





HOSPITALS · RESEARCH · FOUNDATION

A MESSAGE FROM THE CENTER FOR NURSING EXCELLENCE

nursing's commitment to quality, safety, outreach, the workforce for the future and so much more! It was a year of change that nursing embraced with open minds and new ideas. From transformational leadership to new knowledge, innovations and improvement, this year's report celebrates all of YOUR hard work. As a champion for nursing excellence, I could not be more proud of the many accomplishments you will find throughout this report.

Thank you for all that you did to make 2023 an amazing year. I look forward to what lies ahead in 2024, as we continue to champion children by making them better today and healthier tomorrow.

LAMETRIA WAFFORD, MNSc, RN, NPD-BC

Nursing Excellence Director





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ARKANSAS CHILDREN'S MISSION, VISION AND VALUES

MISSION

We champion children by making them better today and healthier tomorrow.

VISION

Our Promise:

Unprecedented Child Health.

Defined and Delivered.

VALUES

Our values are organizational principles that highlight our regard for each other and those we serve. The order of these values is purposeful and should not change.

SAFETY: We are vigilant about creating an error-free environment for patients, families and team members.

TEAMWORK: We coordinate, communicate, cooperate and collaborate to ensure mutual respect and the highest level of service for our patients, families and team members with diverse backgrounds and perspectives.

COMPASSION: We demonstrate empathetic and equitable care and concern for patients, families and team members.

EXCELLENCE: We achieve the highest of standards and serve with distinction in order to be the best.



NURSING MILESTONES

July 2023 RN Residency

In collaboration with Arkansas Children's Talent Acquisition Department, the Nursing Excellence Professional Development team enrolled its largest RN Residency cohort, with 125 RN Residents. The RN Residents completed four rotations, three weeks in length, for 12 weeks of initial orientation before matching to their permanent clinical area.

Arkansas Children's Hospital (ACH) is Arkansas's first and only new graduate residency program to achieve accreditation with distinction from the Practice Transition Accreditation Program® (PTAP), awarded by the American Nurses Credentialing Center (ANCC). This distinction is the highest recognition an organization can earn for excellence in transitioning new graduate nurses into practice settings while meeting rigorous, evidence-based standards for quality and excellence. ACH received PTAP re-designation with distinction in 2022.

Windgate Foundation - Nursing Recruitment and Retention Support Grant

Through the Windgate Foundation-Nursing Recruitment and Retention Support Grant, Arkansas Children's continues to make significant progress in nursing recruitment and retention. We have seen our nurse attrition rates fall from 20.61% at Arkansas Children's Hospital (ACH) and 22.79% at Arkansas Children's Northwest (ACNW) to 18.84% and 15.28%, respectively, in the fiscal year 2023.

RECRUITMENT AND RETENTION PROGRAMS FUNDED	
Pipeline Career Path for PCTs and Clinical Faculty	
RN, LPN, and Paramedic to BSN Degree Scholarship Program	
Neonatal Nurse Practitioner Education	
Transition to Practice Coordinators	
Student Nurse Intern Program	

OUR LEADERS IN ACTION

Patient Care Services Town Halls

In September 2023, the Patient Care Services Executive Team launched quarterly town hall-style forums for all patient care services team members. They were implemented to provide a space where our nursing community can connect with the executive team to receive direct feedback, suggestions and address concerns.

Real-Time Demand Capacity

The new real-time demand/capacity huddle began on Tuesday, August 29, 2023. This huddle was intended to be an evolution of our current bed meeting structure, offering a more inclusive and responsive approach. Using a daily script, the reporting process includes the Operations Center, Periop, inpatient and outpatient areas, the emergency department and ancillary areas. The periop huddle meets Monday-Friday, at 0940 and 1500 daily.

Preceptor Recognition

High turnover rate among frontline teams can have significant implications for an organization. With each employee departure costing us a minimum of \$60,000, the financial impact is substantial. Moreover, the influx of new graduate nurses requires considerable effort from our preceptors, who often find themselves mentoring multiple new hires simultaneously. It's worth noting that many of our experienced team members serve as active preceptors. The results of our 2023 employee engagement survey underscore the importance of recognition, support and feeling valued as a team member, as these factors strongly correlate with overall engagement levels.

A one-time preceptor bonus payout for those serving in inpatient, nurse-only preceptor/unit guide roles was awarded in December 2023. The bonus was paid in tiers according to the number of shifts/hours clocked to the preceptor role from July 10 - December 10, 2023, which captured those onboarding both the July and October RN Resident cohorts through completion.



2023 RECOGNITIONS

Arkansas Children's is ranked in seven specialty services according to *U.S. News & World Report's* 2023-24 "Best Children's Hospitals." Arkansas Children's made record advancements on U.S. News & World Report's Best Children's Hospitals list, celebrating the most service lines in which the state's only pediatric health system has ever ranked.

Seven Arkansas Children's specialty services are among the best in the nation, according to the list.



- CANCER (40, highest-ever ranking)
- CARDIOLOGY & HEART SURGERY (45)
- DIABETES & ENDOCRINOLOGY (44)
- NEPHROLOGY (34)
- ORTHOPEDICS (45, first time ranked)
- PULMONOLOGY & LUNG SURGERY (31)
- UROLOGY (39)

THESE RECORD RANKINGS VALIDATE THE JOURNEY ARKANSAS

CHILDREN'S IS ON AS WE STRIVE TO CREATE A FUTURE WHERE

EVERY ARKANSAS CHILD CAN REACH THEIR FULL POTENTIAL.

- Marcy Doderer, FACHE
President & CEO



GREAT 100 NURSES FOUNDATION



AMERICAN ASSOCIATION FOR RESPIRATORY CARE APEX RECOGNITION AWARD



BEACON AWARD, ACH NICU -GOLD LEVEL



ELSO AWARD OF EXCELLENCE - PLATINUM LEVEL

ACH Extracorporeal Life Support received the EL-SO Award of Excellence. The Platinum ELSO Award recognizes centers that have achieved qualifying scores on the Excellence in Life Support.



FACT ACCREDITATION

Arkansas Children's Hospital's nationally ranked Cancer and Blood Disorders program earned full accreditation from the Foundation for the Accreditation of Cellular Therapy (FACT) for performing bone marrow transplants and cellular therapy.



