



Nursing Annual Report

 **Nursing Excellence**
A Department of Rutland Regional Medical Center

2023

In Memory of Laura Falquero, ASN, RN



On October 16, 2023, Rutland Regional Medical Center lost one of their most compassionate nurses, Laura Falquero, ASN, RN, after a brief illness. Laura was a nurse for over 30 years and spent 11 of those years at RRMC. She specialized as a psychiatric nurse and was committed to providing exceptional patient care. She never hesitated to advocate for her patients, and always had their best interest at heart. She was accepting without judgment and consistently looked for ways to engage with patients that fostered therapeutic relationships. She loved working with the most acute patients and spent most of her time in the ICU wing after it opened. Laura's kindness spilled over outside of work. She enjoyed spending time with her family members and her many animals.

It is with much sadness and heavy hearts that we pay tribute to our friend, colleague, and a psychiatric nurse who had a genuine passion for the work that she did. As a part of the psychiatric team for many years, her absence leaves the team with a void that is hard to fill.

Until we meet again Laura, we will carry your spirit in our hearts.

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Rutland Regional National
Awards & Recognitions

Letter from the CEO



Dear Nursing Colleagues,

Thank you for your outstanding dedication and commitment to Rutland Regional Medical Center, to our patients, and to the communities we serve. As nurses, you are on the front lines of care, and you make a difference every day.

In 2023, through collaboration and teamwork, our organization established a new strategic plan, mission, and vision. We focused on enhancing recruitment and retention efforts, reestablished opportunities for employee engagement and recognition, prioritized quality metrics aimed at improving the patient experience, and providing a safe environment for patients, staff, and visitors. We remained focused on our bright future, providing the very best care, and responding to community needs.

With your help, Rutland Regional continues to strengthen professional and career advancement opportunities for nurses. We have enhanced initiatives like our nurse residency program, research, and quality improvement programs. We continue to provide a leadership structure that supports nurse participation in organization and patient care decisions through our inpatient and outpatient nursing shared governance councils.

All of this work builds on our planning and progress and leans on our collective strengths. It reflects the

unique nature of our organization, our culture, and our communities. I am grateful for your ongoing engagement supporting nursing excellence, professional growth, improved patient outcomes, collaboration, and thoughtful and innovative care delivery. I look forward to our continued work together to move our organization forward, and achieve our goals this year.

Thank you again for the collaborative spirit that you put into the exceptional nursing care you provide, and the important work that you do. Individually and collectively, you are making a difference.

Sincerely,

A handwritten signature in black ink that reads 'Judi'.

Judi Fox
President & CEO

Letter from the CNO



Dear Nursing Colleagues,

As I reflect on 2023, I am filled with gratitude for your dedication to Rutland Regional Medical Center. Our Nursing Annual Report is a wonderful opportunity to celebrate your tireless efforts and your unwavering commitment to provide exceptional care to our patients and our communities.

As your Chief Nursing Officer, I am incredibly proud to work alongside such an exceptional team of nurses. Together, we have done some important and impactful work during the past year. We have prioritized workplace and patient safety. We have made great strides in advancing our patient quality and safety measures in a variety of areas, most specifically around reducing hospital acquired pressure injuries, and enhancing patient experience scores in our Emergency Department. In 2023, we completed a successful tri-annual Joint Commission reaccreditation survey and participated in several evidence-based research projects. Additionally, RRMC launched a new aspirational strategic plan focused on access to care and quality care delivery. These pillars came out of the strategic planning process that engaged our Board of Directors, hospital leadership, medical directors, staff, and community members. With the organization-wide plan in place, I look forward to working together as a nursing body to develop an updated Nursing Strategic Plan.

Last fall, we began working on our American Nurses Credentialing Center (ANCC) Magnet® redesignation, which is an important indicator of our continuing commitment to nursing excellence, professional growth, collaboration, improved patient outcomes, and the delivery of innovative, high-quality care. This comprehensive process is a team effort that will require the same dedication, commitment, and collaborative spirit that goes into the exceptional care we provide. I believe the nursing profession to be truly unique. Being a nurse requires technical skill and expertise but equally important are traits such as compassion, empathy, and resilience. Thank you again for your commitment to Rutland Regional Medical Center and those we serve. I look forward to our continued work, growth, and success.

With Appreciation,

Kelly Watson, DNP, MHA, RN, FACHE
Vice President, Chief Nursing Officer

Nursing Professional Practice Model



Developed by our nursing body, the Professional Practice Model (PPM) shows that patient centered care, leadership, collaborative relationships, and professional development, supports nursing excellence. The RRMC nursing body selected and follows the Quality-Caring theory proposed by Joanne Duffy as it reflects our belief that a collaborative environment and supportive actions promoting shared decision-making influence positive outcomes.

Patient Centered Care:

We provide high quality patient centered care through shared decision-making, by providing culturally sensitive care, and by prioritizing the needs of our patients and community.

Leadership:

We believe all nurses are transformational leaders. We educate, mentor, encourage, and empower our colleagues. We are committed to the success of our new nurses.

