



2024 nursing annual report

Empowered nurses, incredible care.



a message from Chief Nurse Executive Tammy Webb

WELCOME TO THE CHILDREN'S HEALTHSM 2024 NURSING ANNUAL REPORT!

This was a transformative year for our nursing team, as we focused on empowering nurses to excel in their profession and continue embracing our culture of nursing excellence. Together, we achieved remarkable milestones that are shaping the future of nursing at Children's Health.

The evolution from shared governance to Nursing Professional Governance (NPG) was a significant advancement, enabling nurses to take ownership of their practice, influence decisions and embrace their roles as leaders. Nurses across the organization were trained in the updated NPG model, and monthly Council Days now provide dedicated time and support for governance work. Council Days include a General Session, open to all nurses, which has allowed me to connect with more than 300 nurses monthly to share updates and celebrate achievements.

Education and development remain a cornerstone of our efforts. From celebrating the largest-ever nurse residency cohort to supporting academic progression and professional certifications, we are paving the way for our nurses to thrive. We have also strengthened our recognition program, fostering a culture that celebrates and motivates nurses to aim higher – equipping every nurse for success.

We can see evidence of nurse empowerment throughout the organization in nurse-led initiatives that enhance safety and quality of care. Whether improving our system sepsis response or developing interventions to reduce peripheral intravenous infiltration events (PIVIEs), our nurses are making a tangible difference for patients and families. Their commitment to practice, education, research, innovation and collaboration is evident every day.

During this time, our system experienced extraordinary growth. A new tower on the Plano campus opened, expanding the Emergency Department, and ultimately, tripling the number of inpatient beds. Additionally, we broke ground on the new Dallas pediatric campus with an exciting and historic celebration on Oct. 1. This state-of-the-art facility will meet the growing needs of our region's pediatric population and advance our mission into the future. Just as with the Plano expansion, nurses are playing a key role in designing this transformative project.

To our nurses: Thank you for your passion, dedication and commitment to excellence. You are leading the way in pediatric nursing and building a brighter future for the patients and families we serve. I look forward to continuing this journey with you.

With pride and optimism,



TAMMY WEBB, PH.D., RN, NE-BC
Children's Health Chief Nurse Executive



messages from Children's Health nursing executives



The systemwide launch of Nursing Professional Governance (NPG) enhances our culture of nursing excellence by giving our nurses ownership of their practice. Empowered with accountability, authority and autonomy, our nurses are influencing decisions and embracing their roles as professional nurses. I'm proud of the work we've done to get here, and I look forward to watching our nurses grow as they improve their practice through NPG.

BRENNAN LEWIS,
DNP, APRN, PCNS-BC, NEA-BC
Vice President, Nursing Excellence



2024 was a monumental year for our Northern Market (Plano and beyond) nurses. Children's Medical Center Plano opened its new, nearly 400,000-square-foot patient tower, expanding access to acute, critical and specialized care for patient families across our region. Our nurses played a pivotal role, providing regular design feedback to ensure the space is equipped for efficient and effective patient care. Thank you to our nurses who continue making crucial contributions to our ongoing growth.

JOSH BOURGEOIS, DNP, RN, NE-BC
*Executive Vice President, Chief Nursing Officer
and Hospital Operations, Northern Market*



Registered nurses are embedded in important roles throughout Children's Health, many of which do not involve direct patient care. While they may no longer be at the bedside, their voices remain critical to achieving our nursing strategic goals. We're proud of their continued involvement in our Beyond the Bedside Program and are grateful for the opportunity to support their ongoing professional development.

BARRY OWEN, MBA, BSN, RN, NEA-BC
*Vice President and Ambulatory
Associate Chief Nursing Officer*



Nurses across the system continue to thrive and grow professionally as our organization expands. Nurse-led initiatives aimed at supporting and encouraging certification led to an unprecedented increase in nursing certifications, and our RN residency program had the largest cohort graduation in the program's history. I am proud of our nurses who continue to reach for more, and I look forward to more opportunities to celebrate your achievements.

ERIKA GRIMES,
MSN, RN, NEA-BC, NPd-BC
*Vice President, Clinical Talent
Advancement*



Nurses are leaders in improving the quality and safety of the care we deliver to patients, fulfilling the mission of the nursing profession. They are leading multidisciplinary teams to translate best evidence into practice throughout the organization, resulting in improved outcomes for patients. Thank you to our nurses for prioritizing patient safety and quality outcomes.

KRISTIN CUMMINS, DNP, RN, CPHQ
*Senior Vice President, Quality and
Patient Safety*

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mission, vision and values

Our mission as Children's Health nurses is to support the organizational mission, "Make life better for children," by providing high-quality care based on our strong commitments to practice, education, research, innovation and collaboration.

Our vision is Children's Health will be among the very best medical centers in the nation.

Our values are selfless service, passionate advocacy, commitment to excellence and unwavering integrity.

New Nursing Culture Day empowers nurses to advance excellence

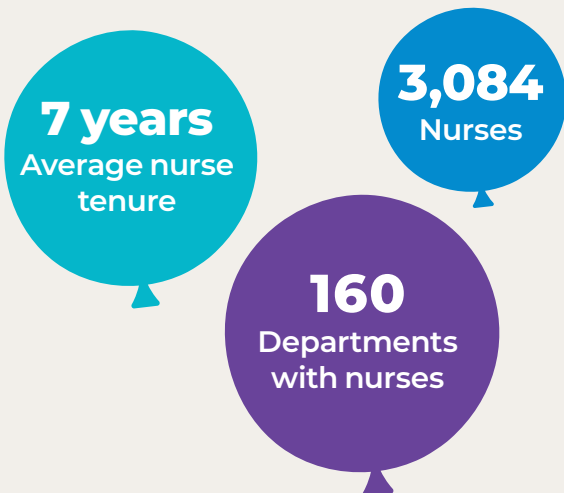
In July, we marked an incredible milestone as we kicked off our first Nursing Culture Day. This transformative workshop enriches our onboarding program for the talented professional nurses who have recently joined the Children's Health team, empowering and engaging them to advance nursing excellence.

This event invites our new nurses to embrace what it means to be a professional nurse at Children's Health, covering topics such as nursing research and evidence-based practice, driving change in nursing practice, Magnet and nursing professional development.

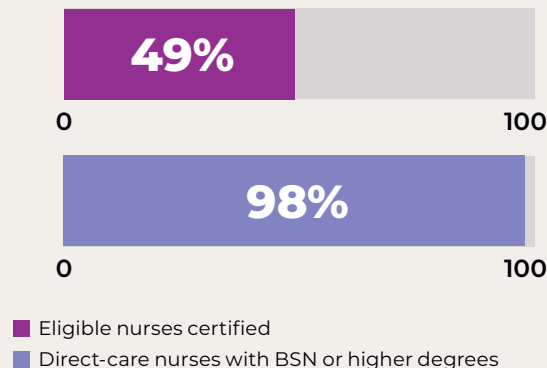


nursing by the numbers

AS OF DEC. 31, 2024



Percentage of certified nurses and direct-care nurses with BSN or higher degrees:



24
Nursing research studies



Overall RN
satisfaction score



662
Clinical Nurse
Achievement Program
(CNAP) participants



112
National publications,
presentations and
posters

structural empowerment

Structural Empowerment demonstrates our commitment to a robust practice environment. It signifies there are structures and processes in place to support nurses to be the absolute best they can be. Nurses are active in professional organizations, are encouraged to develop professionally and have a voice in decisions that affect their work.

Children's Health encourages nurses to be deeply engaged in their practice, starting with our nurse residency programs and extending to nurses who work beyond the bedside. Our success in 2024 is demonstrated by:

- The launch of Nursing Professional Governance, which empowers nurses with accountability, authority and autonomy over their practice.
- A growing nurse residency program.
- An increase in nursing certifications following nurse-led efforts focused on supporting and encouraging certification.
- A robust recognition program.

