



Nursing Annual Report

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

2021 | 2022



**“ We are what we repeatedly do.
Excellence, therefore, is not an
act but a habit. ”**

- Aristotle

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Awards & Recognitions

Letter from the CNO



Dear Nursing Colleagues,

I was honored to join the team at Rutland Regional Medical Center in July 2022. As your Chief Nursing Officer, I have been humbled by and grateful for your hard work and resiliency during the past year, and I am incredibly proud of the compassionate care you provide for our patients and our community. When I came to Rutland Regional last summer, the COVID-19 pandemic was winding down and beginning to shift from crisis response management to more normal operations and protocols. As we transitioned to more standard practices, we had a renewed sense of enthusiasm for the future, and a refocus on getting back to the meaningful work that we love. During the past several months, we have welcomed a new CEO who is not new to Rutland Regional, but an experienced leader who knows our hospital and our community well. As an executive leadership team, we have reengaged with frontline staff, recommitted to nursing excellence, training and education, and reevaluated our safety protocols. Workforce development has been a priority for Rutland Regional and for our nursing teams. We have focused on filling key leadership positions. We restarted employee recognition programs including bringing back our DAISY Award celebration during National Nurses Week, and we established the “Great Catch Award” to engage and recognize all employees, both clinical and non-clinical in improving patient and staff safety throughout the organization.

We began to reassess our nursing residency program and provide resources to recruit and retain nurses in an environment where they feel safe and have the very best tools possible to work at the top of their license. From a quality and safety perspective, we have a renewed commitment to excellence with priorities focused on processes, data management, and achieving strategic goals. As a nursing team, we bring together diverse backgrounds, personalities, skills, and interests, all with a common goal to provide the very best care for our patients and our community. Every one of us has a role, and that is what makes our hard work meaningful and rewarding. Together, our future is bright. Thank you for your commitment to Rutland Regional Medical Center, I am honored to work with such an outstanding team of nurses.

A handwritten signature in black ink, appearing to read "Kelly Watson".

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

Letter from the CEO



Dear Nursing Colleagues,

I would like to express my heartfelt gratitude to each of you for your unwavering dedication and commitment to Rutland Regional Medical Center and our community. As nurses you are at the heart of our patient care. Often the first to engage with patients about their concerns, nurses help to build a trusting and respectful relationship between patients and their care team. These relationships are an essential part of the compassionate, high-quality care that patients and their families have come to expect and appreciate at Rutland Regional. The past few years have challenged all of us in many ways. Like other organizations, Rutland Regional has faced financial and staffing challenges, workplace violence issues, rising inflation, and supply chain shortages. Despite that, by working together we have maintained accessible, high-quality patient care and committed to plans which grow services that are vital to our community. Developing a safe and positive culture, with collaborative and trusting teams, allows us to respond to challenges with the determination and the grit and grace that makes our community hospital unique, and keeps us focused and moving forward.

I am grateful for your ongoing engagement supporting nursing excellence, professional growth, improved patient outcomes, collaboration, and thoughtful and innovative care delivery. Individually and collectively, you are making a difference. Thank you for your dedication to our patients, our community, and to each other. I look forward to our continued work together to ensure a bright future for Rutland Regional Medical Center.

Judi Fox
President & CEO

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 support nursing excellence. The Rutland Regional 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 health outcomes.

Patient Centered Care:

We deliver high quality, compassionate care that is patient centered and evidenced-based to provide best outcomes. We offer love, comfort, and protection to all those around us. We advocate for and promote the health of our 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.

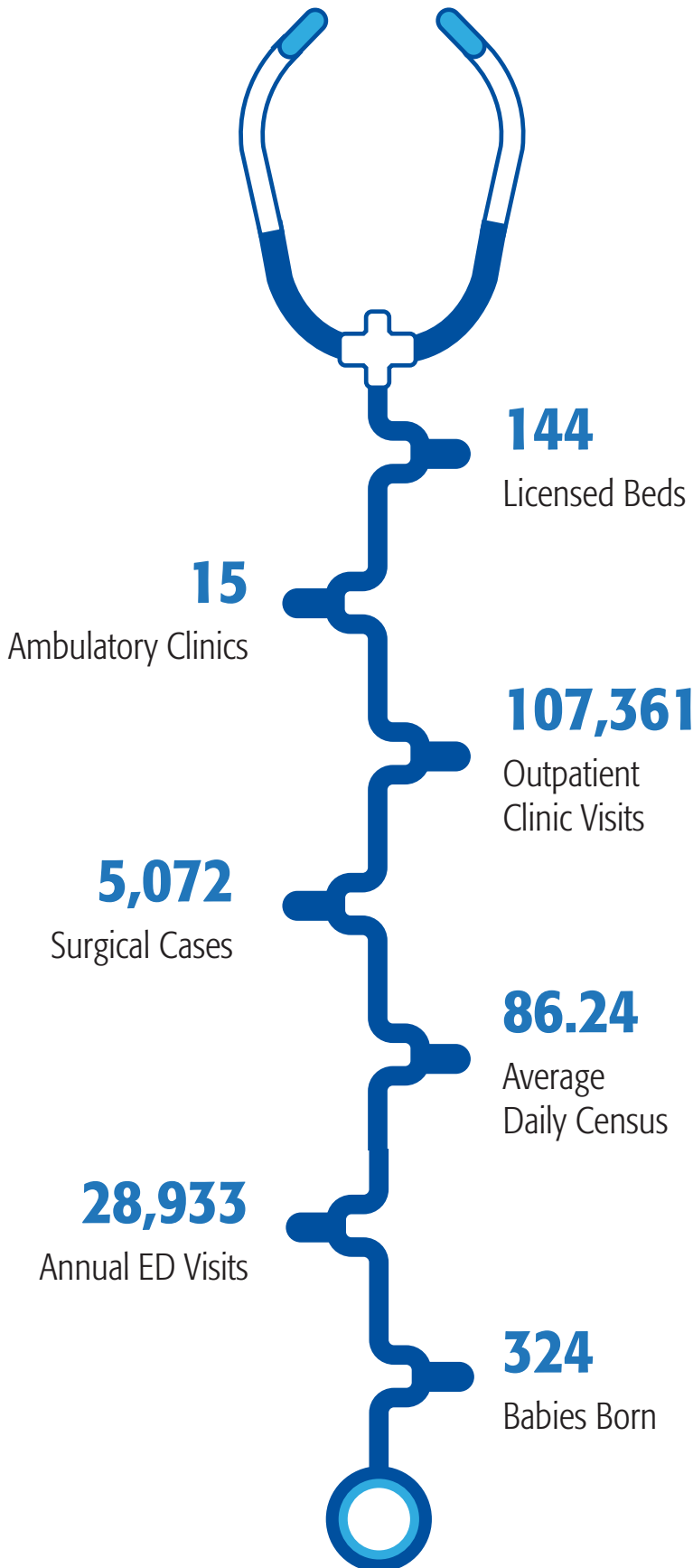
Professional Development:

We are educated, skilled, and certified. We utilize a clinical ladder and celebrate achievements. We work autonomously and at the top of our license.

Collaborative Relationships:

We are collaborative members of the healthcare team. We respect ourselves, each other, all members of the healthcare team, and most importantly our patients and community.

2022 Statistics



Our Team

485 Nurses

12

Average years of service

35%

of registered nurses are specialty certified

56%

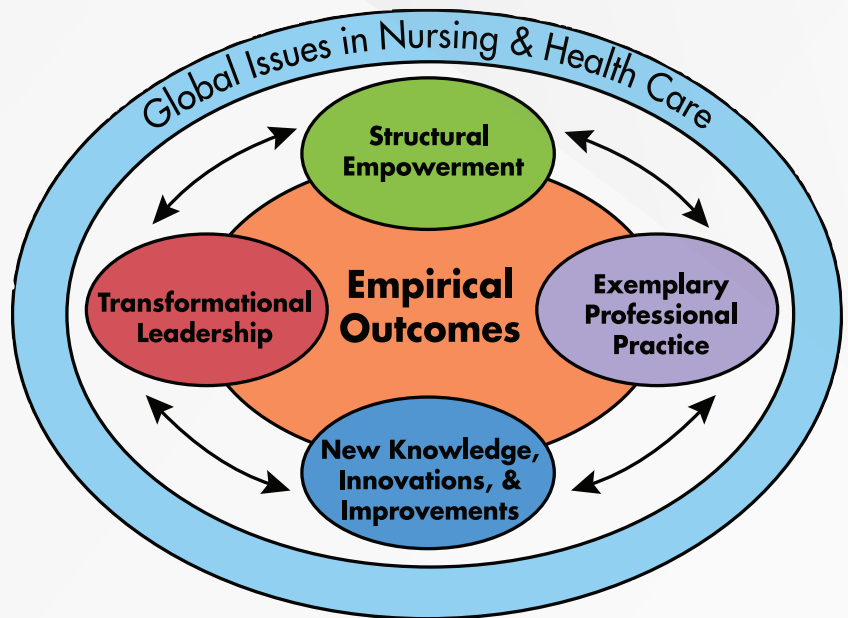
of registered nurses hold a BSN or higher

Magnet Model

At Rutland Regional Medical Center, the Magnet framework serves as a guide for nursing practice and research. As the model indicates, we seek to identify and implement innovative practices, support nurses' efforts to lead change, and promote the profession. These activities lead to exceptional patient care and influences healthcare beyond our immediate community. Finally, as the term magnet suggests, these practices and outcomes help us attract exceptional nursing staff to our organization.

Transformational Leadership

In 2022, Kelly Filippi, RN identified arterial line and central line supplies were not easily accessible during emergent situations in the Intensive Care Unit through observation and by surveying her nursing and provider teammates. Kelly then brought the concern to her director. With the support of her director Alyssa Scott, BSN, RN, PCCN, Kelly collaborated with her team including her clinical educator Melodie Walker, MSN, RN, CCRC to identify the best methods to improve supply access and replace used supplies. Kelly ordered a special cart, obtained the needed supplies, provided a restocking list, and began educating the team about the cart. This project aimed to increase nursing and provider satisfaction with quickly accessing supplies, which could then lead to improved patient outcomes.



Structural Empowerment

During the Fall of 2021, the Medical Oncology Unit (MOU) admitted a practicing Muslim patient for end-of-life care. The goal of the MOU and palliative care nurses was to support the patient and family through their final days by ensuring the patient's comfort and religious needs were met. Collaboratively, the nursing staff led by Eva Zivitz, MSN, RN, CHPN provided pain medication as needed, ensured the bed faced Mecca, and lined up transport to the preferred funeral site.