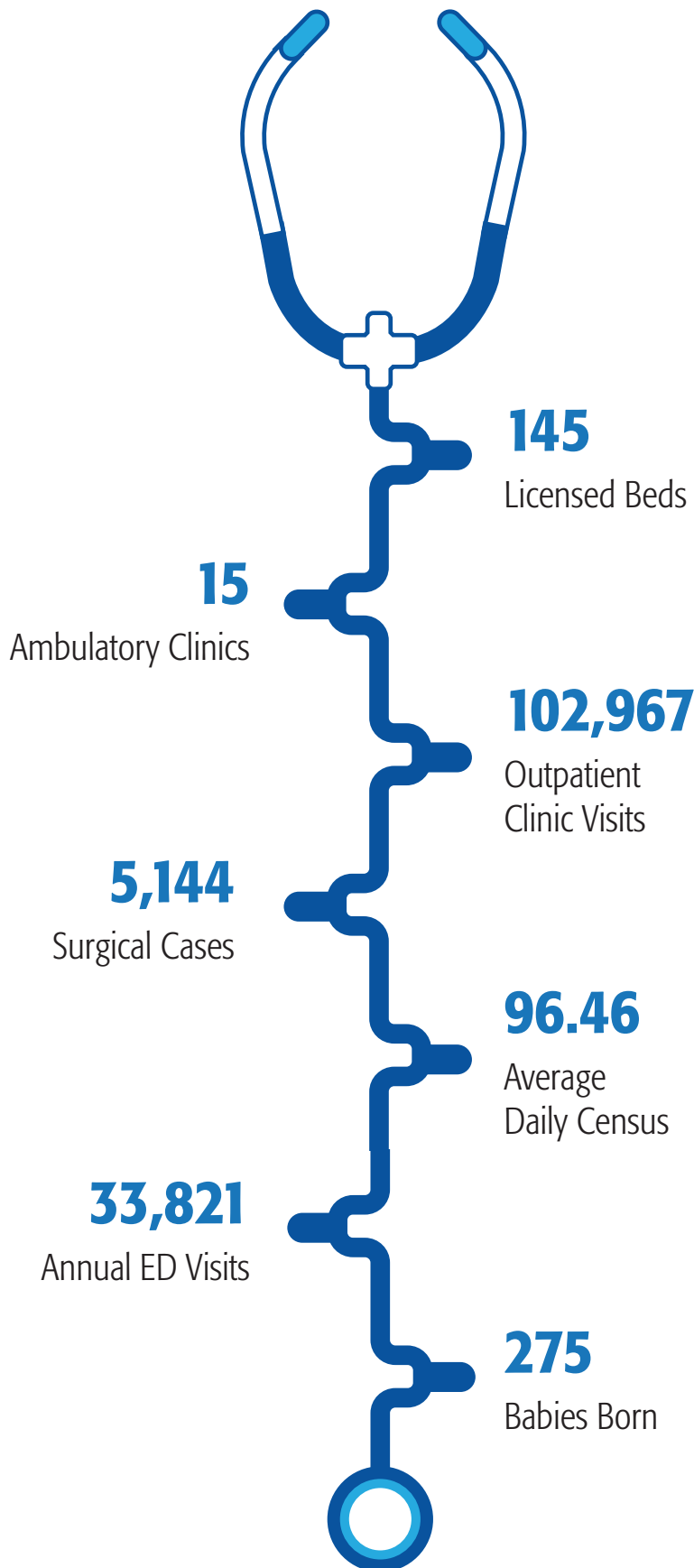
Professional Development:

We follow Benner's Novice to Expert Model to guide our professional development activities. We ensure nursing staff are educated, skilled, and able to work to the full extent of their license.

Collaborative Relationships:

We collaborate with the entire healthcare team, patients, and community to meet the needs of those we serve.

2023 Statistics



Our Team

479 Nurses

11.25

Average years of service

32%

of registered nurses are specialty certified

64%

of registered nurses hold a BSN or higher

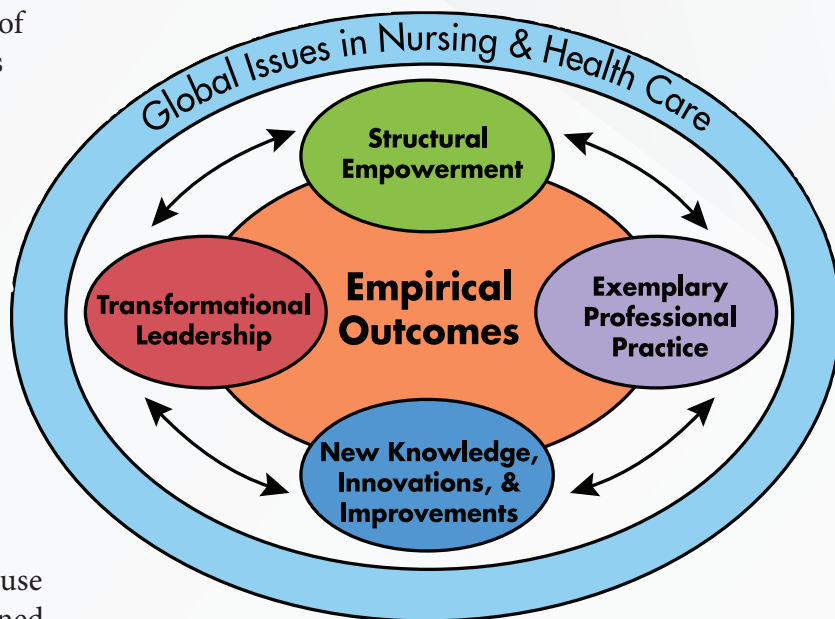
Magnet Model®

At Rutland Regional Medical Center, the American Nurses Credentialing Center (ANCC) Magnet® framework compliments our nursing professional practice model. The framework allows us to organize our practice outcomes into the categories of structural empowerment; exemplary professional practice; new knowledge, innovations, and improvements; and transformational leadership, while keeping nursing excellence at the core. Here we share a sample of our excellence in nursing outcomes.

New Knowledge: Increasing Knowledge of Surgical Smoke Risks and Use of Smoke Evacuation Devices

In September 2022, Courtney Aines, ASN, RN; Diane Rosenmiller, ASN, RN; Katie Pulver, BSN, RN; and Vanessa Fales, BSN, RN worked as new graduates in the Rutland Regional Medical Center's operating room (OR). Based on their knowledge of the Association of PeriOperative Registered Nurses guidelines, the nurses identified an opportunity to increase the use of surgical smoke evacuation due to the hazards associated with surgical smoke.

Their goals became increasing staff's awareness of surgical plume's hazardous effects and increasing the use of smoke evacuation devices. These nurses developed an interprofessional knowledge survey. Based on the survey results showing a low knowledge level, they also explored collaborating with OR leadership to review the effects of surgical plume and what can be done to reduce the exposure with the team. After educating the staff and implementing strategies to increase use of the smoke evacuation tools, they re-examined staff's knowledge regarding the negative effects of surgical smoke. In the end, staff's knowledge and use of smoke evacuation devices increased.



Structural Empowerment

Examples of structural empowerment include providing culturally and/or socially sensitive care. David McGee, ASN, RN, CEN of the Emergency Department identified the unique needs of a patient. After assessing the patient, David provided the patient with a stuffed animal. This action stemmed from David combining his assessment skills and understanding of the patient's social needs. In the end, the patient's need to feel safe in the foreign, and what many consider frightening, environment was met.