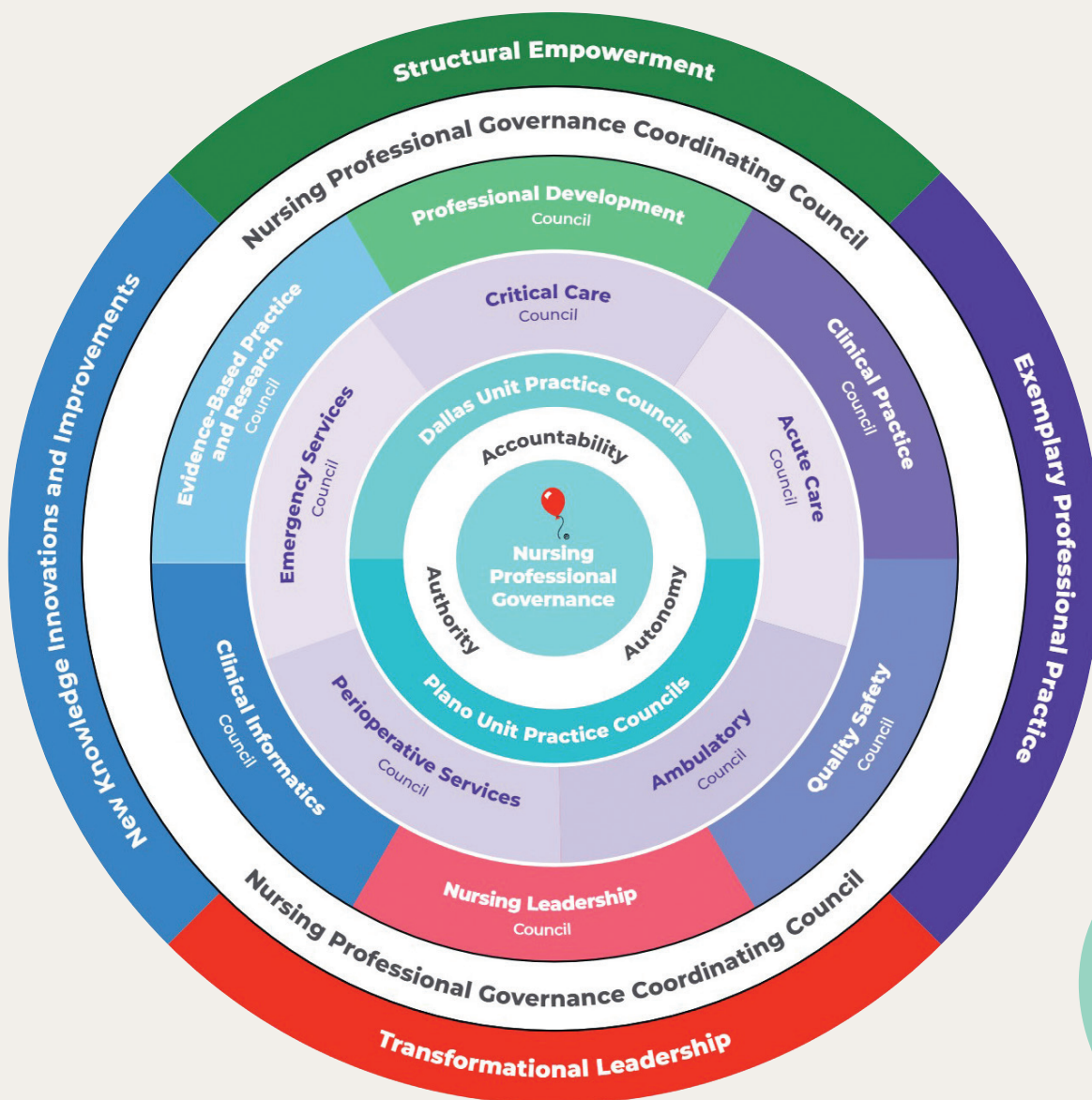


Children's Health nurses laid groundwork for Nursing Professional Governance launch

The Nursing Professional Governance (NPG) team at Children's Health spearheaded a culture shift from shared governance to professional governance. The goal: empower nurses to own their practice.

A comprehensive analysis revealed five critical areas for improvement:

- Aligning Core and Unit Practice Council (UPC) goals to strategic priorities
- Enhancing nurses' ownership in decision-making
- Engaging clinical nurses in nurse-sensitive indicator data analysis and improvement
- Increasing clinical nurse unit representation
- Boosting leadership engagement





To address these gaps, the NPG team developed a new structure that supports clinical nurse and nurse leaders' accountability, autonomy and authority in decision-making to achieve empirical outcomes. The NPG team also created training sessions – “training camps” – designed to shift the mindset of Children’s Health nurses and encourage their active participation in the new governance structure. More than 300 nurses were educated on professional governance.

Sessions focused on:

- Ownership of quality, practice, competency and knowledge at all nursing levels
- Differentiating between the roles of the nurse leader and clinical nurse in NPG
- Leveraging the new NPG council structure in decision-making
- Promoting a culture of professional nursing

Membership on the Core Councils and UPCs was restructured, ensuring all units had clinical nurse representation. The new structure also focused on including nurse leaders at varying levels and subject matter experts – like clinical nurse specialists and clinical educators – to serve as active council members. All council meetings were aligned on a singular day to strengthen the communication and collaboration of nursing processes and decision-making. A specialized data workshop was conducted to equip nurses with the skills to locate and utilize data effectively, establishing a foundation for evidence-based practice improvement work. Additionally, the team launched UPC evaluations and provided training on standardizing processes.

This comprehensive approach aims to create a collaborative, data-driven culture where nurses are fully empowered to lead and shape their practice.



new Nursing Professional Governance Council Day improves collaboration, engagement

Children’s Health launched a monthly Nursing Professional Governance (NPG) Council Day, providing nurses with dedicated time to focus on governance work apart from clinical duties. The initiative, backed by key leadership and stakeholders, ensures clinical nurses can actively participate in shaping their practice.

Each Council Day begins with a virtual General Session open to all nurses, not just those directly involved in governance councils. The session provides a time each month for nurses to connect with the Chief Nurse Executive, nurse leaders, clinical nurses and nurses beyond the bedside. Attendees hear about nursing updates, NPG council initiatives and upcoming professional development opportunities throughout the system. Since its debut, the General Session has drawn more than 350 nurses monthly.

Time	NPG Council Day
8 a.m.	Unit Practice Councils
8:15 to 9:25 a.m.	Leadership Daily Safety Briefings
9:00 a.m.	UPC Chair Debrief and Planning Meeting
9:30 a.m.	NPG General Session
10:15 a.m.	#1 Core Council Sessions: CIC, CPC, Preceptor Forum
11:30 a.m.	#2 Core Council Sessions: EBPRC, PDC, QSC
12:45 p.m.	Lunch
1:30 p.m.	Departmental Councils and Leader Forums
2:45 p.m.	NPG Coordinating Council
4:15 p.m.	Nursing Leadership Council

The new structure fosters communication and collaboration among clinical nurses by strengthening unit, departmental and core councils while ensuring involvement of nurse leaders. All nursing roles – including inpatient, ambulatory, beyond the bedside and more – are represented in core councils, promoting an inclusive approach to professional governance. A new Coordinating Council was formed – made up of all governance chairs – with a purpose of providing a mechanism for the communication, integration and coordination of NPG. By offering dedicated time and enhancing engagement, Council Day has become a cornerstone of our efforts to empower nurses and improve nursing culture organization-wide.



Nursing Professional Governance principles empower nurses to own their practice

Children's Health nurses have reached new milestones in professional governance, with significant improvements in practice ownership and engagement across the organization. For the first time, the Nursing Professional Governance (NPG) Coordinating Council assisted in finalizing the bylaws that were officially approved by the Quality, Credentials and Appointments Board in December, marking a pivotal step in standardizing and elevating nursing practice.

The adoption of NPG principles has led to measurable progress. Council membership has increased by 113%, with average attendance for members increasing by 65%. Councils have also created measurable goals to align with nursing strategic priorities. These changes have strengthened collaboration and fostered a culture of shared decision-making, bringing value to the nursing profession.



"Being a part of NPG has been a pivotal point in not only my career as a nurse, but also my overall experience at Children's Health. I have found a place where my voice is not just heard; it matters and has impact. The new NPG structure has empowered me to own my practice and foster a deeper sense of collaboration and advocacy. I am so proud to be part of this incredible team." – **Diana Sarmiento, BSN, RN, CPN**, Ambulatory Council Chair

"I have enjoyed being a part of Nursing Professional Governance and Unit Practice Council because it keeps me informed, engaged and able to help make positive changes on my unit. I love that NPG creates an environment for bedside staff and leaders to work together to form a culture of accountability, autonomy and authority in decision-making that helps develop staff and follows our mission of making life better for children."

– **Maci Wilbanks, MSN, RN, CCRN**, Critical Care Services Unit Practice Council Secretary



"When questions or concerns arise during our UPC meetings, I can provide answers or follow up with the members in real time. The team have all expressed feeling leadership's support and commitment due to my new role on the UPC."

– **Angela Stief, BSN, RN**, Unit Practice Council Clinical Manager Liaison

"My experience with NPG has been rewarding. I have connected with some incredible people who are intelligent, driven and inspiring. Throughout my involvement across multiple councils, serving in various positions, I have seen and been a part of actual change. From brainstorming solutions to issues or barriers, creating taskforces, looking at the research, implementing trials and rolling out practice changes, I am consistently motivated to make life better for children and nurses. Day in and day out, NPG influences me to be the solution." – **Courtney Kessler, BSN, RN, CPN**, Quality Safety Council Chair



Being involved in Nursing Professional Governance has opened my eyes to many different aspects of nursing. I have learned to invest in myself through certifications and seeking out opportunities to train in new areas. I discovered a passion for helping other nurses explore educational and organizational opportunities. I gained the courage to voice my ideas and learned there is support available to bring these ideas to completion. Lastly, I learned I do not have to wait until I am out of the Nurse Residency Program to do these things.

– **Kandiss Hayes, BSN, RN, CPEN**, February 2024 Nurse Resident – Professional Development Council Member



Transition to Practice program leads the way in empowering Children's Health nurses

The Children's Health Nurse Residency Program achieved record growth and retention rates in 2024, thanks to initiatives designed to empower and engage graduate nurses (GNs). In July, the largest cohort in the organization's history graduated, with 105 residents completing the program across both the Dallas and Plano campuses. With 93.8% of residents staying in our workforce, the cohort's retention rate far exceeds the national benchmark of 71.3%.

Key drivers of success have been engagement strategies, including the Nursing Professional Governance (NPG) initiative for GNs. Historically, new nurses were not involved in governance until they gained experience. Now, leaders introduce NPG to GNs in the first six months of the program, and the cohort nominates peers to represent the group on core councils. Every core council includes at least one Children's Health nurse resident from each cohort, ensuring the new nurses' voices are represented. Approximately 8% of core council members are now residents, with 100% of those involved choosing to stay at Children's Health after completing the program.

For residents needing extra support, Individual Learning Plans (ILPs) offer tailored, one-on-one guidance with transition-to-practice managers. Early results show promising outcomes in retention and performance. Additionally, a "residency rescue" algorithm helped identify nurses at highest risk of leaving, with 66% completing the program and retained to the organization. Collaboration with clinical leadership, clinical educators, preceptor coaches and preceptors were instrumental to success.

The RN Fellowship restructured this year and increased enrollment by 100%. The fellowship is a six-month program designed to equip experienced nurses with skills to support their transition to pediatric care. Early program outcomes show a 26% boost in one-year retention.

Finally, by preparing for changes in nursing licensure examination requirements and academic criteria, the organization continues to lead in supporting graduate nurses.



nurse-led initiatives boost certification rate

Children’s Health reported an almost 7 percentage point increase in the number of certified nurses this year, driven by a series of nurse-led initiatives aimed at supporting and encouraging certification.