New Knowledge: Improved Medication Administration Process for Select Obstetric Patients

In 2021, Catherine Toda, MSN, RN, RNCOB led the Birthing Center department with evaluating and implementing a new medication administration process. Catherine confirmed administration of the medication fell within nursing's scope of practice by reviewing the Vermont Board of Nursing's decision-making tree. She then collaborated with her leadership team including Leah Romine, RNC-OB, MSN and Andrea Borchlewicz, MSN, RN, RNC-MNN, CLC ensuring supporting policies and procedures were established, developing the medication administration orders, and coordinating the staff's training related to the medications' administration. In the end, Birthing Center registered nurses were trained and demonstrated competence in inserting vaginal misoprostol and dinoprostone for cervical ripening.

Exemplary Professional Practice

In 2022, operating room (OR) staff led by Kait McCarthy, RN, CNOR, the Orthopedic Team Lead, identified the need for additional arthroscopic shoulder instrumentation kits. This request was made based on an increased shoulder procedure volume. Without additional kits, instruments would need to undergo immediate use steam sterilization (IUSS), which does not meet best practice. In collaboration with the OR manager, surgical services director, and sterile processing manager, Kait helped gather the required information, which the director used to receive approval for the instrumentation purchase. This collaboration supported increasing the number of shoulder scope kits from four to six and eliminated the need for IUSS.



Increasing Care Complexity of Inpatient Psychiatric Patients

Nurses Lisa Schauwecker, BSN, RN, RN-BC, CRRN, ONC, Pam Poalino, RN, and Ruth Larkin, BSN, RN, PMH-RN recognized the increasingly complex healthcare requirements of their patients. Due to the increased need for medical care like respiratory treatments, these nurses developed a protocol for training their staff on the process. By providing this additional treatment on their unit, these nurses ensured their patients would continue to receive care in the environment most appropriate for them.

Improving Care for Patients Exposed to Fentanyl

Nurses from the Women's and Children's Unit identified that a test screening patients for the drug Fentanyl was needed. Without understanding if a patient used or a mother unintentionally was transferring the drug to her unborn child, staff felt they could not provide the best care possible to help these patients. Erica Hoffmann, BSN, RN and Taylor Bullock, BSN, RN worked with nursing and laboratory leadership to develop an order and process for obtaining the results. This new process allowed nurses to individualize care for any patient testing positive for this powerful opioid.

Care for Patients with Dementia

During the pandemic, Ariane Cameron, MSN, RN, RN-BC began planning a booklet addressing the needs of patients diagnosed with dementia and their support persons. In collaboration with the Rutland Community Collaborative Education and Engagement Committee and other community organizations, she led the booklet development. This booklet provided information on patient needs and resources available to the patient and support persons. Not only did home health agencies, the Council on Aging, and Emergency Department begin providing this information, but staff and their family members have used the information too.

Patient Centered Care



Rutland Regional's Alternative Care Site During the Pandemic

A group led by Keri Bullock, RN, Samantha Roberts, RN, RN-BC, and Kathleen Boyd, MSN, RN, NE-BC, CCM, RN-BC set up an alternative care site at Spartan Arena in Rutland in the event of a COVID-19 surge. Together with many additional teammates, they designed workflows to support safe and high-quality patient care, trained clinicians to care

for and manage patients, and created documentation specific to the need if care in a non-traditional environment was necessary. Happily, the alternative care site was not required, and the organization is now ready to implement this type of care site if needed in the future.



Gender, Diversity, and Inclusivity

Since 1970, June has been recognized as Pride Month to demonstrate support for the LGBTQ community. During this month, the Nursing Shared Governance Councils led an initiative to show support for the community by showcasing a special version of the Nursing Professional Practice Model designed to incorporate the colors of the rainbow flag. This graphic has since been adopted by the nursing department as the symbol of alliance. See how our nursing staff continues to support these values on page 25!



Every year the Nursing Department celebrates the dedication and commitment of our clinical nurses in delivering patient centered care with the DAISY Award for Extraordinary Nurses. The award coming from patients or peers represents their gratitude for the compassionate and exceptional care provided by these nurses. In April of 2021 and 2022, the recipients and nominees celebrated with friends, family, and colleagues in Rutland Regional Medical Center's Memorial Gardens.

2021



DAISY Individual Award Recipients

The 2021 recipients for the individual DAISY Award, left to right, are Danika Beaulieu, RN, Rebekah Cook, RN, Andrea Doran, BSN, RN, and Mona Rickert, RN, RN-BC.



DAISY Leader Award

The 2021 recipient for the DAISY Leader Award is Deborah Hough, MSN, RN, CSSM, CNOR.

DAISY Team Award

The 2021 recipient for the team DAISY Award is the Surgical Care Unit Nursing Care Team led by Anne Nichols, RN.



2022



DAISY Team Award

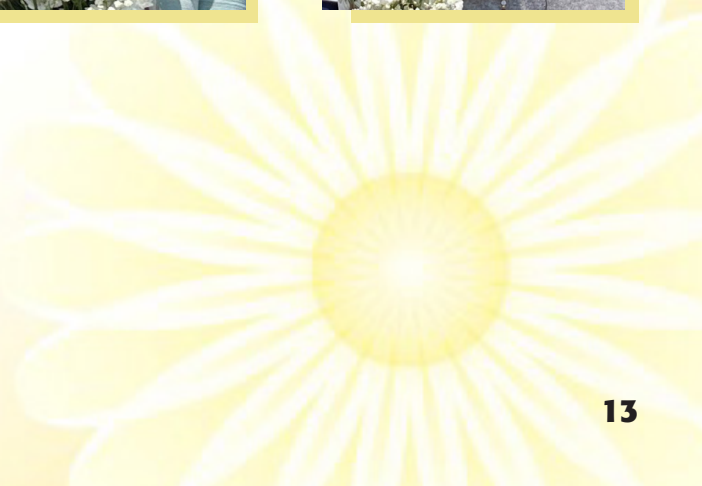
The 2022 recipient for the team DAISY Award is the Medical Oncology Nursing Care Team.