Exemplary Professional Practice

In the summer of 2023, RRMC nurses recognized an opportunity to reduce the number of patient falls. Led by Allison Windas, MHA, BSN, RN, CENP, NEA-BC, CPHQ and Karen DeNicola, BSN, RN from Quality & Safety, nursing staff developed an action plan. By August, nurses supported by Wendy Kline, MSN, RN, CNML, Director of the Medical Oncology Unit (MOU) and Stephanie LaFaso, MSN, RN, Clinical Educator II implemented a pilot program. This program included new activities nurses used to prevent patients who had previously fallen from falling again. The result of this collaborative effort brought the frequency of repeat falls to zero by November.

Transformational Leadership

Chelsea Mazurek, BSN, RN, PCCN from ICU is working with the Code Blue Committee, her peers, clinical educator, and nurse director to revise the Code Blue documentation form. By taking the lead with revising the form, Chelsea worked to increase documentation efficiency which translated into less duplication and increased time for patient care.



Inspiring Future Nurses



Nurses in the Classroom

To increase student awareness of healthcare careers, nursing staff visited various schools and provided information. In May, nurses from the Emergency Department, Surgical Services, and the Psychiatric Unit shared the various careers available within their departments at the Southern Vermont Area Health Education Centers (AHEC) career fair held in Castleton, Vermont. Other nurses visited Norwich University in the Fall to share similar information during the Vermont Health Occupations Students of America (HOSA) event that allowed high school students to explore these careers. Nursing, along with Patient Experience and Safety & Compliance staff, introduced local high school students to potential careers during the 8-week Health Education Resources and Opportunities (HERO) after school program.

“Nurses are the ‘life blood’ of the organization.”

– Allan Eisemann, MD



Partnering with Castleton

Rutland Regional nursing staff not only reached out to local schools, but schools like Vermont State University Castleton Campus reciprocated. In November of 2023, the Community Relations Committee from the Castleton campus collaborated with the Vermont

Teddy Bear Company and jointly provided the Emergency Department (ED) with 45 teddy bears. These bears help ED nursing staff connect with and ease the fears of their pediatric patients.



Gender, Diversity, and Inclusivity

During June of 2023, nursing observed Pride Month and Juneteenth. Several nursing staff participated in the downtown Rutland Pride Festival on June 17, 2023. Deb Hough, MSN, RN, CSSM, CNOR anchored the balloon rainbow that marked the entryway into the event. Carole “Gert” Mayes, PhD, RN, NP-BC, CNOR and Tracey Hayes, Monitor Tech helped at the RRMCC booth giving out treats. Within the walls of RRMCC, staff also demonstrated their alliance with the LGBTQ+ community by wearing stylized attire.



The DAISY Award was established by the family of J. Patrick Barnes who died at 33 of an autoimmune disease. His family was overwhelmed by his nurses' clinical skills and compassion. So, they created the Diseases Attacking the Immune System (*DAISY*) Award to thank nurses everywhere for exceptional care. Many nurses at RRMCC who exemplify these skills and compassion are nominated for the award by patients, families, and/or their peers. In November, we honored two exceptional nurses chosen by their peers as most deserving of the award.

2023

DAISY Individual Award Recipients



Danielle Fitzsimmons, BSN, RN from MOU was nominated by a patient's family member. The family member recognized Danielle for her attentiveness, individualized care, and thoughtful nature to not only the father but also the family. Finally, she ensured the family member's father was never alone, which provided great comfort to the family and the patient at the end of his life journey.



Nicole Roberts, ASN, RN from SCU was also nominated by a patient's family member. The family member shared Nicole used her previous experience with dementia patients to "respectfully and compassionately care for" this patient during the hospitalization. Nicole was also able to impart tips for caring for this patient once discharged, and provided the care the family member described as "priceless."

DAISY Recipients Danielle and Nicole with their nursing leaders, Wendy Kline, MSN, RN, CNML, Karen Ferreira, BSN, RN, RN-BC, and Katie Ruby, BSN, RN, RN-BC.





2023 Advanced Practice Provider of the Year

In 2023, Danielle Robillard, MSN, APRN, FNP-BC, PCCN was named the Rutland Regional Medical Center Advanced Practice Provider of the year. Danielle's career with RRMC began in 2013 as she worked as a licensed nursing assistant. Hungry for more, she earned her Associates Degree in Nursing from Castleton State College, a Bachelor's Degree in Nursing from the University of Texas in Arlington in 2016, and a Master's Degree in Nurse Practitioner Studies from Purdue University in 2019. After earning these degrees, she attained her family nurse practitioner certification from the American Academy of Nurse Practitioners while maintaining her progressive care nurse certification.

Danielle's kindness, compassion, clinical skills, and collegiality shine as she works with patients and colleagues. She demonstrates commitment to her patients, provides medical information in an easy to understand way, and goes above and beyond to help her patients and colleagues.

Nursing Recognition

Service Anniversaries

During the year, multiple nurses celebrated 40 or more years of service. The long tenure shows their commitment to the organization and our community.