At the start of 2024, nurse leaders from Nursing Excellence and Clinical Talent Advancement established a certification champion group comprising 32 certified nurses who mentored 74 peers actively pursuing certification. The group offers personalized guidance to help nurses navigate the certification process.

In March, Children’s Health celebrated Certified Nurses Day, recognizing nurses who achieved certification. During the event, Chief Nurse Executive Tammy Webb highlighted certification’s value in validating nursing expertise, enhancing patient care and advancing nursing careers. Nurse leaders also organized a certification fair, where certified nurses shared insights and recruited interested colleagues.

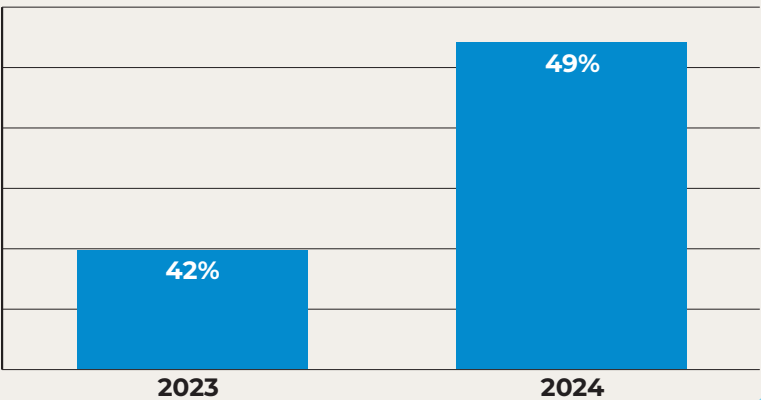
Another successful nurse-led initiative included organized study circles and review sessions that provided nurses with resources and tips to prepare for testing. Study circles and review sessions included support for certifications, including:

- Critical care
- Pediatric nursing
- Nurse executive leadership
- Nursing professional development
- Neonatal nursing
- Pediatric oncology nursing

To boost engagement, a certification roadmap competition launched in the fall, motivating nurses to work in teams and earn points for certification progress. The quarterly competition will continue in 2025.

These efforts reflect enhanced collaboration among clinical nurses and nurse leaders to foster professional growth and elevate care quality.

Percentage of certified nurses



recognition program gives voice to nurses systemwide

*See page 33 for full list of awards and recognition

Nurses across the organization collaborated to create a recognition program based in “gratitude science” that focuses on the implementation of meaningful recognition activities. All internal nursing awards programs have been transitioned to selection by peer reviewers, giving all nurses a voice in the recognition process.

An author recognition program celebrates the success of nurses who publish their work, and new awards and engagement opportunities continue to be added frequently. One example is the introduction of the DAISY Educator Award, presented during the annual May Smith Nursing Excellence Awards, celebrating our nurse educators’ mentorship.

Additionally, nurses are now highly engaged in planning celebratory events. The Nursing Professional Development Council planned and executed Nursing Excellence Fairs on both campuses during Pediatric Nurses’ Week in celebration of the pediatric nursing specialty. On both campuses, the Night Shift Forum planned and hosted Glow with Flo events (named after nursing pioneer Florence Nightingale) as part of Nurses’ Month on the night shift.

Recognizing the professional commitment of nurses who have achieved nursing professional board certification, nurses now display their status as a “Certified Nurse” with an ID badge hangtag, boosting recognition of this professional milestone and fostering awareness of the accomplishment and enhanced skill. Additionally, nurses who have graduated with advanced degrees were formally recognized at a graduation celebratory breakfast during Nurses’ Month.

Recognition of nursing engagement, development and professional growth helps foster our flourishing healthy work environment. Nurses are committed to helping the program grow.





More than 40 of our nurses proudly walked the stage at the American Nurses Credentialing Center (ANCC) Magnet Conference, celebrating our fourth-consecutive Magnet designation – an honor we initially marked together in November 2023 but officially shared with more than 14,000 nurses from across the nation in October 2024.



Vice President of Nursing Excellence **Brennan Lewis, DNP, APRN, NEA-BC, PCNS-BC**, accepted the Prism Award at the American Organization for Nursing Leadership (AONL) Inspiring Leaders conference. The Prism Award recognizes an organization exhibiting leadership in advancing diversity and inclusion within the nursing profession, health care organization or community.



In ceremonies on Sept. 5, the **Dallas Pediatric Intensive Care Unit (PICU)** and **Neonatal Intensive Care Unit (NICU)** received their Silver Beacon plaques from the American Association of Critical-Care Nurses (AACN). Beacon honors high-quality patient care in a healthy work environment. Children's Health is the only pediatric health care organization in North Texas to earn two Beacon Awards.





Since 1980, **Penny Williams, MS, BSN, RN, Senior Director, Care Continuum**, enhanced care and mentored nurses throughout Children's Health. Her colleagues honored her with a celebration and a DAISY Lifetime Achievement Award as she prepared for retirement.

A tireless, compassionate advocate for patients and families, **Susan Lepkowski, BSN, RN**, received the DAISY Lifetime Achievement Award at her May 30 retirement celebration after 41 years at Children's Health.



Thao Vu, MPH, BSN, RN, CPN, received the DAISY Educator Award. She was recognized for launching CPN study circles across the organization, inspiring multiple nurses to become CPN Champions.

Robin Bragg, Patient Care Technician on the Dallas Clinical Resource Team (pictured on bottom left holding her award), and **Fiona Kennedy, Patient Care Technician** from the Plano ED (pictured on the right holding her award), were awarded the first-ever Recognizing Achievement and Dedication in Assistance of Nursing Care and Excellence (RADIANCE) Awards. The RADIANCE Award recognizes the commitment of unlicensed staff to providing excellent patient care. This award recognizes individuals who demonstrate outstanding dedication, compassion and professionalism in their role.



The **Transition to Practice Team** won the “You Belong Award: Diversity, Equity & Inclusion in Action” from the Pediatric Nursing Certification Board. This award recognizes a pediatric-focused team that has implemented strategies to address barriers for nurses who identify with an ethnic or culturally diverse background, racial diversity, gender diversity, disability or who are otherwise a member of a historically marginalized community within the pediatric specialty.



transformational leadership

Transformational Leadership positions our nursing team to help achieve organizational goals. Leaders inspire nurses to put their knowledge and expertise to work, advocate for resources, and communicate processes that will improve care and the nurse practice environment.

In 2024, our nurses demonstrated Transformational Leadership by impacting the organization through efforts that include:

- A study focused on nurse leaders' well-being
- A nursing leadership conference designed to provide growth opportunities for current and aspiring leaders
- Implementing acuity-based staffing to improve nurses' workload and improve patient outcomes

nurses work to fill a gap with research on leaders' well-being

Despite the wealth of studies focused on clinical nurses' well-being, coping and resilience, there is a lack of information on these attributes for nurse leaders (defined as nurses with at least one direct report). To bridge this gap, a group of nurse scientists and nursing leaders at Children's Health launched a mixed-methods study – both quantitative and qualitative – to investigate the unique characteristics of this population.

The Mayo Wellbeing Index was the quantitative instrument. For the qualitative portion, the research team conducted confidential interviews with nurse leaders and coded the interviews.

Quantitative results showed an opportunity to reduce nurse leaders' stress and improve their well-being. Nurse leaders had a 13% higher level of stress than the national average for clinical nurses.

Qualitative results showed nurse leader fulfillment is related to well-being. Nurse leader well-being involves a complex interaction of individual resilience factors, leader competencies and system factors.

Researchers identified areas where enhancement can improve nurse leaders' well-being:

- Mindset reframing using self-compassion and self-awareness
- Nurse leader mentor program
- Self-care behaviors during workday
- Nurse leader operational orientation, including business skills
- Support for nursing professional governance
- Development of shared values and behaviors within team cultures

The study was presented at the Association for Leadership Science in Nursing International Conference in Dallas in September 2024.



nurse leaders host conference to drive collaboration and growth

In September, nurse leaders from Children's Health hosted the Nursing Leadership Conference to help aspiring and current nurse leaders from Children's Health and three additional organizations across the region address key challenges. With more than 100 nurses in attendance, the annual event resumed for the first time since the COVID-19 pandemic. Presentations were themed "Deep in the Heart of Texas:"



- "Hold Your Horses" on staff resiliency by Jean Storey, MSN, RN, NEA-BC, SRVP
- "Wild Wild West" on moral distress and ethical dilemmas in nursing leadership by Caitlin Reaves, BSN, RN, CPN, and Stephen Couch, M.A., ACC, HEC-C
- "These Boots are Made for Walking" on stepping into your potential by Jill Shepherd, BSN, RN, CPEN
- "Don't Mess with Texas" on workplace violence by Benjamin Norris, M.S., WPVP, CIT
- "Texas State of Mind" on emotional intelligence by Denise Boensch, M.S.
- "The Lone Star State" on emergency management and Texas regulations by Megan Street, M.D., Emergency Medicine Physician and Professor of Pediatrics, UT Southwestern Medical Center
- "This Ain't My First Rodeo" on multigenerational workforce by Daphney Fenelon Ford, MBA, and Michelle Prudhomme-Coleman, MBA, M.A.





Children's Health launches acuity-based staffing to enhance quality care and patient safety

In 2024, nurse leaders at Children's Medical Center Dallas leveraged an electronic acuity-based staffing tool on select inpatient units, marking a significant milestone for our organization. The initiative follows more than a decade of research into workload acuity in a pediatric setting, in partnership with the health system's electronic health record (EHR) vendor.

Acuity-based staffing leverages the EHR's workload acuity tool to assess nurses' workload per patient, factoring in orders, labs, medications, treatments and documentation. The system calculates minutes of care required per shift, enabling leaders to more effectively assign nurses based on patient needs.

The primary goal of acuity-based staffing is to enhance quality care and patient safety, while a secondary objective is to improve nurses' work experience. An earlier pilot showed promising results, including a reduction in hospital acquired conditions (HACs) and post-survey improvements in nurse-perceived ability to provide quality care. Based on this success, leaders began expanding the model across the Dallas campus in 2024.