“...it brings tears to my eyes as to how wonderful the team on the Medical Oncology Unit was to my husband... The whole team came together to provide extraordinary care for him... I explained how he loved sports and the Boston Red Sox. The TV magically had either a game on or ESPN. His favorites... They took special care of me too. They made room for me to lay down in the bed with my husband. The Medical Oncology Unit at Rutland Regional is one of the best health care teams out there. Their dedication to their jobs is inspiring!”



DAISY Individual Award Recipients

The 2022 recipients for the individual DAISY Award, left to right, are Suzanne Boothby, RN, Naomi Chamberlain, RN, Erin Flood, BSN, RN and Angela Murphy, MSN, RN.



Leadership



Rutland Regional nursing staff serve as leaders in various capacities. They fill leadership positions such as being preceptors and managers to assuming committee roles for professional nursing and community organizations. With this commitment, the nurses demonstrate their dedication to quality outcomes within the organization and beyond.

Community Board Membership

Coral Hawley, BSN, RN, CAPA, CPAN

Served as a board member of the Roger Clark Memorial Library in Pittsfield, Vermont.

Deborah Hough, MSN, RN, CNOR, CSSM

Served as a board member on the Norwich Community Advisory Board.

Jody McIntosh, MSN, RN, CIC

Served as Wonderfeet Kid's Museum Vice President of the Board of Directors.

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.



Samantha Helinski, MSN, RN, CWOCN, CCCTM and Jennifer Wasilaukas, MSN, RN, CNOR, ONC presented Reliable Data Collection: A Quality Improvement Project at the 13th Annual Nursing Research and Evidence-Based Practice Symposium in South Burlington, VT (2022).

Carole “Gert” Mayes, PhD, RN, NPD-BC, CNOR presented New Era in Nursing Education at the virtual 4th International Conference on Nursing Science and Healthcare held in Kuala Lumpur, Malaysia, (2022); Factors Influencing Perioperative Nurse Turnover at the 2022 AORN Global Surgical Conference & Expo in New Orleans, LA (2022); Sigma Theta Tau 33rd International Nursing Research Conference in Edinburgh, Scotland; and Decision-Making and Surgical Attire Guideline Adherence at a monthly virtual AORN eChapter education event (2021).

Coral Hawley, BSN, RN, CAPA, CPAN and Kait McCarthy, BSN, RN, CNOR presented ACU/PACU/OR RN Cross Training at the 1st Annual Rutland Regional Mini Research & QI Symposium in Rutland, VT (2021).

Amy Martone, BSN, RN, MBA, NPD-BC presented The Effect of Shared Governance on Nurse Sensitive Indicator and Patient Satisfaction Outcomes at the 1st Annual Rutland Regional Mini Research & QI Symposium in Rutland, VT (2021).

Maria Houston, BSN, RN, BC presented Empowerment Through Connection: Collaborative Bedside Handover for Individuals with Mental Health Conditions at the 1st Annual Rutland Regional Mini Research & QI Symposium in Rutland, VT (2021) and Workplace Wellness: An Evaluation of a Health Improvement Pilot Program on PSIU at the 2nd Annual Rutland Regional Mini Research & QI Symposium in Rutland, VT (2022).

Kristina Criss, MSN, RN, RN-BC presented the Effect of CAUTI Education on LNA Knowledge at the 2nd Annual Rutland Regional Mini Research & QI Symposium in Rutland, VT (2022).



Samantha Helinski, MSN, RN, CWOCN, CCCTM and Jennifer Wasilaukas, MSN, RN, CNOR, ONC



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

Professional Development

Clinical Advancement Program (CAP)

The purpose of the Rutland Regional 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 ANCC Magnet Recognition Program® and the Rutland Regional nursing professional practice model.



2022 CAP Program Graduates

2021 - 2022 CAP Nurses

Austin Brownlee, RN

Kimberly Balch, BSN, RN

Marcia Bergen, RN, CCRN

Ashley Bergendahl, RN, RN-BC

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

Danielle Gray, BSN, RN, RN-BC

Lauren Griffin, BSN, RN, RN-BC

William Guban, RN

Rita Hansen, BSN, RN, CPAN

Coral Hawley, BSN, RN, CAPA, CPAN

Samantha Helinski, MSN, RN, CWOCN, CCCTM

Chelsea Hewitt, RN, CAPA

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CAP Nurses

Trang Ho, MSN, RN, RN-BC
Erica Hoffman, BSN, RN
Maria Houston, BSN, RN, RN-BC
Ruth Larkin, BSN, RN, PMH-BC
Hannah Lestingi, BSN, RN
Kaitlin McCarthy, BSN, RN, CNOR
Jody McIntosh, MSN, RN, CIC
Melissa Messier, BSN, RN, RN-BC
Hanna Neyman-Gonzales, BSN, RN
Patti Shaw, MSA, BSN, RN, RN-BC
Brittini Racine, BSN, RN, RN-BC, CRNI, CRN
Kristen Rollason, RN, CAPA, CPAN
Lisa Schauwecker, BSN, RN, CRRN, ONC, RN-BC
Amy Schulte, BSN, RN
Jill Smith, BSN, RN, CCM
Suzanne Smith, RN