45 Years

Toni Boltz, BSN, RN
Intensive Care Unit

40 Years

Lesa Cathcart, MSA, BSN, RN, RN-BC
Director of Psychiatric Unit

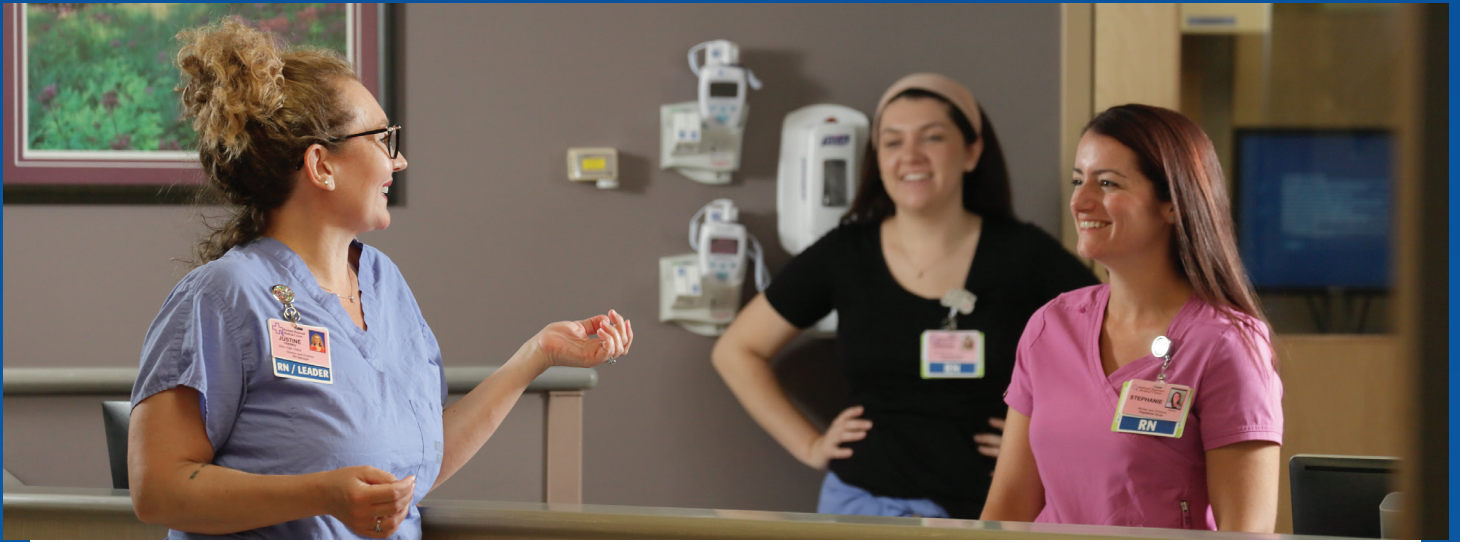
Deb Harte, ASN, RN
Diagnostic Imaging Nursing

Donna Kennedy, LNA
Float Pool

Renee Mandigo, ASN, RN
Ambulatory Care Unit

Amy McLaughlin, BSN, RN, PCCN
Progressive Care Unit

Leadership



Rutland Regional nursing staff serve as leaders not only within the organization but in the community. Many nurses fill these leadership roles for professional nursing and community organizations.

Community Board Membership

Amanda Bogertman, BSN, RN, CWON

Served on the New England Wound Ostomy & Continence Nurses Society Board

Coral Hawley, BSN, RN, CAPA, CPAN

Served on the Roger Clark Memorial Library Board of Trustees

Samantha Helinski, MSN, RN, CWOCN, CCTM

Served on the Nursing Research & Evidence-Based Practice Symposium Board

Courtney Collins, BSN, RN, CEN

Served on the Rutland City School Board

Deborah Hough, MSN, RN, BS, CNOR, CSSM

Served as a board member on the Norwich Community Advisory Board

Elizabeth A. Kyhill, MSN, RN

Served as a Board Member for Community Health Centers of the Rutland Region

Jody McIntosh, MSN, RN, CIC

Served on the Wonderfeet Kids' Museum Board of Directors as the Vice President

Kathleen M. Boyd, MSN, RN, NE-BC, CCM, RN-BC

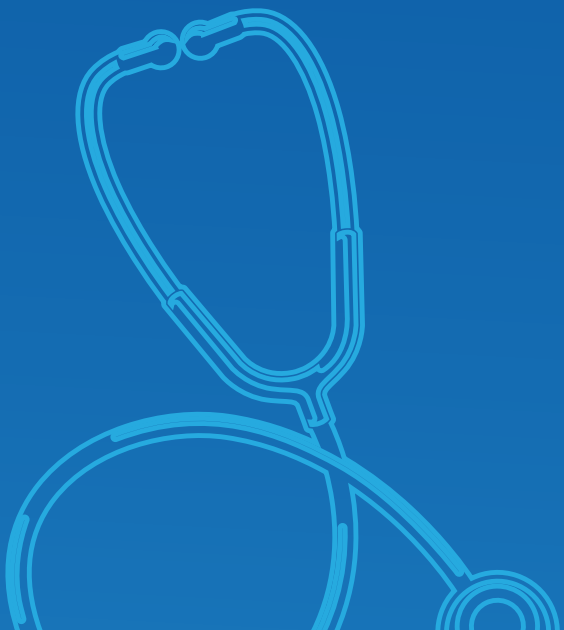
Served as a member of the Rutland Free Care Clinic Board of Directors

Kelly Watson, DNP, MHA, RN, FACHE

Served as an Ex-Officio Board Member in the Northern New England Chapter of the American College of Healthcare Executives

Sheena Fisher, MSN, RN, CEN

Served as a member of the Regional Ambulance Board



Throughout the year, Rutland Regional Medical Center nurses represented the organization well by presenting their work on national and international levels.

Erica Hoffman, MSN, RN and Taylor Bullock, BSN, RN from Women's and Children's Unit presented the Implementation of Fentanyl Urine Toxicology Testing quality improvement project at various regional and national events. These events included the Vermont Association of Women's Health, Obstetric and Neonatal Nurses (*AWHONN*) Conference in early October, the 13th Annual Nursing Research & EBP Symposium held in Burlington in October, and during the 3rd Annual RPMC Mini Research & QI Symposium in December.



Erica Hoffman, MSN, RN and Taylor Bullock, BSN, RN

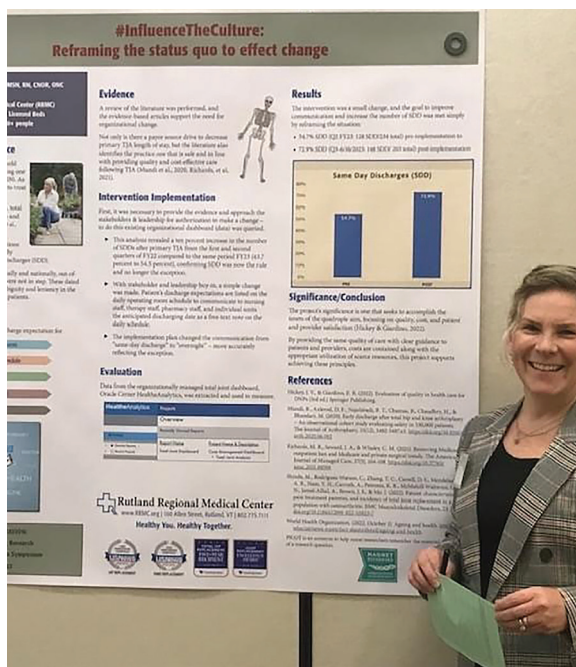
Carole "Gert" Mayes, PhD, RN, NP-BC, CNOR presented at various events ranging from local to international audiences during 2023. During the April AORN Expo in San Antonio, she shared her findings from the perioperative nurse turnover research study as a guest speaker during a leadership presentation. In June, Dr. Mayes presented The Ripple Effect of Nursing Research: Local to Global at the virtual 6th International Conference on Nursing Science and Healthcare hosted in Jakarta, Indonesia. During the Fall, she shared her surgical attire guideline adherence study findings at the 13th Annual Nursing Research & EBP Symposium held in Burlington, Vermont.