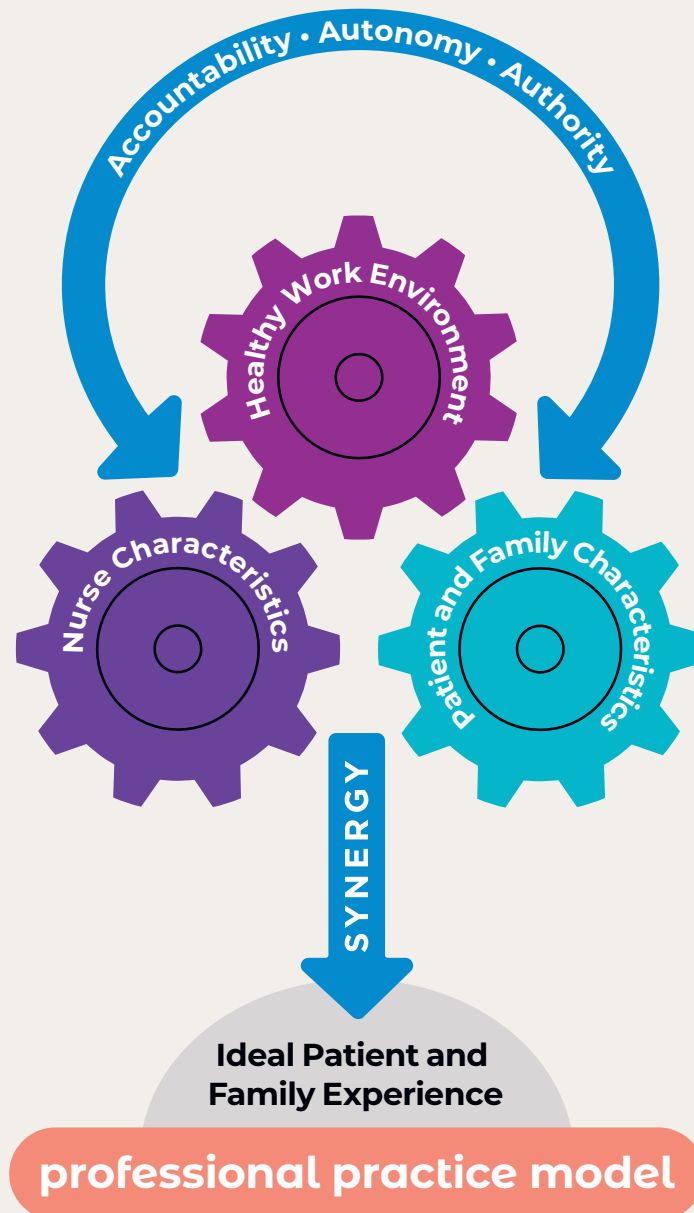
Aligned to the organization's goal, nurse leaders advocated for the expansion of acuity-based staffing, contributing to a 25% reduction in HACs from 2023 to 2024. Our organization had a mean of 4.19 out of 5 for the Magnet RN satisfaction category "adequacy of resources and staffing," outperforming the national benchmark.

exemplary professional practice

Exemplary Professional Practice is driven by our Professional Practice Model, which influences how we collaborate and communicate with patients and our interprofessional team and compels professional development.

Throughout 2024, nurses across the organization took the initiative to address challenges and bring about meaningful change. They demonstrated their commitment to professional nursing by:

- Going above and beyond to create a memorable experience for a patient with leukemia
- Introducing a new migraine treatment as an alternative for patients experiencing medication side effects
- Developing and optimizing ways to communicate patients' care plans to their families



Acute Care Services nurse creates memorable experience for patient

During a night shift on the Hematology-Oncology floor at Children's Medical Center Plano, Laura Howard, BSN, RN, CPN, stopped in to visit 7-year-old Victoria, who was undergoing chemotherapy. Laura engaged her in conversation, asking, "What do you want to be when you grow up?"

"I want to be your manager," Victoria replied.

Amused and inspired, Laura crafted a playful plan. She created a mock job application for Victoria, asking fun questions like her favorite Disney princess, and gathered a pretend ID badge, onboarding folder and office supplies. Victoria enthusiastically completed the application with her mom's help.

Laura and Team Leader Crista Salinas, BSN, RN, played "hiring manager," reviewed Victoria's responses and offered her the role. Victoria proudly donned her badge, set up her bedside table as her desk and eagerly began her duties. Nurses visited her "office" with pretend requests, making her feel empowered and engaged.

Victoria's mom, Luz, shared how the experience brightened her daughter's stay. "Victoria was happy to just be able to spend a little bit of time with the nurses who made her feel at ease," Luz said. "They made her stay better and a little bit easier."

Laura, a recipient of the 2024 May Smith Nursing Excellence Award for Caring Practices, emphasized the importance of creating positive, memorable experiences for patients. "Every child deserves to feel like a kid, even in the hospital," she said.

Victoria's mom said she is grateful to the team who "have been amazing during this difficult time."





nurse practitioner introduces innovative migraine device for Children's Health patients

A pain management advanced practice registered nurse is helping migraine patients find relief with a new device. Elizabeth Wong, MSN, APRN, CPNP-PC, PMGT-BC, discovered the device at a headache conference. Seeking alternatives to medications, which often cause side effects, Elizabeth explored options for both preventive and emergency migraine treatment. Approved by the FDA for children 8 years and older, the treatment uses a 45-minute session to stimulate pain modulation without side effects. Armed with this information, Elizabeth introduced the device to the pain management clinic, where providers began prescribing it in August.

At the end of 2024, 20 patients between 12 and 18 years old used the device. Feedback shows promising results: 75% reported pain relief within two hours, 45% became pain-free and 85% to 90% stayed pain-free for 24 hours. Additionally, 90% of patients using it preventively have experienced fewer monthly migraines.

Because the tool connects to a smartphone or tablet, students can treat migraines in class without leaving school. The clinic supports students by providing notes to use the device at school.

interprofessional initiative launches to improve patient communication and discharge process

Nurses, in collaboration with the Patient Experience team and physicians, have developed an initiative to improve communication with families and streamline the discharge process. The three-phase project began as a pilot on the gastrointestinal acute care unit and has since expanded to all inpatient units on the Dallas campus.

The first phase, which launched in July 2024, supports patient-and- family-centered rounds where providers, nurses and patient families discuss the patient's plan of care for the day. Nurses work to ensure the whiteboards are kept up to date with the "Plan of Day." Nurses and physicians work together to ensure the plan is regularly updated and communicated, helping families understand what needs to happen each day to support their child's care and eventual discharge. Families are encouraged to collaborate on their child's plan of care via their own additions to the whiteboards, enhancing individualized care. Recognizing a gap in communication with Spanish-speaking families, the team also partnered with Language Access to explore solutions.

Initiative leaders conducted training during a campus-wide roadshow and produced an online training module for new staff.

In Q4 of 2024, we outperformed at 78% in the Magnet category of care coordination, which asks patients, "Was there good communication between the different doctors and nurses?"

The project has seen high engagement from nurses who are eager to continue improving care and communication for patients and families.





new knowledge, innovations and improvements

New Knowledge, Innovations and Improvements enhance our professional practice and improve our outcomes. Nurses are active in research and adopt evidence-based practices to deliver quality care. We promote innovation and look daily for new ways to optimize care delivery and generate new knowledge.

In 2024, nurses improved outcomes and enhanced professional practice by:

- Conducting research on using artificial intelligence to improve health literacy effectiveness
- Creating a virtual nursing position to support night-shift staff
- Contributing to the design for the new Plano tower, the new Dallas pediatric campus and the new transport building

nurses lead health literacy innovation with AI-driven tool

A group of ambulatory clinical nurse champions partnered with nurse leaders along with a health literacy expert from Texas Christian University to boost organizational health literacy initiatives. United by a common goal, they created the Health Literacy Champion Council, known as a community of practice in research, to address the issue.

The council met monthly to exchange ideas, identify obstacles and share best practices for improving health care team communication, ensuring patients understood and engaged with their care. Champions gathered data from clinics, including patient stories, teach-back successes, self-assessment surveys, and audit and feedback observations. Despite progress, champions encountered barriers to audit and feedback efforts.

To address this challenge, the clinical nurses collaborated with nurse scientists, health literacy experts and computer scientists to develop an artificial intelligence-driven tool called HealthLitPro. Trained using real patient education scenarios provided by Children's Health nurses, the tool offers customized recommendations to enhance patient education by auditing scenarios.

Next, the team plans to make HealthLitPro available for all health care providers and test its effectiveness in changing clinical practice. This initiative has improved organizational health literacy initiatives, strengthened interdisciplinary teamwork and driven innovation in health care.



virtual nurse program enhances night-shift support

The nurse director in the pediatric intensive care unit (PICU) at the Plano campus explored a virtual nurse program as an innovative model to support nurses transitioning into independent practice. The virtual nurse model aimed to provide mentorship and coaching to nurses with less than two years of experience.

The program began as a pilot on the night shift with an assigned experienced PICU virtual nurse, who partnered with nurses on site to enhance safe care delivery. Accessible through the electronic health record chat feature, the virtual nurse communicates with nurses who are on site, providing support and serving as a resource for guidance. The program soon expanded beyond the PICU to assist general pediatrics as well.

The initiative yielded positive results. Since the program's implementation, medication safety in the Plano PICU during the night shift improved by 30%, showing the effectiveness of combining virtual resources with nursing expertise.



nurse feedback informs design decisions on three systemwide expansion projects

Children's Health nurses played a pivotal role in the planning and design of three transformational systemwide projects that reached major milestones in 2024. Their input helped ensure each development enhances patient care and supports nurses' day-to-day work.