SAFE SLEEP HOSPITAL -GOLD LEVEL



AMERICAN COLLEGE OF SURGEONS HIGHEST LEVEL OF SURGICAL CARE FOR CHILDREN



AR CENTER FOR NURSING 40 UNDER 40 NURSES

AMERICA'S BEST-IN-STATE EMPLOYERS ARKANSAS



FORBES BEST EMPLOYER IN STATE 2023



THE BEST EMPLOYERS FOR DIVERSITY RECOGNIZED BY FORBES

FORBES BEST EMPLOYERS FOR DIVERSITY 2023





TEAM ORG STRUCTURE



Lametria Wafford, MNSc, RN, NPD-BCNursing Excellence Director



Rosa Zamora, BSN, RN, CPN Nursing Excellence Manager



JoAnna Carpenter, MSN, RN, NPD-BC Transition to Practice Coordinator



Dominique Ford, MSN, RN, CPHON, CPNTransition to Practice Coordinator



Amber Barlow, MSN, RN, CPHON, CPN
Transition to Practice Coordinator



Noel Stuart, BSN, RN Professional Development Specialist



Amy Ramick DNP, RN, ACNS-BC, NPD-BC Nursing Research Specialist



Austin Lovenstein, MBA, MA, BS, CRS
Research Coordinator



Dannis Armikarina PhD(c), BSN, RN, CCRN-K, CCRP Nursing Research Specialist



Kelli Roy, BSBASenior Project Coordinator

WORKFORCE FOR THE FUTURE: PROFESSIONAL PRACTICE

Professional Nursing Orientation

2023 ATTENDANCE FOR PNO:

- 472 new hires attended in-person sessions
- 163 new hires completed PNO Day 1 using the online platform

Professional Nursing Orientation (PNO) introduces nurses and clinical staff to professional nursing and clinical practices at Arkansas Children's Hospital. It also introduces the new hire to the knowledge and skills necessary to function in their new role. Various teaching methods are used, including but not limited to structured classroom presentations, computer-based modules and simulation.

PNO is held once per month for the following roles that fall under Patient Care Services: Registered Nurses (RNs), Licensed Practical Nurses (LPNs), Paramedics, Patient Care Technicians (PCTs), Clinical Support Assistants (CSAs), Care Attendants (CAs), Behavioral Health Technicians (BHTs), Surgical Technicians, Unit Secretaries and other technical roles as applicable.

Professional Nursing Orientation is a two-day class that consists of the following instruction:

DAY 1

- Introduction to Clinical Ethics
- Creating a Healthy Work Environment
- The Patient Experience
- Profession Nursing Practice
- Research & Evidence-Based Practice
- Social Media What Clinicians Need to Know
- Situation Awareness and Creating a Safe Environment

DAY 2

Clinical Nurses and Paramedics

- Solutions for Patient Safety & Hospital Acquired Conditions
- Vascular Access and Sharp Safety
- Introduction to the Trauma Program
- Bedside Hand-off Report
- Policy Box and Resources
- Self-paced Computer Modules

Unlicensed Staff (PCT/CSA/CA/BHT)

- Introduction to Vital Signs
- Introduction to Measurements
- Introduction to Intake and Output
- Introduction to Basic Patient Care (ADLs) and Safety
- Introduction to Preventing Hospital Acquired Conditions
- Self-paced Computer Modules

Arkansas Children's Approved Provider Unit

The mission of the Arkansas Children's Approved Provider Unit is to promote life-long learning by providing high-quality, evidencedbased nursing and continuing professional development activities targeted towards registered nurses to enhance their professional practice and improve health outcomes.

The following nursing continuing professional development (NCPD) educational activities in collaboration with Nurse Planners and Planning Committee members were offered in 2023:



NURSING GRAND ROUNDS

- 2023 Nursing Grand Rounds: ARORA: Restoring Lives Through Organ and Tissue Donation- LIVE & Video on Demand
- 2023 Nursing Grand Rounds: Active Listening in Healthcare: Moving Beyond the Smile and Nod
- 2023 Nursing Research Grand Rounds: Understanding the Lived Experience of Patient Aggression towards Nursing and Care Attendants within a Children's Hospital
- 2023 Nursing Grand Rounds: Orthopedic Evaluation and Treatment of Sports Related Knee Injuries- LIVE & Video on Demand



NURSING PROFESSIONAL DEVELOPMENT EDUCATIONAL ACTIVITIES

- CPHON Prep Course
- Nursery Alliance
 - Arkansas Children's' Hospital Nursery Alliance Summit
 - Persistent Pulmonary Hypertension
 - Hyperbilirubinemia
 - Critical Congenital Heart Disease
 - Neonatal Opioid Withdrawal Syndrome
 - Clinical Practices for Positive Breastfeeding Outcomes
 - Neonatal Non-Invasive Respiratory Weaning Protocol
- Outreach Programs
 - Asthma Management for Students at School
 - Burn Emergency Management and Care
- Preceptor Development Workshop- ONLINE
- Professional Nurse Mentor Program at ACNW
- Safety Care Specialist Training

2023 RN RESIDENCY PROGRAM

The ACH RN Residency Program provides structured education, practice-based learning and organizational enculturation. The program also expands the knowledge, skills and confidence of newly licensed RNs with less than 12 months of nursing experience. Our program includes didactic classes, clinical rotations, debriefing, mentoring, and professional development. Our cohorts are 12 months long and offered three times a year - during February, July and October.

Arkansas Children's Hospital's RN Residency program is Arkansas's first and only new graduate residency program to achieve accreditation with distinction from the Practice Transition Accreditation Program® (PTAP), awarded by the American Nurses Credentialing Center (ANCC). This distinction is the highest recognition an organization can earn for excellence in transitioning new graduate nurses into practice settings while meeting rigorous, evidence-based standards for quality and excellence.





In 2023, the RN Residency Program hired newly licensed RNs to rotate through several clinical areas to gain insight into patient populations, diagnoses, and clinical area culture. This helped the RN Residents to experience where they would like to start their professional nursing career at Arkansas Children's Hospital. The RN Residents were then matched to a clinical area based on their rankings, performance and evaluation of their professional practice.

February 2023

35 RN Residents (37% BSN graduates)

July 2023 (largest cohort in ACH history)

125 RN Residents (68% BSN graduates and 2 RN Residents are MSN graduates)

October 2023

• 39 RN Residents (61% BSN graduates)



PIPELINE CAREER PATH FOR PATIENT CARE TECHNICIANS

In the fall of 2022, we collaborated with Southwest Medical Academy to offer a Patient Care Technician (PCT) training program on the Arkansas Children's Hospital campus. We intentionally recruited current ACH employees serving in entry-level roles in the organization, like our Environmental Services team members, Nutritional Services team members and Patient Access Representatives, to participate in the program and enhance their skills and employment opportunities. In January of 2023, nine students began the 11.5-week training.

Graduates could sit for certification exams as PCT, EKG and Phlebotomy technicians upon course completion. In May 2023, the eligible students passed their course exams, were interviewed for open PCT roles, and were on the floor, providing care for our patients within a month of completing the program. With Windgate Foundation's generous grant, Arkansas Children's paid for the course, materials, and pay for the employee's work hours to eliminate the concern of taking time off to attend classes.

With a graduation rate of 89 percent, eight out of the nine students in the initial cohort completed the program. Six of those eight graduates are employed at ACH as Patient Care Technicians in Clinical Support Assistant roles, a retention rate of 75 percent of our year-one graduates.