Carole "Gert" Mayes, PhD, RN, NP-BC, CNOR and Nicole Sharow, BSN, RN

Nicole Sharow, BSN, RN and Carole "Gert" Mayes, PhD, RN, NP-BC, CNOR co-presented findings that demonstrated the trustworthiness of a perioperative nurse turnover theory during the 3rd Annual RPMC Min Research & QI Symposium.

Jennifer Wasilauskas, MSN, RN, CNOR, ONC from Case Management presented her quality improvement project that helped increase total joint replacement patients' same day discharge expectation at the 13th Annual Nursing Research & EBP Symposium held in Burlington.



Jennifer Wasilauskas, MSN, RN, CNOR, ONC

Professional Development

Clinical Advancement Program (CAP)

The purpose of the RPMC Clinical Advancement Program is to promote excellence in patient and organizational outcomes by recognizing and rewarding nurses' ongoing development of clinical expertise and leadership skills as they move from novice to expert. These nurses in non-leader positions, exemplify and model the Nursing Excellence criteria as outlined in the American Nurses Credentialing Center (ANCC) Magnet Recognition Program® and the Rutland Regional nursing professional practice model. As part of the program, these nurses implement a quality improvement project and disseminate the results during the CAP ceremony. This year 13 of our extraordinary nurses completed their CAP on November 8, 2023, bringing the total CAP Nurses to 28.



2023 CAP Program Graduates

2023 CAP Nurses

- Austin Brownlee, RN
- Kimberly Balch, BSN, RN
- Marcia Bergen, RN, CCRN
- Taylor Bullock, BSN, RN
- Ariane Cameron, MSN, RN, RN-BC
- Rebekah Cook, RN
- Bonnie Corsi, RN, RN-BC
- Sharon Decato, BSN, RN, CCM
- Kelly Filippi, RN
- Fred Garrow, MSN, RN, NE-BC, RN-BC
- Lauren Griffin, BSN, RN, RN-BC
- William Guban, RN
- Coral Hawley, BSN, RN, CAPA, CPAN
- Samantha Helinski, MSN, RN, CWOCN, CCCTM
- Erica Hoffman, BSN, RN
- Ruth Larkin, BSN, RN, PMH-BC
- Kaitlin McCarthy, BSN, RN, CNOR

28

CAP Nurses

Jody McIntosh, MSN, RN, CIC

Hanna Neyman-Gonzales, BSN, RN

Kristen Rollason, RN, CAPA, CPAN

Lisa Schauwecker, BSN, RN, CRRN, ONC, RN-BC

Aime Schulte, BSN, RN

Jill Smith, BSN, RN, CCM

Suzanne Smith, RN

Yulia Smith, MSN, RN, RN-BC

Lisa Thompson, BSN, RN

Jennifer Wasilauskas, MSN, RN, CNOR, ONC

Monica Weber, RN, CPAN

**Educated,
Skilled,
and Certified.**



Celebrating our Certified Nurses

Rutland Regional Medical Center recognizes and honors the unique contributions of our Board-Certified Nurses. In alignment with the American Nurses Credentialing Center (ANCC) Magnet® designation, Rutland Regional nurses continue to demonstrate their professionalism, leadership, and commitment to excellent patient care. List is reflective as of December 31, 2023.

CHIEF NURSING OFFICER

Kelly Watson, DNP, MHA, RN, FACHE

AMBULATORY CARE UNIT

Coral Hawley, BSN, RN, CAPA, CPAN
Kristen Rollason, BSN, RN, CAPA, CPAN
Alyssa Williams, BSN, RN, PCCN

ANESTHESIA

Johnna Grabusky, MSN, APRN, CRNA
Sarah Hewitt, MSN, APRN, CRNA
Donald Johnson, MSN, APRN, CRNA
Mary-Agnes Knoles, MSN, APRN, CRNA
Claudette Maloney, MSN, APRN, CRNA
Hayley Simpson, MSN, APRN, CRNA
Kathleen Sloop, MSN, APRN, CRNA
Cathy Sommer, MSN, APRN, CRNA
Kelly St. Cyr, MSN, APRN, CRNA

CASE MANAGEMENT

Courtney Aubertin, BSN, RN, CMSRN
Cindy Baumann, BSN, RN, CCM
Ashley Bergendahl, RN, RN-BC
Kathleen Boyd, MSN, RN, NE-BC, CCM,
RN-BC
Ariane Cameron, MSN, RN, RN-BC
Frederick Garrow, MSN, RN, NE-BC,
RN-BC
Samantha Helinski, MSN, RN, CWOCN,
CCCTM
Patricia Shaw, MSA, BSN, RN, RN-BC
Mary Frances Skaza, BSN, RN, CCM
Jill Smith, BSN, RN, CCM
Yulia Smith, MSN, RN, RN-BC
Sara Trepanier, BSN, RN, CCM
Jennifer Wasilauskas, MSN, RN, CNOR,
ONC
Suzanne Woodbury, BSN, RN, CCM,
ONC

CENTER FOR SLEEP DISORDERS

Brooke Larmie, MSN, APRN, ANP-BC

CODING

Tracie Harris, MSN, RN, CCM

CORPORATE COMPLIANCE

Flavia Porch, BSN, RN, CEN

DIAGNOSTIC IMAGING

Crystal Bennick, BSN, RN, CRNI
Marcia Bergen, RN, CCRN
Sarah Christiana, BSN, RN, CRNI
Concepcion Flanders, RN, RN-BC
Jonathan Prendergast, BSN, RN, CRNI
Brittini Racine, BSN, RN, RN-BC,
CRNI, CRN