Yulia Smith, MSN, RN, RN-BC
Karen St. Marie, RN, CCRN
Larina Steinke, RN, RN-BC
Lisa Thompson, BSN, RN
Catherine Toda, MSN, RN, RNCOB, CLC
Sara Trepanier, BSN, RN, CCM
Jennifer Wasilaskas, MSN, RN, CNOR, ONC
Monica Weber, RN, CPAN
Ashlie Whittemore, BSN, RN, RN-BC
Suzanne Woodbury, BSN, RN, CCM, ONC

**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, 2022.

CHIEF NURSING OFFICER

Kelly Watson, DNP, MHA, RN, FACHE

AMBULATORY CARE UNIT

Norma Galvin, BSN, RN, CEN
Coral Hawley, BSN, RN, CAPA, CPAN
Chelsea Hewitt, RN, CAPA
Kristen Rollason, RN, CAPA, CPAN
Joan Sienicki, BSN, RN, RN-BC

ANESTHESIA

David Cann, MSN, APRN, CRNA
Hayley Chaffee, MSN, APRN, CRNA
Johnna Grabusky, MSN, APRN, CRNA
Donald Johnson, MSN, APRN, CRNA
Kathleen Sloop, MSN, APRN, CRNA
Kelly St. Cyr, MSN, APRN, CRNA

CASE MANAGEMENT

Cindy Baumann, BSN, RN, CCM
Kathleen Boyd, MSN, RN, NE-BC, CCM
Ariane Cameron, MSN, RN, RN-BC
Frederick Garrow, MSN, RN, NE-BC, RN-BC
Danielle Gray, BSN, RN, 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

CENTER FOR SLEEP DISORDERS

Brooke Larmie, MSN, APRN, ANP-BC

CLINICAL INFORMATICS

Suzanne Sabataso, MSN, RN, RN-BC

CODING

Sue Haviland, RN, CDDS

COMMUNITY HEALTH IMPROVEMENT

Sharon Decato, BSN, RN, CCM

DIAGNOSTIC IMAGING

Crystal Bennick, BSN, RN, CRNI
Marcia Bergen, RN, CCRN
Kelly Carter, RN, VA-BC
Sarah Christiana, BSN, RN, CRNI
Brittney Durdell, BSN, RN, RN-BC
Concepcion Flanders, RN, RN-BC
Ginger Gillette-Kent, MSN, APRN, ANP-BC, NEA-BC
Jonathan Prendergast, BSN, RN, CRNI
Brittini Racine, BSN, RN, RN-BC, CRNI, CRN

EMERGENCY DEPARTMENT

Morgan Ax, MSN, RN, CEN
Robert Bromley, RN, CEN
Courtney Collins, BSN, RN, CEN
Sheena Fisher, MSN, RN, CEN
Alexandra Foley-Bowen, BSN, RN, CWON
Ryn Gluckman, BSN, RN, CEN
Abigail Henderson, RN, SANE-A
Myla Lindroos, BSN, RN, CEN, CPEN
David McGee, RN, CEN
Catherine Morris, BSN, RN, CEN, CPEN

EMPLOYEE WELLNESS

Hannah Mulligan, MSN, APRN, FNP-BC

ENDOSCOPY

William Bogertman, BSN, RN, RN-BC
Cynthia Mullin, RN, CGRN

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

HOUSE RESOURCE SUPERVISORS

Lauren Flanders, BSN, RN, RN-BC
Shirley Moyer, RN, RN-BC
Sally Rogers, BSN, RN, RN-BC

INTENSIVE CARE UNIT

Barbara Ax, RN, CCRN
Jennifer L. Barber, BSN, RN, CWOCN
Robert Bassalin, MSA, BSN, RN, CCRN
Gerard Beaudry, MSN, APRN, ACNP-BC, FNP-BC
Margaret Duffy, MSN, RN, CCRN
John Dyer, BSN, RN, PCCN
Katherine Gorruso, MA, RN, CCRN
Katherine LaMontagne, BSN, RN, CCRN
Michael Malone, BSN, RN, CNOR
Chelsea Mazurek, BSN, RN, PCCN
Alyssa Scott, BSN, RN, PCCN
Karen St. Marie, RN, CCRN
Alyssa Williams, BSN, RN, PCCN

LABOR & DELIVERY

Rebecca Allen, RN, RNC-MNN
 Katelynn Brown, BSN, RN,
 RN-BC
 Megan Hasbrouck, BSN, RN,
 IBCLC
 Trang Ho, MSN, RN, RN-BC
 Jody McIntosh, MSN, RN, CIC
 Katy Moore, RN, RNC-MNN
 Shayna Rogers, BSN, RN,
 RNCOB
 Catherine Toda, MSN, RN,
 RNCOB

MEDICAL ONCOLOGY UNIT

Ashley Bergendahl, RN, RN-BC
 Kristina Criss, MSN, RN, RN-BC
 Jenna Hayward, BSN, RN, RN-
 BC
 Marvy Mangundayao, BSN, RN,
 RN-BC
 Melissa Messier, BSN, RN,
 RN-BC
 Tracee Pockett, BSN, RN, RN-BC
 Samantha Roberts, RN, RN-BC
 Ashlie Whittemore, BSN, RN,
 RN-BC