ACADEMIC NURSING

Schools of Nursing

In 2023's spring and summer semesters, 915 students from 14 schools visited Arkansas Children's Hospital and Arkansas Children's Northwest for their pediatric nursing clinical rotation. The fall semester hosted an estimated 2,000 nursing students - taking the lead as our busiest semester of the calendar year.

Arkansas Children's provides pediatric clinical practice experience for nursing students currently enrolled in affiliated

nursing programs. Clinical rotations allow students to work on practical nursing skills in general, emergency, acute and critical care areas to enhance their pediatric clinical knowledge and develop practical skills. In addition to pre-licensure clinical rotations, we provide various placements for advanced nursing degree students and our academic partners.

Paperless and Streamlined: The Schools of Nursing program has made strides to implement a paperless, streamlined system that eases the burden on our academic partners. Over the last year, we have utilized RedCap to modify our documents from paper to electronic. This has increased productivity and efficiency within our department and reduced waste to conserve our natural resources. The feedback received from our academic partners has been very positive.

Partnership with Process Improvement: Academic Nursing partnered with Process Improvement to review our standard daily work, explore new processes and define roles. These changes and upgrades will allow our team to be more efficient as we continue to partner with and serve the nursing schools of Arkansas.

Advisory Councils and Partnerships:

- Henderson State University
- Ouachita Baptist University
- National Park Community College
- Arkansas State University Three Rivers
- Arkansas Tech University
- Accreditation Commission for Education in Nursing Clinical Partners Meeting for site accreditation review of National Park Community College
- Student Nurse Internship Program Promotion at the Arkansas Student Nurse Association Convention, UAMS College of Nursing and UALR College of Nursing

Neonatal Practitioner Education

As a retention effort, Arkansas Children's encourages neonatal nurses to work toward obtaining a master's degree. With the support of the Windgate Foundation, we offer full scholarships for up to five nurses to obtain their Neonatal Nurse Practitioner (NNP) Master's degree, a four-year process for part-time students.



2023 PROGRAM OUTCOMES:

- Tuition for the final four semesters of two students' NNP program, who both graduated in May of 2023
- NNP program tuition for one student, who is expected to graduate in May of 2024

Student Nurse Interns

Our 2nd Cohort of the Student Nurse Intern (SNI) program started June 2023 with 25 SNIs - Arkansas Children's Hospital (21) and Arkansas Children's Northwest (4).

In August of 2022, Arkansas Children's hired two nurses to serve as full-time Transition to Practice Coordinators. These two nurses oversee the SNI Program and serve as the liaisons for schools of nursing across the state and coordinate clinical opportunities across our system. Arkansas Children's Student Nurse Internship program offers a 12-month one-on-one precepted experience in direct patient care settings designed to enhance the student nurse experience and accelerate practice readiness. The program also fosters enculturation to the Arkansas Children's team and supports retention efforts across the system.

PROGRAM REQUIREMENTS:

- 36-hours a month under the supervision of a licensed RN
- Six months rotating through different clinical areas throughout the hospital
- At rotations' completion, matched to a home clinical area to complete the internship with the goal of transitioning into the residency program upon graduation from nursing school

BENEFITS OF THE PROGRAM FOR THE NURSING STUDENTS INCLUDE:

- More in-depth, one-on-one time with professional mentors than during clinicals
- Increased patient safety as students become RNs and work independently
- Integration into the organizational culture, increasing chances of retention
- First-hand experience working with patient populations
- Decreased orientation time once hired as an RN

Arkansas Children's retained 86 percent of SNIs in the FY23 cohort as RNs. Twenty-one senior nursing students are currently employed in the SNI Program in the FY24 cohort. The program is showing tremendous progress for recruitment and retention of new graduate nurses.



NURSING AWARDS, HONORS AND ACCOMPLISHMENTS

2023 Preceptors of the Quarter

Arkansas Children's Hospital recognizes outstanding nursing preceptors each quarter. Preceptors train new hire nurses, ensuring they have the necessary knowledge and resources for successful onboarding.

These outstanding preceptors have met and exceeded the following criteria:

- Integrates the orientee within the unit introduces orientee to all staff including physicians and staff from other disciplines.
- Establishes a positive learning environment by maintaining the married state while advocating for and assisting the orientee to work through challenging interpersonal experiences.
- Demonstrates skilled communication using active listening, identification and exploration
 of issues and facilitation of dialogue.
- Gives constructive feedback (timely, factual and solution-focused).
- Maintains a healthy workplace by fostering a safe clinical learning environment and culture
 of respect.

Tysicia Scott, BSN, RN, CPN Nurse Resource Pool Tysicia Scott, BSN, RN Circle of Friends Belva Dyer, BSN, RN, PED-BC Radiology Department

Advanced Practice Providers of the Month

Awarded to the outstanding APRN of the year, including Advanced Nurse Practitioners, Clinical Nurse Specialist, or Certified Registered Nurse Anesthetist (both ACH and UAMS employees working on ACH campus).

Criteria for Selection:

- Provides exceptional patient and family-centered care
- Demonstrates advanced clinical expertise
- Excellent communication with patients, families and staff
- Exceptionally mentors and teaches other staff
- Exhibits commitment to the profession of nursing
- Takes responsibility for professional development
- Advances research and evidence-based practice
- Integrates new evidence into clinical practice
- Promotes interdisciplinary collaboration across the ACH care continuum

2023 ADVANCED PRACTICE PROVIDER OF THE MONTH WINNERS			
Month	Nurse	Department	
January	Jason Williams, DNP, APRN, PMHNP-BC, FNP-BC	Behavioral Health	
February	April Carpenter, APRN, MNSc, CPNP-PC	UAMS Department of Pediatrics and Surgical Services Arkansas Children's Hospital	
March	Alison Baldridge, APRN, MNSc, CPNP	Emergency Department	
April	Jordyn Hastings, MNSc, APRN, CPNP-AC	General Surgery	
May	Sally Puckett, MNSc, APRN, CPNP-PC	Urology	
June	Shelby Richards, APRN, MNS, CPNP-AC	Pulmonology	
July	Erin Davis, APRN	Retired	
August	Kyla Murphy, APRN, MNSc, CPNP-PC	Pulmonology	
September	Whitney Tappan, MNSc, APRN, PNP-AC, CCRN	Cardiology	
October	Andrea Johnson, APRN, MNSc., CPNP-PC	Critical Care Medicine	
November	Lauren Oglesby, MNSc, CPNP-AC	Cardiology	
December	Caitlin Jackson, MSN, APRN, CPNP-PC	Otolaryngology	

ACH Daisy Foundation

The DAISY Award® is a special honor given to extraordinary nurses for the compassionate contributions they make every day by going above and beyond expectations in science and sensitivity. This award is given to outstanding nurses in more than 500 hospitals across the United States.