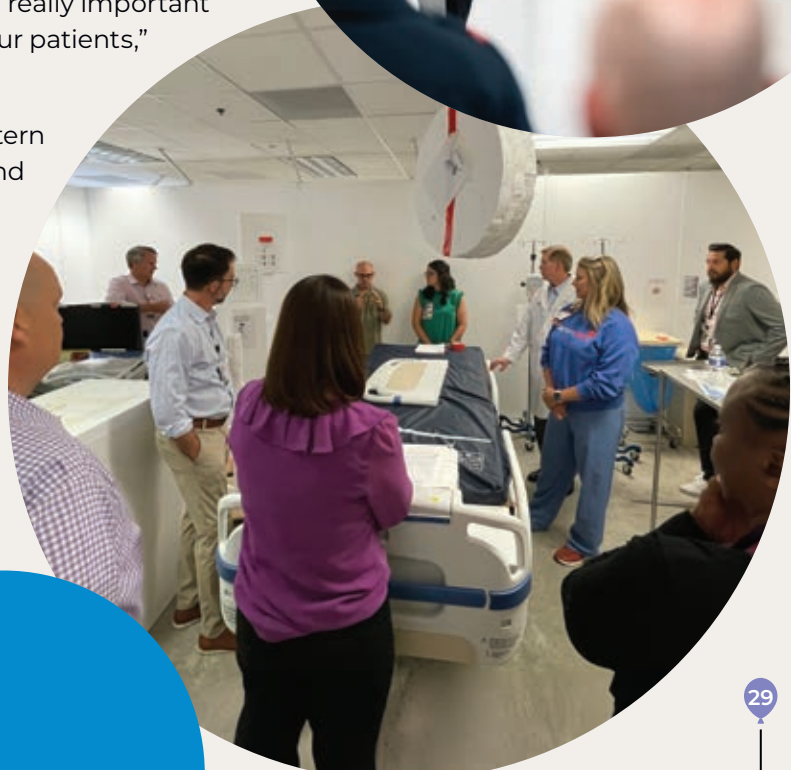
In December, the Plano campus celebrated the opening of its new tower, which tripled the campus bed count to 212. Nurses collaborated closely with building designers to provide feedback on the facility, ensuring everything – from the placement of hand sanitizers to the layout of nurse stations – supported efficient care. “I appreciate Children's Health for letting us have a voice on every single unit,” said Pamela de Tomas Medina, BSN, RN. Nurses' feedback helped ensure the new space was functional, equipped with necessary supplies and offered privacy for care teams.

In August, Transport Services marked the grand opening of its state-of-the-art hangar at Dallas Love Field Airport. Transport nurses played a role in optimizing room layouts and equipment placement to help reduce response times. Previously spread across three hangars, the consolidated facility allows crews to work more efficiently. Children's Health is the first and only pediatric health system in Dallas to build, own and operate its own hangar.

Finally, nurses contributed to the design of the new Dallas pediatric campus, which broke ground in October. Through regular feedback sessions and walkthroughs of mock-up spaces, they influenced room layouts and equipment placement. “It's been really important for us to give feedback for what is best for us and our patients,” said Allison Kelley, BSN, RN, CCRN, NE-BC.

The new campus, a partnership with UT Southwestern Medical Center, will feature two towers, 552 beds and an enhanced Level I pediatric trauma center.

By involving nurses in these transformative projects, Children's Health is fostering innovation and creating spaces that prioritize patient care and staff efficiency.



empirical outcomes

Empirical Outcomes validate the difference nurses make and confirm our commitment to our mission. Using data to measure change is key to our culture of nursing excellence.

In 2024, our nurses demonstrated the value of empirical outcomes by tracking data to improve patient safety. A sampling of our results:

- A new buddy system reduced peripheral IV infiltrations and extravasations (PIVIEs) by 28% within a year
- An increase in nurse engagement scores
- Sepsis huddle participation increased by 53%



nurse-led initiative reduces IV complications

A nurse-led initiative significantly reduced peripheral IV infiltrations and extravasations (PIVIEs) by 28% within a year. The PIVIE Buddy System, introduced organization-wide in 2024, pairs nurses to perform midpoint buddy checks on patient IVs during each shift.

The Buddy System addresses inherent human bias that can desensitize nurses to subtle changes in patient assessments. By involving a second nurse with a fresh perspective, the initiative improves IV monitoring and early detection of complications.

The pilot, conducted on the renal and gastrointestinal acute care units on the Dallas campus and general pediatric and surgical acute care units on the Plano campus, concluded successfully in August 2023. Following positive results, nursing leaders introduced the system across all units in 2024. Discussions during True North Huddles, daily meetings to align unit goals, helped ensure a smooth adoption.

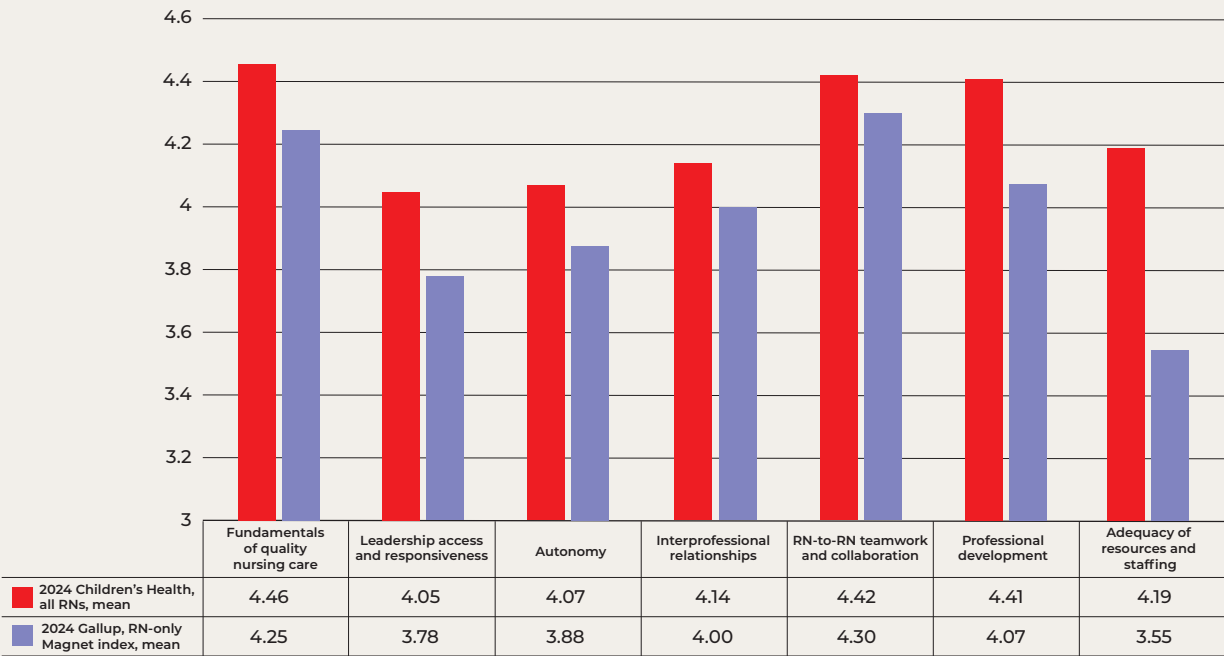
The program highlights how innovative, nurse-driven solutions can bring about measurable improvements in patient safety and quality care.



nurse survey scores outperform benchmark for all Magnet index questions

Through 2024, we continued to increase initiatives to engage nurses, leading to an outperformance on all Magnet index questions about nurse engagement. We actively involved nurses across the organization in opportunities for professional growth and recognition, including nursing professional governance, meaningful recognition opportunities, nursing culture day and leadership conferences. The implementation of our acuity-based staffing model, increased certification support and support for enhancing patient safety demonstrated our commitment to nurses.

Magnet all registered nurse (RN) satisfaction/engagement survey results

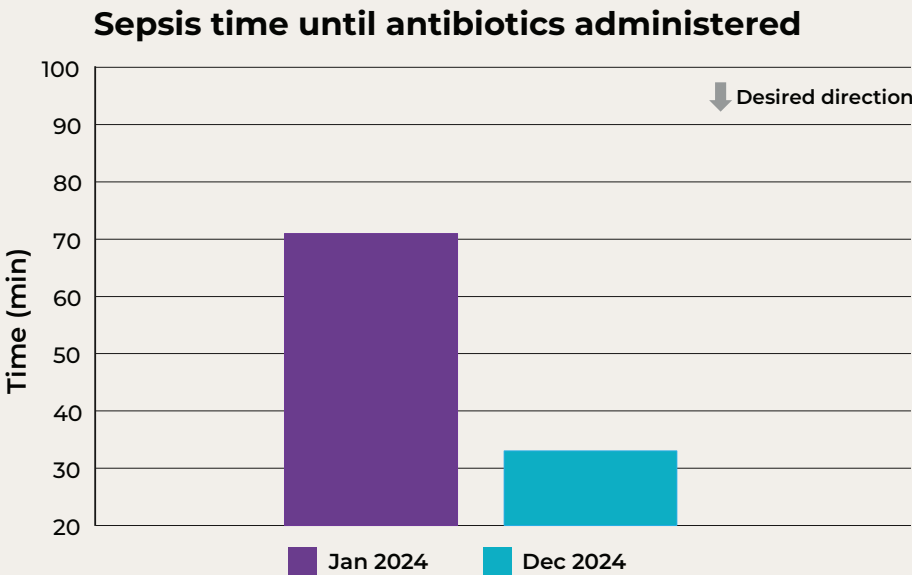
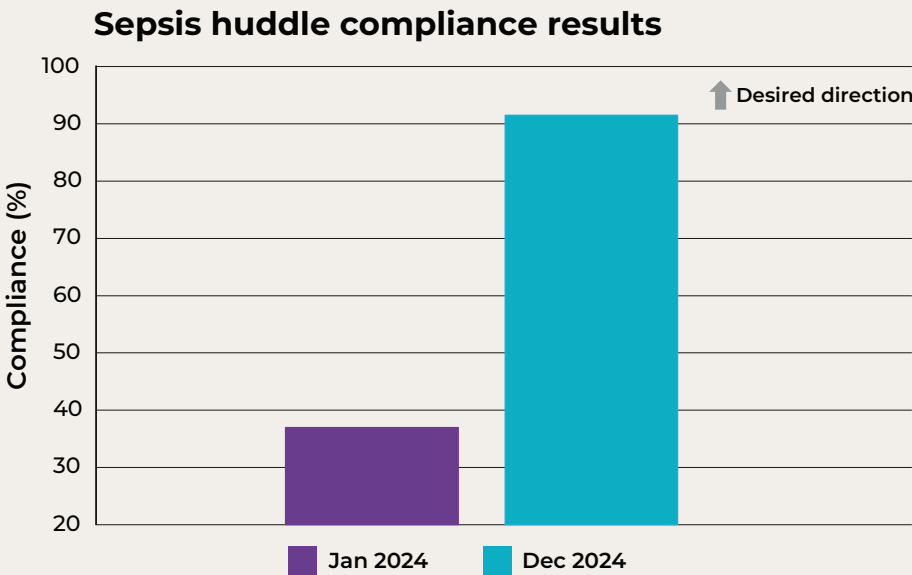


empowered as Quality Champions, nurses improve patient outcomes

A quality-improvement initiative empowered frontline staff to become Quality Champions, driving meaningful improvements in patient care. Leaders selected clinical nurses with strong clinical expertise and leadership potential, equipping them to address critical gaps in sepsis screening and timely first-dose antibiotics – two key areas essential for better patient outcomes.

