“Mock Herniation: A Tool to Improve Competency in Ventriculostomy Placement.” International Society for Pediatric Neurosurgery, Los Angeles, CA, October 2010.

Cathy Cartwright

“Risky Business: Dangerous Games Children Play.” Arnold Palmer Children’s Hospital, Orlando, FL, January 2010.

Cathy Cartwright

“Pediatric Athletic Concussion: When Can They Return to Play?” 39th Annual Meeting of the American Association of Neurological Surgeons/Clinical Nurse Specialists Section on Pediatric Neurology Surgery, Cleveland, OH, November 2010.

Kathy Chojnacki:

“Constipation: Hitting a BRICK Wall.” Children’s Mercy Hospital Gastroenterology First Annual Symposium, Kansas City, MO April 2010.

Martha Clark, **Armistice Holcomb**, Nancy O’Malley, Laura Kling, and Tanya Spiering “Action Potential: Team Building.” American Society of PeriAnesthesia Nurses Component Leadership Institute, Louisville, KY, September 2010.

Martha Clark, **Armistice Holcomb**, Nancy O’Malley, Laura Kling, and Tanya Spiering “Retention and Recruitment Tools.” American Society of PeriAnesthesia Nurses Component Leadership Institute, Louisville, KY, October 2010.

Karen Cox

“Pediatric Emergency Medicine: Setting the Quality Agenda.” 2010 Pediatric Emergency Medicine Leadership Conference, American Academy of Pediatrics, San Antonio, TX, April 2010.

Karen Cox

“Exploring Issues in Safe, High Quality, Evidence Based Care and Pediatric Nursing Education.” 2010 Pediatric Nursing Invitational Forum, Institute of Pediatric Nursing. Gaithersburg, MD, November 2010.

Karen Cox

“Magnet: A Path to Excellence in Care Delivery.” Victorian Order of Nurses Canada 2010 Leadership Forum, Ottawa, Canada, October 2010.

Karen Cox

“Administrative Leadership for Antimicrobial Stewardship Programs.” 2010 Antimicrobial Stewardship Program, Kansas City, MO, June 2010.

Elizabeth Edmundson, Shana Fromholtz, Marilyn Maddox, and Bonnie Tecza

“Quality Caring Model: The Journey to Selection and Implementation.” Magnet Conference, Phoenix, AZ, October 2010.

Michele Fix and Patricia Messmer

“Evaluation of the Humpty Dumpty Falls Scale in Predicting Pediatric Patients who Fall.” Midwest Nursing Research Society, Kansas City, MO, April 2010.

Caryl Goodyear-Bruch

“Alpha Dog Wisdom for Nurses.” Kansas University Cardiac Nursing Symposium. Kansas City, KS, October 2010.

Caryl Goodyear-Bruch

“Creating Our Ideal Workplace.” Kansas University Medical Center, Kansas City, KS, February 2010.

Caryl Goodyear-Bruch

“Creating Our Ideal Workplace.” Providence Medical Center, Kansas City, KS, May 2010.

Caryl Goodyear-Bruch

“Healthily Working Environments: Creating Your Ideal Workplace.” University of Rochester Critical Care Symposium, Rochester, NY, September 2010.

Caryl Goodyear-Bruch, Diane Boyle, and Nancy Dunton

“Measuring Our Value: Linking Nursing Quality, the Nursing Work Environment and Patient Outcomes.” American Association of Critical Care Nurses National Teaching Institute, Washington DC, May 2010.

Caryl Goodyear-Bruch and Beth Martin

“From Bedside to Boardroom: Governance Leadership Competencies.” American Association of Critical Care Nurses National Teaching Institute, Washington DC, May 2010.

Edy Heydinger

“Practical Strategies for Weight Management in Schools.” Missouri School Nurses Association Annual Meeting, Independence, MO, April 2010.

Cheri Hunt, Mary Ann Riesco

“Enhancing the Work Environment: Addressing Violence in the Workplace.” Kansas City Area Nurse Executives Spring Leadership Series, Kansas City, MO, March 2010.