2023 ACH DAISY FOUNDATION WINNERS



JANUARY
Erin Hess, BSN, RNC-NIC
NICU



Tim Stubbs, BSN, RN, C-NPT
Transport Services



JULY

Helyn Jones, RN

Hematology Oncology Clinic



OCTOBER

John Schallhorn, BSN, RN, CCRN

3A PICU



FEBRUARY
Emma Rhoads,
MSN, RN, CCRN, CPHQ
Emergency Department



Whitney Bush, BSN, RN, CPN
4C Medical



AUGUST

Mandy Wermann, BSN, RN

Emergency Department



NOVEMBER

Jessica Stone, BSN, RN

3H NICU



Carrie Feeler, ASN, RN 3H NICU



JUNE
Karen Owenson, BSN, RN
4D Neuroscience



Dominik Gruenwald, BSN, RN
Emergency Department



DECEMBER

Carrie Thomas, BSN, RN

Recovery Room

2023 DAISY LIFETIME ACHIEVEMENT AWARD WINNER

The DAISY Lifetime Achievement Award was created to recognize nurses who have devoted their life's work to the compassionate care of others. Recipients of this award are nominated for their dedication to nursing through active mentoring, role modeling, advocating for their patients and promoting the positive image of nursing. They serve as a beacon of inspiration to those at all stages of their career and in the various and important roles of nursing.



Bonnie Phillips, BSN, RN, CPEN Emergency Department

BEE (Being Exceptional Everyday) Award

The Being Exceptional Everyday (BEE) Award is a program that recognizes non-nursing health care workers who demonstrate excellence. The award recognizes their clinical skills, compassionate care or quality service.

BEING EXCELLENT EVERYDAY (BEE) AWARD WINNERS			
Team Member	Title	Department	
Ashlee Kulpa, MBA	Access Manager	Access Specialty Care Clinic	
Valerie Burnett	Patient Access Representative	Clinic 3	
LaJoya Deleware	Neurophysiology Technician	Neurophysiology Lab	
Lori Traviniski	Patient Care Technician II	Cardiology Clinic	
Crystal Hogg	Service Line Program Manager	Children's Specialty Services	
Mark McDonald	Chaplain II	Pastoral Care	

40 Nurse Leaders under 40 Award

This award recognizes young nursing leaders who possess "exemplar dedication to the nursing profession." These leaders go above and beyond to display a commitment to service, excellence and leadership. This is evidenced in their commitment to excellence, community service, outreach and leadership qualities, as well as their contribution to the advancement of the nursing profession.

-Arkansas Center for Nursing 40 Nurse Leaders under 40 Application. 2023; arcenterfornursing.org

40 NURSE LEADERS UNDER 40 AWARD WINNERS

Candace L. Mayle, DNP, APRN, CPNP-AC, CPHON Peds Hematology APRN Support





Cassie Medlock, MNSc, RN, CNN, NE-BC 3K Infant Toddler Unit

Colton Stice, MNSc, MBA, RN, CPEN, NE-BC 3D/3E Surgical





Stacey Hawkins, BSN, RN, CPN 4D Neuroscience

The 100 Great Nurses Foundation

The Great 100 Nurses Foundation was founded by PK Scheerle, RN in New Orleans, Louisiana. Since its founding, the Great 100 Celebrations have honored thousands of nurses across Louisiana, North Carolina, Texas, Oklahoma and Arkansas. These exemplary nurses are selected based on their concern for humanity, their contributions to the profession of nursing, and their mentoring of others. It is a great honor in the life of the nurse to be selected as a Great 100 Honoree and the Foundation helps each RN recognize themselves as nurse heroes.

Each year, community, health care and government leaders, family, friends and peers join together to honor these Great 100 Nurses.

-Great 100 Nurses. (2024, March 29). Home - great 100 nurses. Great 100 Nurses - Great 100. https://g100nurses.org/

AC'S GREAT 100 NURSES OF ARKANSAS HONOREES		
Nurse	Title	Department
Stephanie Benning, MSN, APRN, PCNS-BC, CPN	Clinical Nurse Specialist	4D Neuroscience
Kim Cannon, BSN, RN	RN II	4D Neuroscience
Laura Gill, BSN, RN, CPN	RN III	4D Neuroscience
Jameka Jackson, BSN, RN, CPN	RN III	4D Neuroscience
Conley Jones, BSN, RN, CPN, APHON, TNCC	RN PRN	PreOp/PACU
Bonnie Phillips, BSN, RN, CPEN	RN IV	Emergency Department



Arkansas Children's Hospital Nursing Excellence Awards

The Excellence in Nursing Awards recognize, reward and celebrate Arkansas Children's most outstanding nurses and friends of nurses.

OUTSTANDING NURSING ANCILLARY STAFF

Awarded to a nursing support team member who consistently contributes to nursing practice and patient care through collaboration, compassion and excellence.

WINNER

Andrea Nunez-Garcia, MPH, BA, CPH Patient Care Technician I 4E/4H Cardiovascular Intensive Care Unit

WINNER

Chante Snow, BSN, RN, CCRN RN IV 4E/4H Cardiovascular Intensive Care Unit

EXCELLENCE IN COMPASSION

Awarded to an RN or LPN who contributes to excellence in nursing practice through demonstrating actionable and equitable care and concern for our patients, families and team members.

OUTSTANDING TEAM ENGAGEMENT

Awarded to a professional team or workgroup that demonstrates collaboration to improve patient and family outcomes, workflow processes or nursing practice at ACH. The achievements of this team contribute to the strategic goals of the organization.

WINNER

4D Neuroscience

WINNER

Stacey Hawkins, BSN, RN, CPN Manager Patient Care 4D Neuroscience

EXCELLENCE IN PROFESSIONAL PRACTICE

Awarded to an outstanding RN or LPN who demonstrates exemplary professional practice. This nurse goes above and beyond their expected job duties to promote a culture of safety, quality improvement and quality monitoring. The nurse contributes to excellence in nursing practice by achieving the highest of standards and serves with distinction in order to be the best.

Arkansas Children's Hospital Nursing Excellence Awards (continued)

NURSING EXCELLENCE IN MOTIVATION AND RESILIENCY

Awarded to an RN or LPN who demonstrates a commitment to positivity and encouragement. This nurse amplifies team resiliency and advocates for professional growth in others.

WINNER

Caroline Clark, BSN, RN, CCRN RN IV 4E/4H Cardiovascular Intensive Care Unit

WINNERS

Chandelle Valdizon, BSN, RN and Baylee Gibbs, RN 4E/4H Cardiovascular Intensive Care Unit

RISING STAR

Awarded to an outstanding novice RN who demonstrates eagerness and willingness to expand their clinical skill set and professional knowledge. This novice nurse exhibits a strong understanding of Arkansas Children's core values and professional nursing practice.