Their efforts led to a 700% increase in sepsis screenings in just three months, ensuring early detection and treatment. Compliance with sepsis huddle participation increased by 53%, and the time required to administer first-dose antibiotics dropped by 40 minutes to 31 minutes.

Beyond clinical improvements, the initiative strengthened teamwork, accountability and staff morale. Nurses felt more engaged, valued and empowered to drive change.



awards and recognition

Recognition fosters a culture of gratitude for our nurses' many contributions to the organization and their profession. Our recognition programs honor nurses for their hard work and dedication through peer- and patient-family-nominated awards for excellence in nursing. Children's Health nurses are recognized within our organization and through local, regional and national awards. We are committed to honoring and supporting the crucial roles our nurses play in patient care so they can thrive in their careers.



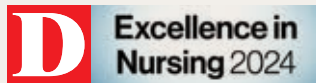
NURSING RECOGNITION HIGHLIGHTS FROM 2024



2 nurses were named to Texas Nurses Association's 25 Outstanding Nurse



6 nurses recognized as DFW's Great 100 Nurses



16 nurses awarded with 2024 *D Magazine* Excellence in Nursing Award



1,353 nurses nominated for a DAISY Award
24 Clinical Nurses honored with a DAISY Award
4 nurse leaders honored with a DAISY Leader Award
2 nurses honored with DAISY Lifetime Achievement Award
1 nursing team honored with a DAISY Team Award
1 nurse educator honored with a DAISY Educator Award

ORGANIZATIONAL AND DEPARTMENTAL RECOGNITION



Nationally ranked in 11 pediatric specialties by U.S. News & World Report



Walked stage at American Nurses Credentialing Center (ANCC) Magnet conference to celebrate 4th consecutive Magnet designation



American Organization for Nursing Leadership Prism Award for Diversity



Association of Air Medical Services Neonatal/Pediatric Transport Award of Excellence



American Association of Critical-Care Nurses Beacon Awards: Dallas Pediatric Intensive Care Unit and Neonatal Intensive Care Unit recognized with Silver Beacon Awards



Pediatric Nursing Certification Board "You Belong" Award: Children's Health Nurse Residency Program



Society of Pediatric Nurses Innovation Award for the Children's Health Human Trafficking Conference Planning Committee

individual recognition

DAISY AWARD FOR EXTRAORDINARY NURSES

- Madeline Wittmann, BSN, RN, CPN, January, Dallas Campus
- Montserrat Meza, BSN, RN, January, Plano Campus
- Cassidy Sazima, BSN, RN, February, Dallas Campus
- Megan Keasler, BSN, RN, February, Plano Campus
- Monica Fuller, BSN, RN, CPN, March, Dallas Campus
- Richard “Chase” Wilson, BSN, RN, March, Plano Campus
- Christine Hajovsky, BSN, RN, CCRN, April, Dallas Campus
- Kaavya Sethuraman, BSN, RN, April, Plano Campus
- Leticia Vargas, BSN, RN, CCRN, May, Dallas Campus
- Megan Bush, BSN, RN, May, Plano Campus
- Kimberly Michaelis, BSN, RN, CPN, June, Dallas Campus
- Hanna Boehm, BSN, RN, CPN, June, Plano Campus
- Britni Nicole Martin BSN, RN, CCRN, July, Dallas Campus
- Julia Boyd, BSN, RN, July, Plano Campus
- Fafa Apedo, BSN, RN, August, Dallas Campus
- Denise Hood, BSN, RN, August, Plano Campus
- Nicholas Trojan, BSN, RN, September, Dallas Campus
- Samantha Province, BSN, RN, September, Plano Campus
- Shelby Tyler, BSN, RN, October, Dallas Campus
- Kelly StClair, BSN, RN, CEN, CPEN, October, Plano Campus
- Faith Van Haaster, BSN, RN November, Dallas Campus
- Monica Singh, BSN, RN, November, Plano Campus
- Sydney Dickenson, BSN, RN, December, Dallas Campus
- Brady Franklin, MSN, APRN, FNP-BC, CPN, December, Plano Campus

DAISY NURSE LEADER AWARD

- Victoria Washington, BSN, RN, Quarter 1
- Brittany Julsaint, MSN, RN, CCRN, Quarter 2
- Tami Turrubiarte, MSN, RN, NE-BC, CPN, Quarter 3
- Tami Beaudin, BSN, RN, CPHON, Quarter 4

DAISY EDUCATOR AWARD

- Thao Vu, MPH, BSN, RN, CPN, NPD-BC

DAISY LIFETIME ACHIEVEMENT

- Penny Williams, M.S., BSN, RN
- Susan Lepkowski, BSN, RN

DAISY TEAM AWARD

- C5, Renal/General Pediatrics

MAY SMITH NURSING EXCELLENCE AWARDS

- Betsy (Elizabeth) Brunetti Fyock, BSN, RN, CPN, Advocacy and Moral Agency, Dallas Campus
- Rowilma “Minnie” Limjuco, BSN, RN, CCRN, Advocacy and Moral Agency, Plano Campus
- Traci Hankins, BSN, RN-BC, IBCLC, RNC-MNN, Caring Practices, Dallas Campus
- Laura Howard, BSN, RN, Caring Practices, Plano Campus
- Angelica Morris, BSN, RN, CCRN, Clinical Inquiry, Dallas Campus
- Jennifer Brown, BSN, RN, Clinical Inquiry, Plano Campus
- Madeline Bartush, BSN, RN, CPN, Clinical Judgment, Dallas Campus

- Jessy Thomas, BSN, RN, Clinical Judgment, Plano Campus
- Nikki Marshall, BSN, RN, CPHON, Collaboration, Dallas Campus
- DeRhonda Dossett, BSN, RN, CPN, Collaboration, Plano Campus
- Kelli Williams, BSN, RN, CPN, Facilitation of Learning, Dallas Campus
- Anddy Reyes, BSN, RN, CEN, Facilitation of Learning, Plano Campus
- Jordan Gamboa, BSN, RN, Response to Diversity, Dallas Campus
- Amanda Grantham, BSN, RN, CPN, Response to Diversity, Plano Campus
- Caitlin Roush, BSN, RN, CPN, Systems Thinking, Dallas Campus
- Sarah Carpenter, BSN, RN, CPN, Systems Thinking, Plano Campus
- Alison Kell, MSN, RN, CCRN, NPD-BC, NEA-BC, Beyond the Bedside Nursing, Dallas Campus
- Connie O'Leary, ADN, RN, Beyond the Bedside Nursing, Plano Campus
- Misty Daugherty, BSN, RN, CPHQ, Transformational Nurse Leader, Dallas Campus
- Sunni Fleming, MADR, BSN, RN, CCRN, NE-BC, Transformational Nurse Leader, Plano Campus
- Rosario "Rosy" Ramos, LMSW, True Collaboration, Dallas Campus
- Sabra Glenn, True Collaboration, Plano Campus

TEXAS NURSES ASSOCIATION (TNA) OUTSTANDING 25 TEXAS NURSES

- Cornelius Metili, BSN, RN, PMH-BC
- Misty Daugherty, BSN, RN, CPHQ

DALLAS FORT WORTH (DFW) GREAT 100 NURSES

- Caitlin Reaves, BSN, RN, CPN
- Jill Shepherd, BSN, RN
- Kristin Ritchie, BSN, RN, CPN
- Latieia Key, MSN, RN, NEA-BC, CPPS, CCRN
- Sara Moore, DNP, APRN, PPCNP-BC, CPNP-AC, NNP, EBP-C
- Tiffany Montgomery, MSN, RN, NPD-BC

D MAGAZINE EXCELLENCE IN NURSING

- Cheryl McIvor, BSN, RN, CPN, Direct Care
- Emily Carsey, MHA, BSN, RN, AMB-BC, Direct Care
- Jamie Glass, BSN, RNC, C-NPT, NREMT, Direct Care
- Jillian Campbell BSN, RN, CPHON, BMT-CN, Direct Care
- Monica Fuller, BSN, RN, CPN, Direct Care
- Nikki Marshall, BSN, RN, CPHON, Direct Care
- Sara Moore, DNP, APRN, PPCNP-BC, CPNP-AC, NNP, EBP-C, Direct Care
- Stefani Loewen, BSN, RN, Direct Care
- Tera Holland, BSN, RN, CPN, Direct Care
- Brennan Lewis, DNP, APRN, PCNS-BC, NEA-BC, Leadership
- Lori Batchelor, MHA, Ph.D., RN, CPN, NEA-BC, Leadership
- Rachael Burris-Alcala M.S., BSN, RN, Leadership
- Tammy Webb, Ph.D., RN, NE-BC, Leadership
- Misty Daugherty, BSN, RN, CPHQ, Leadership
- Juliann Kuykendall, BSN, RN, AE-C, Education/Research
- Kendel Richards, BSN, RN, Education/Research

WOUND OSTOMY AND CONTINENCE NURSES' SOCIETY SOUTH CENTRAL CHAPTER NURSE OF THE YEAR

- Janet Morgan, BSN, RN, WCC, CPN, CWON

THE GOOD SAMARITAN FOUNDATION EXCELLENCE IN NURSING AWARDS

- Tate Farrah, BSN, RN, CCRN, Bronze Medalist

publications, presentations and research studies

Children's Health nurses integrate research and evidence-based practice into their everyday work. Knowledge obtained from research enhances nursing practice and care delivery, allowing us to fulfill our mission.