EMERGENCY DEPARTMENT

Christopher Andrews, MSN, APRN,
FNP-BC
Morgan Ax, MSN, RN, CEN
Donald Bloodworth, MSN, APRN,
FNP-BC
Robert Bromley, RN, CEN
Courtney Collins, BSN, RN, CEN
Kassia Dutton, BSN, RN, CEN
Sheena Fisher, MSN, RN, CEN
Jennifer Hulsebus, BSN, RN, CEN
Jennifer Langsett, MSN, APRN, FNP-BC
Myla Lindroos, BSN, RN, CEN, CPEN,
CCRN
David McGee, RN, CEN
Catherine Morris, BSN, RN, CEN, CPEN
Thomas Neumann, BSN, RN, CEN

EMPLOYEE HEALTH

Hannah Mulligan, MSN, APRN, FNP-BC

ENDOSCOPY

Kathleen Edgerton, BSN, RN, RN-BC
Danielle Hausler, BSN, RN, PCCN

ENT & AUDIOLOGY

Katie Parker, MSN, APRN, FNP-BC

FOLEY CANCER CENTER

Danielle Brown, BSN, RN, OCN
Holly Fox, RN, OCN
JoEllen Goulet, BSN, RN, OCN
Kendra Hollister, BSN, RN, OCN
Jessica Jackson, RN, OCN
Susan Nordmeyer, RN, OCN

HOSPITAL MEDICINE

Danielle Robillard, MSN, APRN,
FNP-BC, PCCN
Briana Hoar, MSN, APRN, FNP-BC

HOUSE RESOURCE

Shirley Moyer, RN, RN-BC
Lauren Flanders, BSN, RN, CVRN-BC

INTENSIVE CARE UNIT

Barbara Ax, RN, CCRN
Jennifer L. Barber, BSN, RN, CWOCN
Gerard Beaudry, MSN, APRN, ACNP-BC,
FNP-BC
Margaret Duffy, MSN, RN, CCRN
Matthew Guy, DNP, APRN, ACNP-BC
Katherine LaMontagne, BSN, RN, CCRN
Aimee Schulte, MSN, RN, PCCN
Alyssa Scott, BSN, RN, PCCN
Karen St. Marie, RN, CCRN

LABOR & DELIVERY

Rebecca Allen, RN, RNC-MNN
 Jody Ketcham, BSN, RN,
 RNC-MNN
 Jody McIntosh, MSN, RN, CIC
 Katy Moore, RN, RNC-MNN
 Catherine Toda, MSN, RN,
 RNCOB, CLC

MEDICAL ONCOLOGY UNIT

Marvy Brown, BSN, RN, RN-BC
 Wendy Kline, MSN, RN, CNML
 Melissa Messier, BSN, RN,
 RN-BC
 Samantha Roberts, RN, RN-BC
 Ashlie Whittemore, BSN, RN,
 RN-BC

NURSING EXCELLENCE

Carole “Gert” Mayes, PhD, RN,
 NPD-BC, CNOR

OPERATING ROOM

Deborah Hough, MSN, RN,
 CNOR, CSSM
 Marci Matson, RN, CNOR
 Kaitlin McCarthy, BSN, RN,
 CNOR
 Thelecia Molaski, RN, CNOR

PALLIATIVE CARE

Eva Zivitz, MSN, RN, CHPN
 Patricia Kent, RN, CHPN

POST ANESTHESIA CARE UNIT

Rita Hansen, BSN, RN, CPAN
 Monica Weber, RN, CPAN

PROGRESSIVE CARE UNIT

Chelsea Mazurek, BSN, RN,
 PCCN, CCRN
 Amy McLaughlin, BSN, RN,
 PCCN
 Hayley Santopolo, BSN, RN,
 PCCN
 Michael Tylanda, RN, PCCN

PSYCHIATRIC SERVICES

Lesla Cathcart, MSA, BSN, RN,
 RN-BC
 Claudia Courcelle, MSA, BSN,
 RN, CCM
 Connie Fisk, MSN, APRN,
 PMHNP

Donald Grenier, MSN, RN,
 PMHNP-BC
 Lauren Griffin, BSN, RN, RN-BC
 Maria Houston, BSN, RN,
 PMH-BC
 Meredith Kiesel, MSN, APRN,
 PMHNP
 Ruth Larkin, BSN, RN, PMH-BC
 Lindsey Lyle, MSN, RN,
 PMH-BC
 Mary Kate Marcellus, MSN, RN,
 RN-BC
 Maxine Rand, DNP, NEA-BC
 Lisa Schauwecker, BSN, RN,
 CRRN, ONC, RN-BC

PULMONARY SERVICES

Julie Charnock, RN, RN-BC
 Jill Merrill, BSN, RN, CCCTM

QUALITY & SAFETY

Ann Irons, BSN, RN, RN-BC
 Allison Windas, MHA, BSN, RN,
 CENP, NEA-BC, CPHQ

RUTLAND DIABETES & ENDOCRINOLOGY CENTER

Lauren Oberg, BSN, RN, CDE

RUTLAND DIGESTIVE SERVICES

Samantha Sarno, MSN, APRN,
 AGPCNP-BC

RUTLAND GENERAL SURGERY

Joan Attig, MSN, APRN,
 ANP-BC, CWCN, COCN
 Amanda Bogertman, BSN, RN,
 CWON
 Bonnie Corsi, RN, RN-BC
 Hannah Lestingi, BSN, RN,
 AMB-BC

RUTLAND HEART CENTER

Tracy Albert, RN, RN-BC
 Karen Fuller, RN, RN-BC
 Kathleen Sgorbati, BSN, RN,
 RN-BC
 Kayla Webster, MSN, APRN,
 FNP-BC

RUTLAND WOMEN'S HEALTHCARE

Sarah Bache, MSN, APRN,
 WHNP-BC, RNC-OB, CLC
 Sarah Barton, DNP, APRN, CNM
 Megan Hasbrouk, BSN, RN,
 IBCLC
 Lisa Underhill, BSN, RN, RN-BC,
 CLC