EXCELLENCE IN PROFESSIONAL NURSING PRACTICE

Awarded to an outstanding RN or LPN who demonstrates exemplary professional practice. This nurse goes above and beyond their expected job duties to promote a culture of safety, quality improvement and quality monitoring. The nurse contributes to excellence in nursing practice by achieving the highest of standards and serves with distinction in order to be the best.

WINNER

Stephanie Roper, BSN, RN, CCRN Manager Patient Care 4E/4H Cardiovascular Intensive Care Unit

WINNER

Becky Watkins-Bregy, BSN, RN, CPN RN IV 5E Acute Care Rehabilitation

NURSING EXCELLENCE COMMUNITY SERVICE

Awarded to an RN or LPN who promotes the role of nursing in community health initiatives, beyond the walls of ACH. The nurse demonstrates service through active community involvement, volunteerism, activism and/or practice support which promotes health benefit or betterment of the community.

NURSING EXCELLENCE IN LEADERSHIP

Awarded to an RN who exemplifies nursing leadership through their contributions to the nursing team, the nursing strategic plan and the strategic priorities of ACH.

WINNER

Brittany Chancellor, BSN, RN, PED-BC Manager Patient Care Radiology Administration

FRIEND OF NURSING

Awarded to a non-nursing team member who consistently provides inter-collaborative care and demonstrates support for nursing practice and nursing outcomes. This team member is recognized for their willingness to collaborate with nurses and for serving as a role model to the nursing team.

WINNER

Kristin Williams, LMSW Social Worker I NE Social Work

WINNERS

Hannah Jernigan, BSN, RN, CCRN RN IV 3A PICU

NURSING EXCELLENCE IN TEAMWORK

Awarded to an RN or LPN who continually strives to build a stronger nursing team. The nurse exemplifies teamwork through coordinating, communicating, cooperating and collaborating to ensure the highest level of service for our patients, families and team members.

EXCELLENCE IN ADVANCED NURSING PRACTICE

Awarded to an outstanding APRN who demonstrates exemplary professional practice. This APRN goes above and beyond their expected job duties to promote a culture of safety, quality improvement and quality monitoring. The APRN contributes to excellence in nursing practice by achieving the highest of standards and serves with distinction in order to be the best. This nurse works in an advance practice position, including Advanced Nurse Practitioners, CNSs, or CRNAs (both ACH and UAMS employees whose primary job duties occur at Arkansas Children's).

WINNER

Crystal Paparic, APRN, CNP Critical Care Medicine

WINNER

Michelle Cherry, BSN, RN RN II 3H Neonatal Intensive Care Unit

EXCELLENCE IN INNOVATION

Awarded to an RN or LPN who has improved nursing practice through quality improvement processes. The work of this nurse has achieved a change in workflow, patient care, clinical process or staff support.



Arkansas Children's Hospital Nursing Excellence Awards (continued)

EXCELLENCE IN PRECEPTING, MENTORING & EDUCATION

Awarded to an RN or LPN who demonstrates a commitment to the professional success of other team members. The nurse supports team members by demonstrating, instructing, coaching and guiding best practice.

WINNER

Erin Williamson, RN, CPEN RN III Emergency Department

WINNER

Shelby Davis, RN RN II 4D Neuroscience

EXCELLENCE IN SAFETY

Awarded to an RN or LPN who contributes to excellence in nursing practice by creating an error-free environment to ensure the highest level of services for our patients, families and team members.

EXCELLENCE IN INQUIRY

Awarded to an RN or LPN who continually seeks to expand academic knowledge and professional nursing practice through nursing research and evidence-based practice processes.

WINNER

Laikin Ulrich, BSN, RN, CPN, CRRN, CBIS RN IV Care Coordinator 5E Acute Care Rehabilitation

STATEWIDE DAISY TEAM

ACH Emergency Department

LEARNING FROM EXCELLENCE AWARD

WINNER

Kaitlyn Richter, BSN, RN, CPN, CPHON RN III 4K Hematology/ Oncology

COMMUNITY OUTREACH AND PARTNERSHIP

Arkansas Children's Resource Connect

Arkansas Children's Resource Connect, powered by Find Help, allows clinical staff to connect patients and families to free and reduced-cost services. Once the social needs screening is complete, clinical staff can provide referrals to programs that address food insecurity, housing, transportation, special education needs and more. Families that indicate the need for emergency food assistance can be given a bag and a grocery to take home that day. By using Resource Connect, they can also be referred to a food pantry closest to their home for continued support and may even be eligible to apply for programs like WIC or SNAP. Through continuing education for outpatient clinics, referrals being made to families have more than doubled since the start of the fiscal year. These referrals show how much our nursing teams care about both their patient's clinical outcomes and overall well-being and are a testament to their compassion and excellence.

Dr. Martin Luther King, Jr. Magnet Elementary School Coat Drive

Our neighboring school, Dr. Martin Luther King, Jr. Magnet Elementary, identified 22 students in need of coats. The Community Health Promotions Department, led by director Laura Taylor, collected coats for each student. School Counselor, Kristy Chambers, expressed gratitude for our continued annual support of students.





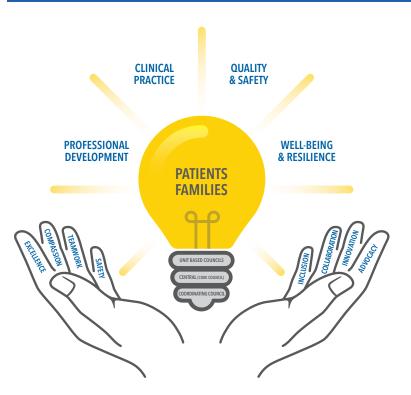
SHARED DECISION-MAKING AND COUNCIL STRUCTURE

Shared Governance has been an integral part of healthcare since the 1970s and has empowered those closest to the patient and family to participate in decisions that affect care and the work environment. Shared Governance, now commonly referred to as Shared Decision-Making, is a framework in which health care professionals can collaborate and participate in decisions related to clinical practice, quality improvement, practice standards, patient care, staff engagement and patient experience.

Arkansas Children's Hospital's Little Rock started an assessment of Shared Decision-Making in the fall of 2023. The assessment included a review of Shared Decision-Making structures, processes, policies and outcomes. The anticipated re-launch of Shared Decision-Making is scheduled for early 2024.

Thank you to our shared governance council leaders for their dedication to continuing to guide clinical practice, professional development, leadership, research and advanced practice during the assessment period.

ACH SHARED DECISION-MAKING COUNCILS



Meetings	Leader
Professional Development Council	Lametria Wafford, MNSc, RN, NPD-BC
Healthy Workforce Council	Amber Simon, BSN, RN, CPN
Managers Council	Shannon Wyatt, MSN, APRN, FNP-BC, CCRN Ginger McEarl, MSN, RN, CPN
Research Council	Dalton Janssen, MSN, RN, RNC-NIC, CCRP, CRS
Educator Council	Lindsey Ward, BSN, RN, CPN, CPHON
APRN Council	Sally Puckett, MNSc, APRN, CPNP-PC

PATIENT EXPERIENCE

In July 2023, our Patient Experience team began sharing a **PX Monthly Update.** The update highlights "wins" each month for our patient care areas and team members.