NURSING EXCELLENCE

Wendy Kline, MSN, RN, CNML

OPERATING ROOM

Dayle Burditt, RN, CNOR
 Deborah Hough, MSN, RN,
 CNOR, CSSM
 Marci Matson, RN, CNOR
 Kaitlin McCarthy, BSN, RN,
 CNOR
 Thelecia Molaski, RN, CNOR
 Nicole Sharrow, BSN, RN, CGRN

PALLIATIVE CARE

Patti Kent, RN, CHPN
 Eva Zivitz, MSN, RN, CHPN

POST ANESTHESIA CARE UNIT

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

PROGRESSIVE CARE UNIT

Hayley Santopolo, BSN, RN,
 PCCN

PSYCHIATRIC SERVICES

Lesla Cathcart, MSA, BSN, RN,
 RN-BC
 Connie Fisk, MSN, APRN,
 PMHNP
 Julia Frankel, MSN, APRN,
 PMHNP
 Lauren Griffin, BSN, RN, RN-BC
 Maria Houston, BSN, RN,
 RN-BC
 Meredith Kiesel, MSN, APRN,
 PMHNP
 Lindsey Lyle, MSN, RN, RN-BC
 Mary Kate Marcellus, BSN, RN,
 RN-BC
 Lisa Schauwecker, BSN, RN,
 CRRN, ONC, RN-BC
 Larina Steinke, RN, RN-BC

PULMONARY SERVICES

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

QUALITY & SAFETY

Ann Irons, BSN, RN, RN-BC
 Nancy Meszaros, BSN, RN, CIC
 Allison Windas, MHA, BSN, RN,
 CENP, NEA-BC

**RUTLAND DIABETES &
ENDOCRINOLOGY CENTER**

Lauren Oberg, BSN, RN, CDE

RUTLAND GENERAL SURGERY

Bonnie Corsi, RN, RN-BC

RUTLAND HEART CENTER

Tracy Albert, RN, RN-BC
 Kathleen Edgerton, BSN, 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
 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
 Virginia McQueen, BSN, RN,
 RN-BC
 Isobel Nimtz, BSN, RN-BC
 Katie Ruby, BSN, RN, RN-BC
 Molly Sherman, BSN, RN-BC

TRAINING & EDUCATION

Amy Harmon, MSN, RN,
 RN-BC
 Carole "Gert" Mayes, PhD, RN,
 NPJ-BC, CNOR
 Heather McRae, MSN-Ed, RN,
 PCCN, RN-BC, NPJ-BC
 Flavia Porch, BSN, RN, CEN,
 SANE-A
 Melodie Walker, MSN, RN,
 NPJ-BC, CCRC

UTILIZATION MANAGEMENT

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

VERMONT ORTHOPAEDIC CLINIC

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

WOMEN'S & CHILDREN'S UNIT

Andrea Borchlewicz, MSN, RN,
 RNC-MNN, CLC
 Suzan Brower, RN, RNC-MNN
 Leah Romine, MSN, RN,
 RNCOB
 Mona Rickert, RN, RN-BC
 Amy Williams, RN, RNC-MNN

WOUND, OSTOMY & CONTINENCE

Joan Attig, MSN, APRN,
 ANP-BC, CWCN, COCN
 Amanda Bogertman, BSN, RN,
 CWON
 Brittany Canfield, DNP, APRN,
 A-GNP-C
 Lisa Leedom, RN, CWOCN

A Few Words...

"I don't think it's an overstatement to point out that we simply could not care for patients without nurses. More importantly, our nurses are what make it possible to deliver great care. We have an amazing nursing staff at Rutland Regional, and it is a pleasure—and an honor—to work with each of you. Thank you for being the incredible people you are, for the energy, expertise, and care you bring to your work every day, and for taking such great care of us all."

– Todd Gregory, MD
Chief Medical Officer

"High-quality nursing care is the bedrock of exceptional healthcare in our hospital, and I count myself fortunate to collaborate with some of the best nurses in all of New England."

– Rick Hildebrant, MD, MBA
Chief Medical Information Officer

"At Rutland Regional Medical Center we are known regionally for high quality care. The nurses at Rutland Regional are amazing at providing compassionate care, communication with patients, and collaborating with the members of the healthcare team."

– Melbourne Boynton, MD
Medical Director of Orthopaedic Surgery

"I've also had the chance to feel the genuine caring and concern with which they do this vital work when the patient has been myself or one of my loved ones. The quality and compassion of our nursing staff is second to none!"

– Philip Lapp, MD

"Every shift, I am blown away by our nurses' grace under pressure, their clinical acumen in recognizing the subtle signs of disease, and the heart and spirit they bring to the job."

– Alison Davis, MD, FACEP
Medical Director, Emergency Department

"It's been a pleasure and an honor to get to know and learn from some of the most hardworking and dedicated healthcare professionals I've yet to meet."

– Leah Skypeck, PA-C

Scholarships

Recognizing the value of continued professional growth, the Rutland community has offered multiple scholarships to healthcare providers pursuing personal development. Over 2021-2022, several nursing staff were recipients of these generous awards as they continued to pursue excellence.

2022 Rutland Area Medical Community Scholarship

Members of the Rutland Area Medical Community provide scholarship awards aimed at creating opportunities that empower recipients to achieve excellence in education. In 2021, recipients included John Wood, BSN, RN; Leonella Limascca Mejia, RN; Janna Delong, LNA; Sarah Christiana, BSN, RN; and Meghan Munsil, LNA. In 2022, recipients included Crystal Hartman, LNA; Kaitlin McCarthy, BSN, RN, CNOR; Molly Pfenning, LNA; and Brittini Racine, RN, BSN, RN, RN-BC, CRNI, CRN.