Angie Knackstedt, Rosemary Hubble, Charlotte Smardo, and Cynthia Rushton

“The Voice of Nursing Ethics.” American Society of Bioethics and Humanities Annual Meeting, San Diego, CA, October 2010.

Susan Lacey, Janis Smith, Karen Cox, Susan Teasley, Carol Kemper, Arthur Williams, Cheri Hunt, and Laura Fitzmaurice-Amick

“Development of an Instrument to Measure End-User Perceptions of Clinical Information Systems’ (CIS) Usability and Usefulness: The Information System Evaluation Tool (ISET).” Midwest Nursing Research Society, Kansas City, MO, April 2010.

Tammy Lightner and Paula Blizzard

“Best Practices: Vascular Access Early Assessment Program.” American Organization of Nurse Executives (AONE), Indianapolis, IN, April 2010.

Beth Lyman and Cristine Roberts

“Safety of Decanted Enteral Formula in Hospitalized Children.” 3rd Annual Building a Culture of Quality, Safety and Nursing Professionalism: Evidence-Based Practice on the Frontline Conference, Columbia, MO, April 2010.

Marilyn Maddox, Kathy Mick, Bonnie Tecza, and Ann Johannes

“Bring the Quality Caring Nursing Model to Life.” 37th Annual National Conference on Professional Nursing Education and Development, Baltimore, MD, October 2010.

Podium Presentations Continued

Anne Mercer, Susan Teasley, Robert Hall, Judy Hopkinson, **Deanna McPherson**, and Stephen Simon
 “Evaluation of a Breastfeeding Assessment Score (BAS) in a Diverse Population.”
 International Lactation Consultant Association (ILCA), San Antonio, TX, July 2010.

Adrienne Platt, Anna Egan, **Mary Berquist**, Figen Ugrasbul, Ghufuran Babar, and Meredith Dreyer
 “Health-Related Quality of Life (HRQOL), Depression, and the Impact on Successful Implementation of Lifestyle Changes in Overweight, Insulin-Resistant Youth.” 11th Annual National/International Evidence-Based Practice Conference, Phoenix, AZ, June 2010.

Mary Ann Riesco and Rosemary Hubble
 “Just Because We Can, Should We?” Children’s Hospice International Conference, Washington DC, October 2010.

Mary Anne Riesco and Rosemary Hubble
 “Matters of the Heart, Palliative Care for a Child with a Complex Heart Defect.” Children’s Hospice International Conference, Washington DC, October 2010.

Janis Smith, Janet Franzen, and Jana Wheeler
 “People, Process, and Technology Combined to Ensure Reliable Medication Process.” 2010 Magnet Conference, Phoenix, AZ, October 2010.

Janis Smith, Susan Lacey, Cheri Hunt, Karen Cox, Susan Teasley, and Arthur Williams
 “Development and Use of an Instrument to Measure End-User Perceptions of Clinical Information Systems: The Information System Evaluation Tool (ISET).” American Academy of Nursing, Washington DC, November 2010.

Kristin Stegenga
 “Cancer in Generations Y and Z: Unique Population, Unique Issues.” 9th Annual Oncology Nursing Conference, New Haven, CT, September 2010.

Anne Stuedemann
 “Pediatric Cervical Spine Trauma.” Pediatric Orthopedic Practitioners Society Conference, Waikoloa, HI, May 2010.

Dawn Tucker
 “Cardiopulmonary Interactions” Pediatric Cardiac Intensive Care Society, 8th International Conference, Miami Beach, FL, December 2010.

Dawn Tucker
 “Chylous Effusion in the Post Operative Patient.” Pediatric Critical Care Nursing Contemporary Forum, San Diego, CA, October 2010.

Dawn Tucker
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Jana Wheeler
 “Quality Caring Model: The Journey to Selection and Implementation” International Association for Human Caring Conference, Rochester, MN June 2010.

Jana Wheeler
 “Safeguarding the Medication Process: People, Process, and Technology.” Cerner Health Conference, Kansas City, MO, October 2010.

Mary Ann Riesco and Linda Taloney
 “Workplace Violence: Strategies for Effective Intervention.” Kansas City Area Nurse Executives Spring Leadership Series, Kansas City, MO, March 2010.





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