JULY 2023 WINS:

- Leader Presence Rounding compliance for July 2023 (842 total rounds, Hem/Onc with 205)
- Staff eased discomfort and Comfort talking with nurse's scores had a significant **increase** from last month
 - Staff eased discomfort **increased** from the 58th percentile to the **75th percentile**
 - Comfort talking with nurses increased from the 67th percentile to the 91st percentile

AUGUST 2023 WINS:

- Monthly Patient Experience (PX) Champion celebrations included a pizza party, a trophy and a banner for the month
 - For the month of July, PX Winners were PICU (Tier 1 winner) and CVICU (Tier 2 winner)
- Leader Presence Rounding compliance for August (1,165 total rounds, NICU with 294)
 - Staff eased discomfort, Good communication between staff, Nurses listened carefully, Confidence and trust in nurses, Care providers explain if not better, Care providers explain things, and Care providers listened all showed significant score **increases** from last month with the most significant jumps being: Good communication between staff **increased** from the 24th percentile to the 67th percentile
 - Care provider explain if not better **increased** from the 34th percentile to the **64th percentile**

SEPTEMBER 2023 WINS:

- August PX Winners were 3D at the 100th percentile (Tier 1 winner) and Burn at the 100th percentile (Tier 2 winner)
- Leader Presence Rounding compliance for September 1,583 (This is the most monthly rounds to date!)
- Our overall Inpatient NPS score **increased** from the 65th to the **71st percentile** compared to the previous month
- Comfort talking with nurses **increased** from the 50th to the **65th percentile** compared to the previous month

OCTOBER 2023 WINS:

- Leader Presence Rounding compliance for October 1,799 (This is another new record!)
- Good communication between staff **increased** from the 48th to the **58th percentile** compared to the previous month
- Staff eased discomfort **increased** from the 40th to the **55th percentile** compared to the previous month

NOVEMBER 2023 WINS:

- Nobl Rounding Tool Implementation with a Go-Live Date on November 7, 2023.
- Leader Presence Rounding through Nobl Rounding Tool for November 1,374
 - **TOP ROUNDER** for the month of November: NICU Patient Care Manager - Kimberly Hopkins, with 82 rounds
 - **TOP PRAISED STAFF** for the month of November: 3D/3E RN Jordan Andrews, with 8 praises
- Care provider explain if not better **increased** from the 19th to the **47th percentile** compared to the previous month
- Family involved in visits **increased** from the 33rd to the **64th percentile** compared to the previous month
- Had enough input/say in care **increased** from the 36th to the **64th percentile** compared to the previous month

DECEMBER 2023 WINS:

- Leader Presence Rounding through Nobl for December 1,432
 - **LEADING ROUNDER** for the month of December: NICU Patient Care Manager - Melissa Smith, with 73 rounds
 - **LEADING TOP PRAISED STAFF** for the month of December: NICU RN Megan Allen, with 6 praises
- NPS: Overall Facility Would Recommend **increased** from the 12th to the **54th percentile** compared to the previous month
- Nurses Explained Things **increased** from the 35th to the **75th percentile** compared to the previous month
- Staff Eased Discomfort **increased** from the 28th to the **68th percentile** compared to the previous month
- 7 inpatient departments are at or above goal for the FY



QUALITY & SAFETY HIGHLIGHTS

PROJECT ADAM

by Charles Wooley, BSN, RN, CPEN; Paramedic Outreach Coordinator, Arkansas Children's Heart Institute

Project ADAM began in 1999 after the death of Adam Lemel. He was 17 years old when he collapsed and died while playing basketball. Adam suffered a sudden cardiac arrest (SCA). An AED (Automated External Defibrillator) could have saved his life. Adam's parents teamed up with the Children's hospital in their state to create Project ADAM. Currently Project ADAM affiliates total 39 and are based out of children's hospitals across the United States.

Since February 2023, Arkansas Children's Heart Institute has been active in the state, designating Heart-Safe schools with Project ADAM Arkansas. There are currently 143 schools designated, with 100 additional schools working to complete the process. The two largest school districts in the state of Arkansas, Springdale Schools and the Little Rock School District have designated 100% of their campuses. These two districts have over 45,000 students on 74 campuses.

Schools complete a four step process with Project ADAM Arkansas:

- 1. Complete a Risk Assessment Walk Through
- 2. Create an Emergency Action Plan
- 3. Build a Role-Based Team
- 4. Complete a Designation Drill

3K-ITU ARMBAND WEARING COMPLIANCE by Rachel Hays, BSN, RN, CPN; RN III, 3K ITU Clinical Educator

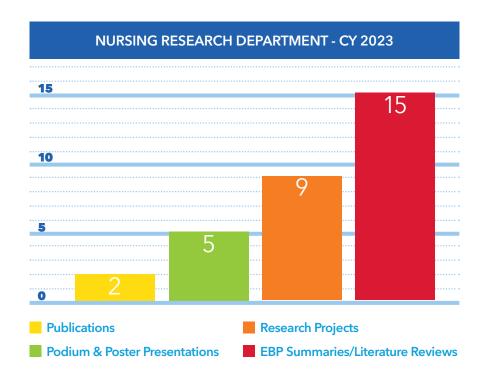
While doing Leadership Rounds, the 3K-ITU team noticed several patients were not compliant with wearing their armband. With the support of Cassie Medlock, MNSc, RN, CNN, NE-BC, Patient Care Services Director, a compliance analysis was completed. Over 200 randomized audits were performed to obtain a baseline for armband wearing compliance. Education was implemented for nursing staff regarding the importance of patients wearing their armbands and caregiver education upon admission. After implementing the education intervention, the patient armband compliance increased from 36% to 90%. This is an ongoing project, with audits still being performed to ensure our patients safety.

NURSING RESEARCH

The Nursing Research team is engaged in conducting nurse-led inter-professional research studies and evidence-based practice (EBP) projects. We offer a variety of services to frontline nurses, leaders, APRNs, shared governance councils and others as requested. We provide the following support:

- Lead the Nursing Research Council and the Review of Research Protocols by Nurses,
 Advanced Practice Registered Nurses, and Patient Care Service Professionals
- Research Study Development
- Documentation Development, including protocols, consent, HIPAA and more
- Submission of Abstracts for Conferences
- Poster and Podium Presentations
- Manuscript Development and Submissions to Professional Journals
- UAMS Institutional Review Board Documentation and CLARA Submissions, Including Letters of Determination for Quality Improvement Projects
- Survey Development and Administration
- Statistical Analyses Including Qualitative Theming
- Evidence Based Project Summaries
- Consultation and Brainstorming Sessions

We provide mentoring assistance that allows nurses to develop and enhance their professional careers, leading them to the next level.