SURGICAL CARE UNIT

Kate Bascue, RN, RN-BC
 Anne Day, BSN, RN, RN-BC
 Karen Ferreira, BSN, RN, RN-BC
 Lisa Leedom, RN, CWOCN
 Courtney Lury, BSN, RN, RN-BC
 Virginia McQueen, BSN, RN,
 RN-BC
 Isobel Nimtz, BSN, RN-BC
 Lauralee Nop, BSN, RN,
 MedSurg-BC
 Katie Ruby, BSN, RN, RN-BC
 Molly Sherman, BSN, RN,
 RN-BC

TRAINING & EDUCATION

Andrea Borchlewicz, MSN, RN,
 RNC-MNN, CLC
 Amy Harmon, MSN, RN,
 MedSurg-BC
 Heather McRae, MSN-Ed, RN,
 PCCN, RN-BC, NPD-BC
 Melodie Walker, MSN, RN,
 NPD-BC, CCRC

UTILIZATION MANAGEMENT

Sheri Bankert, BSN, RN, RN-BC
 Grace Morse, BSN, RN, CCM
 Abigail Polhemus, BSN, RN,
 RN-BC

VERMONT ORTHOPAEDIC CLINIC

Jodi Hyndman, MSN, APRN,
 FNP-BC, RNFA

WEST RIDGE CENTER

John Dyer, BSN, RN, PCCN

WOMEN'S & CHILDREN'S UNIT

Suzan Brower, RN, RNC-MNN
 Amy Pfenning, MSN, APRN,
 CPNP
 Leah Romine, MSN, RN, RNCOB
 Elizabeth Wheeler, RN, CLC
 Amy Williams, BSN, RN,
 RNC-MNN

Scholarships

Rotary Club of Rutland

The Rotary Club of Rutland established a nursing education scholarship supporting local students pursuing a nursing career. In the Spring of 2023 Caitlin King, BSN, RN received the scholarship to support her pursuit of her Family Nurse Practitioner degree.



Scholarship Recipient, Caitlin King, BSN, RN

2023 Carol P. Welsh Scholarship Recipients

The Carol P. Welsh scholarship was established by her family to honor her long-time service and dedication to continuing education. In 2023, two nurses including Coral Hawley, BSN, RN, CAPA, CPAN and Jill Merrill, BSN, RN, CCTM received the award. Coral used the funds to support earning a Wellness & Lifestyle Certificate. Coral plans to help others and to personally incorporate more holistic methods into patient care. Jill applied her award toward earning her Professional Certificate in Nursing Leadership. As the RN Manager of Multispecialty Services covering infectious diseases, pulmonology, and the sleep center, Jill plans to increase her leadership knowledge and skills with the information learned.



Scholarship Recipient, Coral Hawley, BSN, RN, CAPA, CPAN



Scholarship Recipient, Jill Merrill, BSN, RN, CCTM



Scholarship Recipient, William Bogertman, BSN, RN



Scholarship Recipient, Summer McPhetres, LPN

2023 Rutland Area Medical Community Scholarship

The Rutland Area Medical Community members, comprised of area physicians, retired physicians, physician assistants, and nurse practitioners, provide annual scholarship awards aimed at creating opportunities that empower recipients to achieve excellence in education. In 2023, William Bogertman, BSN, RN and Summer McPhetres, LPN received two of the scholarships. William is pursuing his Nurse Practitioner degree and Summer is pursuing her RN license.

Sigma Theta Tau Induction

In April, seven soon-to-be RRMC nurses were inducted into the Sigma Theta Tau nursing honor society, an international community of nurses. This community of nursing students and nurses demonstrate a dedication to advancing knowledge, teaching, learning, and service. These students demonstrated excellence in scholarship and leadership throughout their academic progression.

2023 Inductees

- Alexandra Alger
- Grace Russell
- Miranda Stoutes
- Molly Pfenning
- Carole “Gert” Mayes,
Membership Committee
- Lauren Schreiber
- Amanda Ziliski
- Rafael Robles
- Deborah Hough,
Membership Committee



2023 Nurse Residency Graduates

Abigail McKearin

Andrea Caravaggio

Cailin Curler

Cassie Harnett

Chloe Harris

Collen Congdon

Courtney Aines

Danielle Fitzsimmons

Diane Rosenmiller

Holly Anderson

Jillian Flanders

Katie Pulver

Lucy Lawlor

Lydia May

Megan Irons

Meighan Rice

Melinda Lewis

Mykaela Honnon

Nikka Bactad

Stephanie Colton

Sydney Soren

Vanessa Fales

Zachary McCutcheon

Nurse Residency Program Graduates



The Vizient/AACN Nurse Residency Program™ (NRP) was implemented at Rutland Regional in 2018 to address the ever-increasing demand for nurses. The NRP was built around the American Association of Colleges of Nursing Essentials of Baccalaureate Nursing Education and designed to help new graduate nurses transition into a professional nursing role during their first year of clinical/professional practice. An improved transition has shown to foster a decrease in nurse turnover rates, improve decision-making skills, enhance clinical nursing leadership practices, and incorporate research-based evidence into practice. The program increases the expertise of the nursing workforce and positively influences patient outcomes.

Content of the NRP spans the spectrum of professional life. The curriculum includes sections on leadership, professional roles, and quality outcomes, as well as a focus on nursing in ambulatory care environments. The residents study and learn the curriculum through monthly seminars and group discussions. An integral component of the NRP is the evidence-based practice project (EBPP). All residents are required to complete an EBPP, which supports the development of critical thinking and clinical reasoning skills. The projects are presented at the end of the residency program during graduation as a poster presentation.



2023 Nurse Residency Program Graduates

Nursing Councils

In alignment with the Nursing Strategic Plan, Professional Practice Model, and Theoretical Framework, Rutland Regional Medical Center supports shared decision-making and governance throughout nursing with nursing councils and committees representing and supporting the nursing body in its entirety. The Department of Nursing Excellence provides a context for nursing and all members of the healthcare team to understand and participate in the core elements of professional nursing practice by providing the framework for organizing quality, education, evidence-based practice, research, recruitment and retention, communication, and leadership.

Letter from our Council President



Dear Nursing Colleagues,

As your Nursing Shared Governance Council (NSGC) president, I am very proud to be part of a dedicated, caring, compassionate, and empowered nursing team here at Rutland Regional Medical Center.