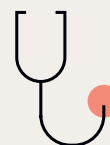
Nurses throughout our organization disseminated nursing research and evidence-based practices, advancing our nursing profession and strengthening the image of nursing.



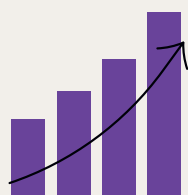
112
national publications,
presentations and
posters



25
new projects
initiated by NREBP



65%
increase in nurse
involvement in EBP



20%
increase in nurse
involvement research



339
nurses attended
conferences



39 poster presentations at EBP
and Research Virtual Poster Fair



Attendance at
91 conferences

publications

Children's Health nurses are bolded.

1. **Beardsley, E., Patton, L., Reynolds, C., Williams, A., Hernandez, E.,** Chen, P., & **Tidwell, J.** (2024). Evidence-based approach to mitigate cumulative stress in pediatric nurses through the development of respite rooms. *Worldviews Evid Based Nursing*, 21(1), 96-103. <https://doi.org/10.1111/wvn.12702>
2. Howe, C. J., **Carsey, E., Gamboa, J.,** Zhang, Y., & **Lewis, B.** (2024). Communicate to care: Implementing health literacy in a pediatric ears, nose, and throat clinic. *Health Literacy Research and Practice*, 8(3), e166–e174. <https://doi.org/10.3928/24748307-20240819-022024>
3. Nau, A., Richardson, T., **Cardwell, D.,** Ehrlich, J., Gattineni, J., Hanna, M., Keswani, M., Neibauer, E., Nitz, K., Quigley, R., Rheault, M., Sims, R., Woo, M., & Warady, B. A. (2024). Use of ClearGuard HD caps in pediatric hemodialysis patients. *Pediatric Nephrology*, 39(7), 2171-2175. <https://doi.org/10.1007/s00467-023-06273-6>
4. **Webb, T.,** Huett, A., Parker, P., Weber, J., Bai, M., Harrison, T., Kellum, L.K., & Nagel, C. (2024). Preparing new graduate nurses: An investigation of nurse residency programs on improving nurse quality and safety. *Nurse Leader*, 22(5), 560-565. <https://doi.org/10.1016/j.mnl.2023.12.009>
5. **Hunter-McPhan, E., Sajwani-Merchant, Z., Moore, S., Daugherty, M., & Shaw, M.** (2024). Using evidence-based practice for standardizing interventions through nursing professional governance. *Worldviews Evid Based Nursing*, 21(2), 108-109. <https://doi.org/10.1111/wvn.12717>
6. **Webb, T.,** Parker, P., Huett, A., Weber, J., Harrison, T., & Nagel, C. (2024). The impact of nurse residency programs on patient quality and safety outcomes: A review of the literature. *Journal for Nurses in Professional Development*, 40(5), 268-272. <https://doi.org/10.1097/NND.0000000000001058>
7. **Davis, A. B., & Montgomery, T.** (2024). Radiology training for experienced nurses into pediatrics: A smooth transition. *Journal of Radiology Nursing*, 43(2), 112-115. <https://doi.org/10.1016/j.jradnu.2024.02.001>
8. **Torzone, A., & Birely, A.** (2024). High reliability pediatric heart centers: Always working toward getting better. *Current Opinion in Cardiology*, 39(4). <https://doi.org/10.1097/HCO.0000000000001143>
9. **Ruffini, M.,** & Sanchez, C. (2024). Medication safety and pediatric health. *American Nurse Journal*, 19(6), 31-38. <https://www.myamericannurse.com/medication-safety-and-pediatric-health/>
10. **Burcie, S., Morris, A., Young, V., Sajwani-Merchant, Z., & Patton, L.** (2024). Nurses' understanding and practice of minimal stimulation in the pediatric intensive care unit. *American Journal of Critical Care*, 33(4), 272-279. <https://doi.org/10.4037/ajcc2024104>
11. Bohorquez, J., Patel, A. D., Borders, R., Gorman, A., **Reynolds, C., Ritchie, K., Denson, N., & Solomon, C. M.** (2024). Routine postclinical event debriefings on inpatient pediatric units. *Hospital Pediatrics*, 14(8), 632-641. <https://doi.org/10.1542/hpeds.2023-007452>
12. **Stephenson, M.,** Jabur, T., **Young, G., & Patton, L.** (2024). Staffing models: Making increased acuity safe in the pediatric ICU. *Journal of Nursing Administration*, 54(7-8), E23-E26. <https://doi.org/10.1097/nnn.0000000000001455>
13. **Patton, L. J., Sajwani-Merchant, Z., Moore, S., Chen, P., Six-Means, A., & Markey, L.** (2024). Nursing leaders' influence on clinical nurses' evidence-based practice implementation: Impact of an evidence-based practice leadership behavior program. *Nurse Leader*, 22(4), 408-418. <https://doi.org/10.1016/j.mnl.2024.04.001>
14. Taha, A. A., Azar, N. G., Sumengen, A. A., Eisen, A. M., Alrimawi, I., **Ellis, K. K., Patton, L. J.,** & Abdul Rahman, H. Q. (2024). A brief and general overview of qualitative designs for pediatric nurses. *Journal of Pediatric Nursing*, 78, E479-E481. <https://doi.org/10.1016/j.pedn.2024.08.015>

15. **Lewis, B., Montgomery, T., Owen, B., & Webb, T.** (2024). Health diversifies workforce and cultivates belonging. *Nurse Leader*, 22(4), 346-350. <https://doi.org/10.1016/j.mnl.2024.06.001>
16. Azar, N. G., Eisen, A. M., Abdul Rahman, H. Q., Alrimawi, I., Vaughn, K., **Patton, L. J., Ellis, K., & Taha, A. A.** (2024). A brief and general overview of quantitative designs for pediatric nurses. *Journal of Pediatric Nursing*, 78, E460-E463. <https://doi.org/10.1016/j.pedn.2024.08.010>
17. McMichael, A., Weller, J., Li, X., **Hatton, L.**, Zia, A., & Raman, L. (2024). Prospective randomized pilot study comparing Bivalirudin versus heparin in neonatal and pediatric extracorporeal membrane oxygenation. *Pediatric Critical Care Medicine: SCCM Journals*, Advance online publication. <https://doi.org/10.1097/PCC.0000000000003642>
18. **Beardsley, E., & Yudkin, J. S.** (2024). Defining “belonging” in a pediatric health system. *Journal of Healthcare Administration*, 3(2), 214-225. <https://doi.org/10.33546/joha.3631>

presentations and posters

Children’s Health nurses are bolded.

2nd International Health Literacy Association

Podium presentation:

Carol Howe, Ph.D., RN, FAAN; Yan Zhang; **Emily Carsey, MHA, BSN, RN, AMB-BC; Jordan Gamboa, BSN, RN; Brennan Lewis, DNP, APRN, PCNS-BC, NEA-BC**, presented “Communicate to CARE: Using the Consolidated Framework for Implementation Research to Implement Health Literacy Practices in a Pediatric ENT Clinic”

Poster presentation:

Carol Howe, Ph.D., RN, FAAN; **Penny Williams, M.S., RN; Emily Carsey, MHA, BSN, RN, AMB-BC; Jordan Gamboa, BSN, RN; Lindsey Patton, Ph.D., APRN, PCNS-BC**, presented “Using i-PARIHS to Evaluate a Community of Practice of Champions to Support Health Literacy Implementation in Pediatric Ambulatory Clinics”

4th International Meeting on Simulation in Healthcare

Kristin Rollins, BSN, RN, CPEN; Lynne Madori, CHSE; Macy Ackermann, MSN, RN, NPD-BC, presented “Preparing for Pediatric Trauma: A Multidisciplinary Approach”

35th International Nursing Research Congress 2024

Podium presentation:

Jenny Harshman, MSN, RN, NPD-BC, CPN, presented “Insights on Aligning Clinical Learning With Nursing Operation Strategies”

40th National Association of Neonatal Nurses Conference

Poster presentation:

Ashley Reed, M.A., BSN, RNC-NIC; Alice Figueroa, BSN, RN, RNC-NIC; Jeri Tidwell, Ph.D., APRN, CPNP-BC, PCNS-BC; Rebecca Palmer, MSN, RN, CPHQ; Reed Graham, RT; Dr. Ahmed, Dr. Yallapragada presented “Stepwise Approach to Reducing Unplanned Extubation in a Level IV NICU”

2024 Healthier Texas Summit

Poster presentation:

Joshua S. Yudkin, Ph.D., MPH, M.A.; **Tiffany Montgomery, MSN, RN, NPD-BC**, presented “Facilitators and Barriers for Diverse Pediatric Haircare: A Qualitative Analysis”

2024 Medical Transport Conference

Podium presentations:

Frank Milano, MSN, RN, RNC-NIC, CMTE, presented “Meeting the Needs of a Special Population: Children’s Health Behavioral Health Vehicle Program”

Jayme Pemberton, BSN, RN, C-NPT; Cassie Atilano, RRT-NPS, NREMT-P, presented “HIE? That’s Cool!”