Nursing Research Department Achievements

- In 2023, the Nursing Research Department had over 250 consultations
- Ten abstracts were submitted for the 2024 ANCC National Magnet Conference
- Assisted with the development and implementation of nurse-initiated projects from 3 bedside nurses as they became first-time Principal Investigators
- The Nursing Research Department works with new graduate nurses to build confidence in evidence-based practice through a series of interactive lectures and activities during orientations. These activities are designed to build upon knowledge gained in nursing school by applying evidence-based practice (EBP) concepts in real-world examples. Residents practice writing PICOT questions, searching, critiquing, synthesizing and translating evidence into potential projects that can be implemented at the unit level. In 2023, 3 cohorts attended a variety of classes that examined the evidence on the topics of:
 - Improving Caregiver Knowledge of Support Services
 - Safe Sleep in the NICU
 - Using Whiteboards to Improve Communication
 - Will an Established Pathway Improve ED Door to IV Antibiotic Time?"

Animal-Assisted Intervention Staff Visits

The Nursing Research Department visited hospital staff working day various hours for animal-assisted interventions, which have been shown to increase resilience and decrease stress levels.

In 2023, more than 175 staff were visited in clinics, outpatient, inpatient, and off-site locations. In addition, over 950 staff were visited in the ACH Emergency Department with our research study: A Mixed-Methods Study Exploring the Impact of Animal Assisted Activities on Mood and Compassion Fatigue among Emergency Department Staff in a Children's Hospital.



Tails Dog, Sadie, Visits Nurses For Nurses Week

Publications In-Print

Debra Jeffs, PhD, RN, NPD-BC, FAAN, Beverly J. Spray, PhD, Lauren Baxley, BSN, RN, CCRN-K, Eric Braden, CHSOS, Amber Files, MSN, RN, Elizabeth Marrero, MSN, RN, CNOR(e), CIC, FAPIC, Tiffany Teague, MSN, APRN, FNP-BC, Esther Teo, MD, FACS, and Mandy Yelvington, PhD, OTR/L, BCPR, BT-C. (2023). Comparing Novel Virtual Reality and Nursing Standard Care on Burn Wound Care Pain in Adolescents: A Randomized Controlled Trial. *Journal for Specialists in Pediatric Nursing*, 14, e12419. doi: 10.1111/jspn.12419. E-pub ahead of print.

Amy R. Smith, PhD, CCLS, MT-BC, Joseph Hagan, ScD, MSPH, **Marlene Walden, PhD, APRN, NNP-BC, CCNS, FAAN,** FAAN, Alix Brickley, MA, MT-BC, Marial Biard, MA, MT-BC, Christopher Rhee, MD, Patricia McIver, RN, Helen Shoemark, PhD, RMT, and Colleen Brand, PhD, APRN, NNP-BC. (2023). The Effect of Contingent Singing on Preterm Infants with Bronchopulmonary Dysplasia. *Journal of Music Therapy, 019*, 1-22. doi: 10.1093/jmt/thac019

Podium Presentations

Pediatric Trauma Society 9th Annual Meeting, November 1, 2023, New Orleans, LA

• Shonda Grappe MSN, RN, CCRN, and Deidre Wyrick, MD. Improving Compliance of Screening to Identify Trauma Patients with Early Predictors of PTSD.

Poster Presentations

University of Arkansas Nursing Science Day, April 27, 2023, Fayetteville, AR

Marlene Walden, PhD, APRN, NNP-BC, CCNS, FAAN, Chad Dugger, MSN, RN, CPN,
 Austin Lovenstein, MBA, MA, BS, AdvCRS, Sarah Lanning, MS, CCC-SLP, Brandie Samples,
 BSN, RN, Lydia Sietsema, MHS, BSN, RN, CIC, Amy Ramick, DNP, RN, ACNS-BC, NPD-BC,
 Melissa Ballard, MSN, RN, Dalton Janssen MSN, RNC-NIC, CRS, and Jeff Williams, PharmD,
 BCPPS. Assessing Attitudes of Staff Regarding Research and Evidence Based Practice in a
 New Hospital Setting.

APHON 47th Annual Conference & Exhibit, September 21, 2023, Cleveland, OH

 Mistie Cook, MNSc, RN, CPN, CPHON, and Elizabeth Marrero, MSN, RN, CNOR(e), CIC, FAPIC. Implementing a Cancer and Blood Disorders Service Line Quality Nurse Decreases CLABSI Rates to 8 Year Low.

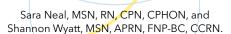
 Sara Neal, MSN, RN, CPN, CPHON, and Shannon Wyatt, MSN, APRN, FNP-BC, CCRN. Improving End-of-Life Care by Taking an Interdisciplinary Approach.

2023 ANCC Pathway to Excellence® Magnet Conference, October 12, 2023, Chicago, IL

Annmarie Neal, BN, RN, CPN, and Tysicia Scott, BSN, RN.
 Ensuring Reliable Blood Pressure Measurement in Primary Care.

2023 Cardiac Arrest Survival Summit. November 29, 2023. San Diego, CA

• **Annmarie Neal, BN, RN, CPN.** Out of Hospital Cardiac Arrest and CPR: Reflection on the Lived Experience.





EBP Literature Reviews & Searches

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and Adrianne Crabtree, BSN, RN, CNRN, CPN. Physical and Mental Benefits and Barriers to Remote Work in Healthcare.

Marlene Walden, PhD, APRN, NNP-BC, CCNS, FAAN, and Kris Maddalena, MSN, BSN. Leader Span of Control in the Ambulatory Setting.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and Amy Huett, PhD, RN, NPD-BC. Use of Escape Rooms for Nursing Professional Development.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, Karen Cherwien, M.Div., BCC, and Brent Fairchild, M.Div., BCC. Telechaplaincy.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and Lametria Wafford, MNSc, RN, NPD-BC. Care Delivery Models.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and Angela Rowe, DNP, APRN, PCNS-BC. Operating Room Scheduling.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and Greg Adams, LCSW, ACSW, FT. Bereavement Follow-up Program Development: Best Practices for Families.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and **Lauren Baxley, BSN, CCRN.** Parent Reported Pain and Anxiety Scales for Burn Patients.

EBP Summaries

Marlene Walden, PhD, APRN, NNP-BC, CCNS, CRS, FAAN, and Mark Perry. Span of Control for Nurse Leaders.