2022 Scholarship Recipients

2022 Carol Welsh Scholarship Recipients

The Carol P. Welsh scholarship was established by her family as a way to honor her long-time service and dedication to continuing education. In 2022, Carole “Gert” Mayes, PhD, RN, NPD-BC, CNOR, Jamilah Alves, RN, and Katelynn Brown, BSN, RN, RN-BC received the awards, which supported attendance at various professional conferences.



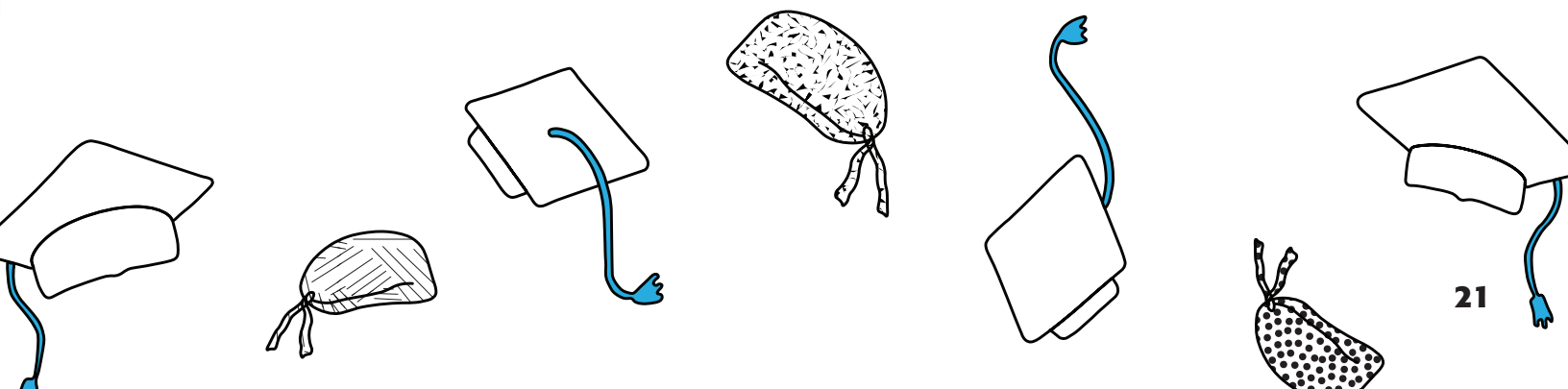
Carole “Gert” Mayes, PhD, RN, NPD-BC, CNOR



Jamilah Alves, RN



Katelynn Brown, BSN, RN, RN-BC



2021 - 2022 Nurse Residency Graduates

Alexandra Alger, RN
Ilona Allen, RN
Alyssa Auer, BSN, RN
Heather Baker, RN
Patricia Briggs, RN
Adrianna Dalto, RN
Chelsea Day, BSN, RN
Kassia Dutton, BSN, RN
Caitlin E. King, BSN, RN
Shannon Eide, BSN, RN
Annalisa Greco, RN
Amber Hoisington, BSN, RN
Chelsea Jeffery, RN
Laura Johnson, RN
Sara Kelly, BSN, RN
Raegan Kobbe, BSN, RN
Taylor Kopec, BSN, RN
Lindsay LaFerriere, BSN, RN
Kara Lemieux, BSN, RN
Ainsley MacAlpine, RN
David Mackintosh, BSN, RN
Brooklyn Markowski, RN
Michael Marro, BSN, RN
Kristin McElroy, BSN, RN
Hanna Neyman, BSN, RN
Brad Perry, RN
Brittany Ploof, RN
Mae Pratt, RN
Rebecca Putorti, RN
Paula Seamans, BSN, RN
Brooke Woodruff, RN
Taylor Worcester, BSN, RN
Lindsay Wyman, BSN, RN

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 helps decrease first year 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. During the monthly seminars, the new graduate nurses learned how to:

- » Provide clinical nursing leadership while administering care
- » Use effective decision-making skills
- » Incorporate research-based evidence into practice
- » Strengthen their professional commitment to nursing

The seminar topics listed above focused on critical thinking, patient safety, leadership skills, communication skills, evidenced-based practice, and professional development.



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 President for the past two years (2021-2022), I want to thank you for demonstrating your unending commitment to our community. We have all faced challenges and have been through a lot together, but as usual, you meet the challenges head on with grace, confidence, and professionalism. We were so grateful that our Nursing Shared Governance Council was able to resume in-person meetings in 2022. Though the virtual meetings of the past several years may have been convenient, they were a poor substitute to being together in person. Being together again was energizing and refreshing and we were busy! Some of the areas of focus these past few years have been updates to the EMR and the pharmacy. We also heard from nurses representing various units and we discussed workflows and ways to build better relationships between various units. We also discussed Vermont's new nurse license renewal process, compact

licensing, and CAP presentations. We also had cause to celebrate with DAISY award nominations to review and prepare for what would be a successful Joint Commission visit. It has been an honor to serve as the Nursing Shared Governance Council President. I am pleased with the direction that the council is headed, and I look forward to seeing it grow and further some of the great work we started, under new leadership. Thank you all again for all that you do!