Our NSGC is comprised of representatives from different nursing departments. Nurses and nurse leaders share in decision-making and solution development that impacts nursing practice. As healthcare grows more complex, the council serves as a forum where we can explore ways to improve patient care. In 2023, members reviewed and revised nursing policies using best practice, received continuing education, recognized the professional growth of 13 nurses meeting Clinical Advancement Program requirements, and honored two nurses with the DAISY award that celebrates nurses' exceeding expectations. These activities demonstrate our nurses' commitment to ensuring the highest standards of patient care.

2024 NSGC goals include:

- » Extending membership to LNAs, MAs, & Techs
- » Revising nursing policies to ensure they meet best practice standards
- » Participating in updating the nursing strategic plan

It was a true honor and privilege to serve as your Council President. I am proud and grateful to work with a fantastic nursing team and inspired by the many ways nursing goes above and beyond to make RRMC a great place to receive care and an even greater place to provide care.

Keri Bullock

Keri Bullock, RN
President, Nursing Shared Governance
Council, 2022-2023



Nurses' Week | May 6 - 12

Nurses' Week daily activities included puzzles, random drawings for flower baskets, treats delivered to all shifts and sites, spirit days where staff wore specific colors, and highlighting individual nurses. Nursing and all staff joined in the fun as they dressed in colors specific to the week. To say thank you, Nursing Excellence randomly selected nurses and LNAs to receive beautiful flower baskets.

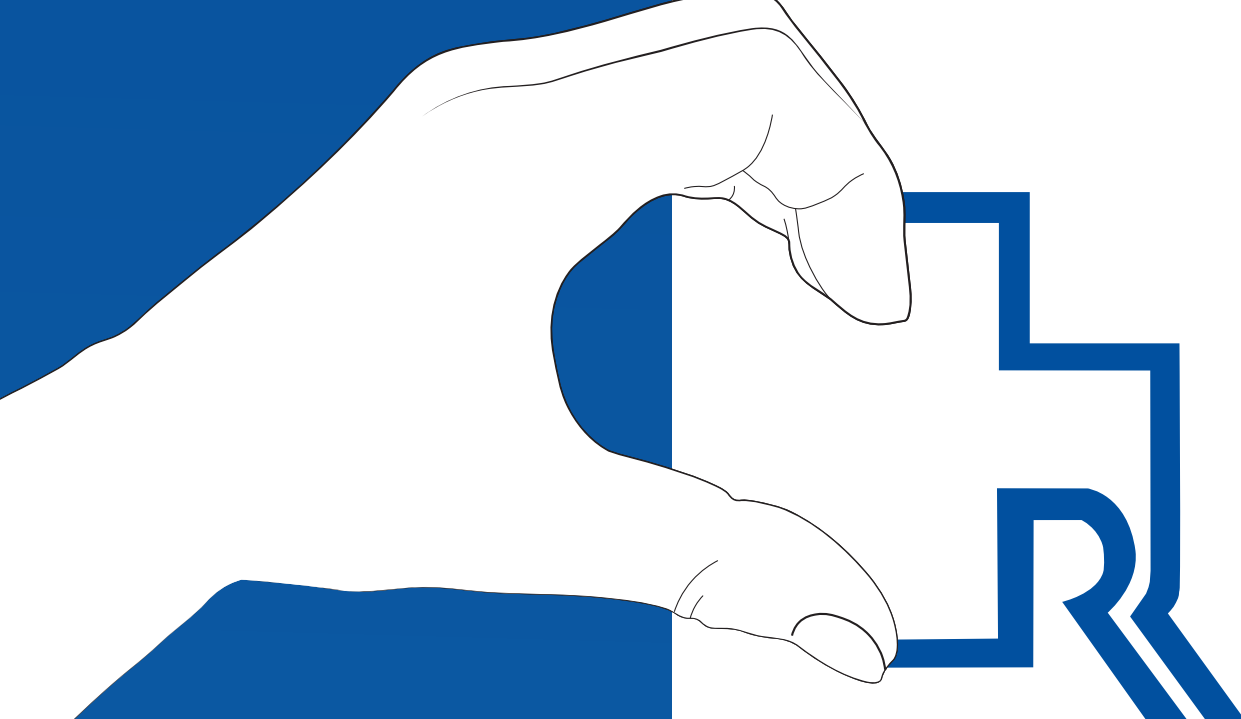
Internal Celebrations

Special Events and Holidays

Throughout the year, nursing celebrated special events and holidays with their colleagues. The Emergency Department nursing staff demonstrated their playful spirit throughout the year. During Emergency Nurses Week in October, they played Count Scapula and held a chili cook-off. In December, they put on their finest holiday apparel and found Iv (*pronounced Ivy*) throughout the department.

The Ambulatory Care Unit/Post Anesthesia Care Unit joined the December holiday attire party while the Operating Room celebrated Perioperative Week by racing to find and assemble various Mr. Potato Heads.





Nurses in Our Community



The Emergency Department nursing staff spearheaded an outreach to Turning Point and helped serve a meal to community members.



Our WACU nurses joined in the 10th annual Vermont's Original Pregnancy & Baby Expo. They shared info about local products, services, and support for pregnancy and postpartum care. They also spoke about perinatal mood disorders and promoted infant sleep during the Rutland Climb out of Darkness event.



During the fall, RRMC nurses partnered with Sigma Theta Tau Omega Mu Chapter-at-Large and other hospital staff to address Alzheimer's disease and breast cancer. These nurses helped raise \$220 in local funds for the Alzheimer's Association and \$625 during the American Cancer Society's Making Strides Against Breast Cancer event.



Liza Eddy, MSN, RN coordinated an interdisciplinary and multi-organizational team to create the “Together We Care-a-Lot” float. With music flowing, candy being handed out, and numerous Care Bears dancing, the team won Most Creative Float.



Throughout the year, nurses like Deborah Hough, MSN, RN, CNOR, CSSM, Carole “Gert” Mayes, PhD, RN, NPD-BC, CNOR, Kaitlin McCarthy, BSN, RN, CNOR, Ruth Larkin, BSN, RN, PMH-BC, and Haley Anderson, ASN, RN shared their time and talents with the Rutland County Free Clinic where they helped those either under or uninsured or unable to access a provider.



Nursing along with other RRCM staff jumped in to support the Wonderfeet Children’s Museum fundraiser by performing in the Lip Sync Battle.

★ Rutland, VT

Rutland Regional National Awards & Recognitions