Marlene Walden, PhD, APRN, NNP-BC, CCNS, CRS, FAAN, and Carrie Lee, DNP, MBA/HCM, RN, NE-BC. Virtual Nursing Care.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and **Robyn Abernathy MSN, RN, CNL, CPHON.** Intake and Output Monitoring in BMT Patients: Best Practices.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, Amber Barlow, MSN, RN, CPHON, CPN, and Dominique Ford, MSN, RN, CPHON, CPN. The Impact of Student Nurse Internship on RN Resident's Readiness for Practice.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC (Preceptor), Morgan Coleman BSN, RN (DNP Student), and Vanessa Plummer, BScN, RN, CPEN. Sedation Scale for Pediatric Post-Operative Patients.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC (Preceptor) and Morgan Coleman BSN, RN (DNP Student). Parent Reported Pain and Anxiety Scales for Burn Patients.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, and **Ellen Mallard, DNP, APRN, ACCNS-N, CWOCN-AP, RNC-NIC.** Incidence and Management of Deformational Plagiocephaly and Secondary Craniosynostosis in NICU Patients.

Letters Of Determination

Chisom Umerah, BSN, RN, and Austin Lovenstein, MBA, MA, BS, AdvCRS. Creating Educational Pieces for Diabetic or Obese Children.

Karen Cherwien, M.Div., BCC, Brent Fairchild, M.Div., BCC, and Austin Lovenstein, MBA, MA, BS, AdvCRS. Telechaplaincy: Spiritual Care for Cystic Fibrosis Patients and Families at Home.

Bekah Joyner, BSN, RN CPN, and Austin Lovenstein, MBA, MA, BS, AdvCRS. Impact of an Employee Incentive Program on Employee Satisfaction for Employees Working in an Inpatient and Outpatient Setting at Arkansas Children's Hospital.

Rachel Hays, BSN, RN, CPN, and Austin Lovenstein, MBA, MA, BS, AdvCRS. Medication Scanning Compliance with Re-Designed Armbands.

Monica Russell, BSN, RN, CPN, CCRN, and Austin Lovenstein, MBA, MA, BS, AdvCRS. Unit Based CLABSI Prevention Team.

Greg Adams, LCSW, ACSW, FT, and Austin Lovenstein, MBA, MA, BS, AdvCRS. What Types of Follow-up Do Families Want After a Patient Dies?

Robyn Abernathy, MSN, RN, CNL, CPHON, and Austin Lovenstein, MBA, MA, BS, AdvCRS. Improving Fluid Balance Accuracy of Stem Cell Transplant Patients.

Traci Hackler, RN, CPHON, and Austin Lovenstein, MBA, MA, BS, AdvCRS.

Outcomes of Discharge Preparedness in Pediatric Bone Marrow Transplant Patients.



Current Research Studies

Mandy Yelvington, PhD, MS, OTR/L, BCPR, BT-C, Austin Lovenstein, MBA, MA, BS, AdvCRS, Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, Frank Bregy, OTR/L, CBIS, NDT, Michael Nelson, PT, MSPT, PCS, Beverly J. Spray, PhD, and Vikki Stefans, MD.

Impact of Animal Assisted Intervention in Hospitalized Children with Acquired or Traumatic Brain Injury Undergoing Pediatric Rehabilitation.

Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, Austin Lovenstein, MBA, MA, BS, AdvCRS, Andrew Ghrayeb MT-BC, NMT, Greg Adams, LCSW, ACSW, FT, Alexandria Barber, BSN, RN, RNC-NIC, Juliane Crafton, RN, Elizabeth "Charley" Elliott, PhD, APRN NNP-BC, Rachel Picking, MSN, RN, CPN, Elena Rabago, MS, CCLS, and Miranda White, LCSW.

Heartbeat Recordings through Music Therapy for Bereavement and Legacy Creation in Parents of Neonates with Life-Limiting Conditions.

Megan Hoyt, BSN, RN, CPN, and Debopam Samanta, MD. Epilepsy Care Experiences in the Complex Epilepsy Clinic.

Stephanie Benning, MSN, APRN, PCNS-BC, CPN, Austin Lovenstein, MBA, MA, BS, AdvCRS, Greg Adams, LCSW, ACSW, FT, Amy Decker, MS, BSN, RN, CPN, VA-BC, and Amy Ramick, DNP, RN, ACNS-BC, NPD-BC.

Understanding the Lived Experience of Patient Aggression Towards Nurses and Care Attendants Within a Children's Hospital.

Dalton Janssen, MSN, RNC-NIC, Dannis Armikarina, BSN, RN, CCRN-K, CCRP, Michael Howard, DNP, RN, BC, FAAN, Austin Lovenstein, MBA, MA, BS, AdvCRS, Kristen Petty, BSN, RN, CPN, Amy Ramick, DNP, RN, ACNS-BC, NPD-BC, Tameika Reed, BS, MLS (ASCP)SM, Racheal Scott, MSOM, RHIA, LSSBB, Beverly J. Spray, PhD, Marterria Tanner, BSN, RN, Nicole Turnage, MS, CMLA (AMT), Shannon Wyatt, MSN, APRN, FNP-BC, CCRN, and Mandy Yelvington, PhD, MS, OTR/L, BCPR.

Impact of MyChart Information Release Mandate on Nurse, Patient, and Family Interactions in a Children's Hospital.



Current Research Studies (continued)

Justin Smith, MSE, BSN, CPN, Austin Lovenstein, MBA, MA, BS, AdvCRS, **Amy Ramick, DNP, RN, ACNS-BC, NPD-BC,** Greg Adams, LCSW, ACSW, FT, James Henrich, ThM, BCC, Amelia Randag, CCLS, Claire Humphreys, MS, CCLS, and Beverly J. Spray, PhD.

A Mixed-Methods Exploration of Healthcare Professionals Perceptions with Near-Death Related Experiences in Pediatric Patients.

Austin Lovenstein, MBA, MA, BS, AdvCRS, **Amy Ramick, DNP, RN, ACNS-BC, Ashley Casteel, BSN, RN,** Raquel Cooper, CCLS, Mollie Ivie, CCLS, Tiffani Slaten, MS, CCLS, Beverly J. Spray, PhD, and **Cassie Taylor, BSN, RN.**

A Mixed-Methods Study Exploring the Impact of Animal Assisted Activities on Mood and Compassion Fatigue among Emergency Department Staff in a Children's Hospital.

Completed Research Studies

Shannon Bolle Wyatt, MSN, RN, FNP-BC, CCRN, Austin Lovenstein, MBA, MA, BS, AdvCRS, **Amy Ramick DNP, RN, ACNS-BC, NPD-BC, Emily Durden, BSN, RN, CCNR,** and Beverly J Spray, PhD. Perceived Stress and Mindfulness in the Registered Nurse After the Introduction of a Mindfulness Meditation Program.

Lindsey Seward, MSN, RN, Jessica Shadden, BSN, RN, Mitch Highfill, MSN, RN, Brandie Samples, BSN, RN, Amber Wing, Emilee Barton, BSN, RN, Adriana Ochoa, and Elizabeth Jaeger, BSN, RN.

Increasing the Confidence and Competence of Ambulatory Clinical Staff in Cardiac Code Events via the Implementation of Mock Code Simulations. (ACNW)



COHORT MATCH NOVEMBER 2023 DAY







SAFETY, TEAMWORK, COMPASSION AND EXCELLENCE