Ariane Cameron, MSN, RN, RN-BC
President, Nursing Shared Governance Council
2021-2022



ASGE Quality

ENDOSCOPY UNIT RECOGNITION PROGRAM



Nursing Recognition

Endoscopy Unit Archives ASGC Recertification

In January 2022, the Endoscopy team once again was honored by the ASGE (*American Society for Gastrointestinal Endoscopy*) Endoscopy Unit Recognition Program for achieving and maintaining high standards and quality care. The team demonstrated their commitment to following ASGE guidelines on privileging, quality assurance, endoscope reprocessing, Centers for Disease Control guidelines, and staff competency.

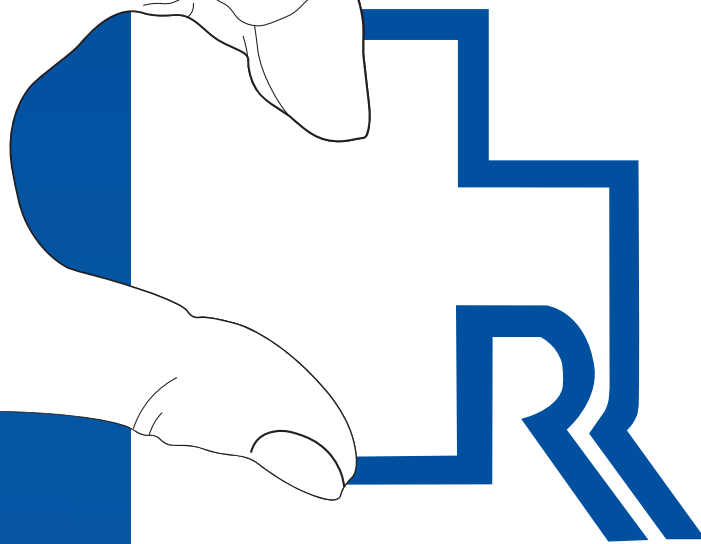
West Ridge Center Recognition

Congratulations to Faith Stone, BSN, RN and her team at West Ridge Center for achieving National Committee on Quality Assurance (NCQA) Recognition as a Patient Centered Specialty Practice! The team was honored for their hard work and commitment to quality in caring for patients with opioid use disorder during a ceremony earlier in the year.

Rutland Area Advanced Practice Nurses of the Year

While the Director of Employee Wellness, Jacki Becker, APRN was recognized as the Rutland community Advanced Practice Nurse of 2020. Her colleagues shared that Jacki integrated “many meaningful programs like VeggieVanGo® and Habitat for Humanity into the hospital that not only benefited our staff, but the entire community. Jacki has made Rutland Regional Medical Center a healthier place to be.”

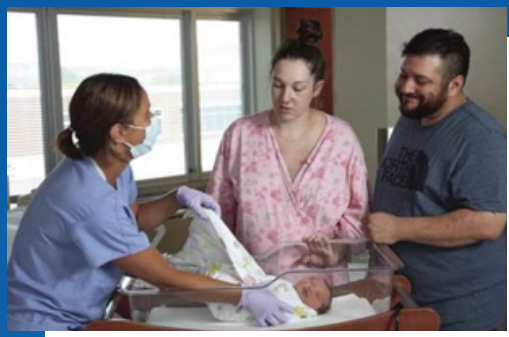
Amy Pfenning, PNP was named the 2021 Rutland Community NP/PA of the Year. The community recognized Amy for her patience, diligence, and willingness to teach as well as for her hard-working nature and relationship with her patients. “Amy Pfenning always goes above and beyond for her patients; she takes her time with every patient and is thorough.”



Nurses in Our Community



Nursing staff like Trang Ho, MSN, RN, RN-BC also showed their support for the local LGBTQ community by participating in the drive through parade in July 2021.



In March of 2022, Birthing Center and Women's & Children's staff including Leah Romine, MSN, RN, RNCOB; Amy Williams, RN, RNC-MNN; Casey Holtz, BSN, RN; Andrea Borchlewicz, MSN, RN, RNC-MNN, CLC; and Thusitha Cotter, MD, FACOG donated their time to educate the community about safe sleep.



The outpatient specialty clinics and medical group joined “forces” and adopted a group of Army soldiers deployed in eastern Europe. The men were led by Staff Sergeant, Alexander Trayah, son of Julie Wafer-Trayah who is a practice manager with the group. The men were part of the Army's 101st Screaming Eagles, Air Assault stationed at Mihail Kogalniceanu Air Base in Romania as a direct result of the invasion of Ukraine by Russian forces. Of note, they all returned to Ft. Campbell, Kentucky safe and sound.



As the EMS Chief of Pittsfield Volunteer Fire & Rescue, Coral Hawley, BSN, RN, CAPA, CPAN participated in the annual July 4, 2022 events.



Throughout the years, many of our nursing staff have participated in the Rutland Free Library story time program. On September 1, 2021, Leah Romine, MSN, RN, RNCOB, Director of Women's Healthcare Services served as a guest reader during the library's hero story time.

★ Rutland, VT



In 2022, Deb Hough, MSN, RN, CSSM, CNOR; Gert Mayes, PhD, RN, NPD-BC, CNOR; and others joined with Castleton University, the regional Sigma Theta Tau Omega Mu at-Large nursing honor society chapter, and Rutland County members during the Walk to End Alzheimer's.

Rutland Regional National Awards and Recognitions



HIP REPLACEMENT



KNEE REPLACEMENT



UROLOGY



COPD