American Academy of Ambulatory Care Nursing 2024 Conference

Podium presentations:

Monica Fuller, BSN, RN, CPN; Barry Owen, MBA, BSN, RN, NEA-BC, presented “Implementation of Social Determinants of Health in a Large Pediatric Hospital”

Poster presentations:

Emily Carsey, BSN, RN, AMB-BC; Ashley R. Sewell, MSN, RN, CPN; Emily Román, MPAS, PA-C; **Brennan Lewis, DNP, APRN, PCNS-BC, NEA-BC;** Carol J. Howe, Ph.D., RN, CDCES, FAAN, presented “Creation of ‘Tonsil Texts’ Program to Provide Support and Education to Caregivers During Postoperative Tonsillectomy Period” *Awarded for Top 10 Poster*

Sara E. Moore, DNP, APRN, PPCPN-BC, CPNP-AC, NNP, EBP-C, presented “Navigating the Future: Evolving Leadership Models for Fostering an Evidence-Based Practice Culture in Ambulatory Care” *Awarded for Top 10 Poster*

American Case Management Association 2024 Conference

Podium presentation:

Christa Combs, BSN, RN, CCM; Paula Teagle, MSN, RN, CCM, presented “Development of a Medically Complex Navigator for the Pediatric Population”

American Nurses Credentialing Center 2024 Conference

Podium presentation:

Brennan Lewis, DNP, APRN, PCNS-BC, NEA-BC; Misty Daugherty, BSN, RN, CPHQ, presented “Journey from Shared Governance to Nursing Professional Governance”

Sara Moore, DNP, APRN, PPCNP-BC, CPNP-AC, NNP, EBP-C, presented “The Role of the EBP Specialist: Leading the EBP Revolution”

Lindsey Patton, Ph.D., APRN, PCNS-BC, presented “Building Up Leaders for Evidence-Based Practice”

Poster presentation:

Marshall Stephenson, MBA, MSN, RN, CCRN; Jennifer Dunnam, MBA, BSN, RN, CPN; Lindsey Patton, Ph.D., APRN, PCNS-BC, presented “Making Increased Acuity Safe in the Pediatric Intensive Care Unit”

American Organization for Nursing Leadership 2024 Conference

Podium presentation:

Penny Williams, M.S., BSN, RN; Monica Fuller, B.S., RN, CPN, presented “Screening for Social Determinants of Health in the Ambulatory Setting”

American Organization for Nursing Leadership Professional Governance 2024 Conference

Poster presentation:

Brittney Saldierna, MSN, RN, CPN; Katelyn Tinkey, MBA, BSN, RN; Diana Sarmiento, BSN, RN, CPN, presented “A New Approach to Professional Governance in Ambulatory”

Poster presentations:

Lindsey Patton, Ph.D., APRN, PCNS-BC; Zara Sajwani-Merchant, Ph.D., RN, EBP-C; Sara Moore, DNP, APRN, PPCNP-BC, CPNP-AC, EBP-C, presented “Nursing Leaders’ Influence on Evidence-Based Practice: Impact of an EBP Leadership Behavior Program”

American Pediatric Surgical Nurses Association (APSNA) 33rd Annual Scientific Conference

Podium presentation:

Mayra Garcia, DNP, APRN, PCNS-BC, EBP-C, presented “Mastering the Art of Academic Publishing”

American Psychiatric Nurses Association 2024 Conference

Poster presentation:

Kelly Bonilla, BSN, RN; Madison McQueen, BSN, RN, PMH-BC; Cornelius Metili, BSN, RN, PMH-BC; Annietra Udoh, BSN, RN, PMH-BC, presented “Closing the Gap on Psychiatric Resource Nurse Orientation”

Kelly Bonilla, BSN, RN; Madison McQueen, BSN, RN, PMH-BC, presented “Building Nursing Attitudes: Therapeutic Communication”

American Public Health Association 2024 Annual Meeting

Poster presentation:

Joshua S. Yudkin, Ph.D., MPH, M.A.; Amy Six-Means, MLIS; Tiffany Montgomery, MSN, RN, NPD-BC, presented “Frameworks and Programs Advancing haircare Equity in Pediatric Healthcare Settings in the United States Since 2014: A Scoping Review”

Elaine Beardsley, Ph.D. (c), M.N., ACCNS-P; Joshua S. Yudkin, Ph.D., MPH, M.A., presented “Defining ‘Belonging’ in a Pediatric Hospital Setting”

Association for Nursing Professional Development 2024 Conference

Poster presentation:

Allison Johnson, BSN, RN, CCRC, NPD-BC; Jordan Schools, BSN, RN, CPN, NPD-BC, presented “Empowering Learners’ Choice for Successful Adoption of Modern Technology”

Association for Nursing Leadership Science Conference

Podium presentation:

Lindsey Patton, Ph.D., APRN, PCNS, presented “Building Up Leaders for Evidence-Based Practice” *Won the 2024 Early Careerist Award*

Elaine Beardsley, Ph.D.(c), M.N., ACCNS-P; Lindsey Patton, Ph.D., APRN, PCNS, presented “Assessing Wellbeing of Pediatric Nurse Leaders Using a Mixed Methods Approach”

Association for Vascular Access 2024 Conference

Poster presentation:

Melissa Ruffini, BSN, RN, CPN; Ashlyn Coenraad, MSN, APRN, CPNP-PC; Rachael Burris-Alcala, M.S., BSN, RN; Victoria Washington, BSN, RN; Emily Jordan Ressman, MSN, RN, CCRN; Alexandra Birely, MSN, APRN, ACCNS-P, presented “Partnering Up to Prevent Pediatric Peripheral Intravenous Infiltration: A Single-Center Experience With PIV Buddy Checks”

Association of Pediatric Hematology/Oncology Nurses 2024 Conference

Podium presentation:

Brooke Kemp, BSN, RN; Cecilia Gladbach, BSN, RN, CPON, presented “The Building Blocks for Developing a Gene Therapy Program”

Poster presentation:

Diamond Wright, BSN, RN; Lauren Brown, BSN, RN; Nikki Marshall, BSN, RN, CPHON, presented “Administration of Naxitimab in High-Risk Neuroblastoma Patients to Manage Adverse Reactions”

Association of Perioperative Registered Nurses 2024 Conference

Poster presentation:

Andrea Torzone, MSN, APRN, CPNP-AC, PCNS-BC; Meagan Lombardo, BSN, RN, CNOR, presented “Sustained Reduction of Pressure Injury in the Pediatric Cardiac OR”

Association of Women’s Health, Obstetric and Neonatal Nurses 2024 Conference

Poster presentations:

Kathleen Ellis, Ph.D., RN, CCRN-K, CNE; Traci Hankins, BSN, RN, RNC-MNN, IBCLC, presented “Helping Bereaved Parents Navigate Lactation after Loss”

Kathleen Ellis, Ph.D., RN, CCRN-K, CNE, presented “Intimate Partner Violence in the NICU: Gaps in Knowledge and Suggestions for Practice”

Cardiology 2024 CHOP

Podium Presentations:

Jean Storey, MSN, RN, NEA-BC, presented “From the Bedside to the Boardroom and Back Again: Leadership’s Opportunity to Define the Value Proposition of Nursing”

Alexandra Birely, MSN, APRN, ACCNS-P, presented “Multicenter Quality Improvement Project Exploring the Implementation of Heart Center Watcher Programs to Prevent Cardiac Arrests Outside of the Intensive Care Unit”

Poster presentations:

Melanie Walsh, BSN, RN, CPN; Alexandra Birely, MSN, APRN, ACCNS-P; Sarah Mahmalji, BSN, RN, CHES, CPN; Sonali S. Patel, Ph.D., M.D., presented “Evaluation of Supplemental Oxygen Use in the Acute Care Cardiology Unit and Opportunities for Standardizing Practice”

Alexandra Birely, MSN, APRN, ACCNS-P; Sarah Dundas, M.S., RD/LD, CSP, presented “Management of Failure to Thrive in an Infant With Unrepaired Congenital Heart Disease: A Case Study on Energy and Nutrient-Dense Formula”

Taylor Hutcheson, MSN, MBA, RN, CPN; Myphi Hoang, BSN, RN; Alexandra Birely, MSN, APRN, ACCNS-P, presented “Development of a Preceptor Coach Role for Heart Center Nurses”

Children’s Hospital’s Neonatal Consortium Annual Symposium 2024

Poster presentations:

Kymeyone Lanehart, DNP, RN, RNC-NIC, presented “Midline Catheter Implementation: Expanding Vascular Access Options in a Level IV NICU to Decrease Vascular Injury”

Rebecca Palmer, MSN, RN, CPHQ; Ashley Reed, M.A., BSN, RNC-NIC; Reed Graham, BSRC, RRT-NPS; Nimrod Otieno, BSRC, RRT-NPS; Veronica Contreras, BSRC, RRT-NPS; Jeanne Gaines, DNP, RN, RNC-NIC, NEA-BC, CPN; Jerithea Tidwell, Ph.D., APRN, CPNP-BC, PCNS-BC; Alice Figueroa, BSN, RNC-NIC; Aprilyn Hilton, RRT-MBA; Travis Reynolds, B.S., RRT-NPS; Syed Ahmed, M.D.; Sushmita Yallapragada, M.D., MSC, presented “A Methodical and Multidisciplinary Approach to Reducing Unplanned Extubations in a Level IV NICU”

Emergency Nurses Association 2024 Conference

Podium presentation:

Astrid Sobotka, MSN, RN, CPEN, presented “Improving Health Equity for Emergency Severity Index (ESI) Level 3 Patients by Creating a Provider in Triage (PIT) Model in a Pediatric Emergency Department”

Epic Users Group Meeting

Podium presentation:

Natalie Denson, MSN, RN, NEA-BC; Cassie Dike, DNP, RN, NEA-BC; Jeffrey Pounds, M.S., BSN, RN, presented “Acuity Based Staffing in the Acute Care Pediatric Setting”

Extracorporeal Life Support Organization 35th Annual 2024 Conference

Podium presentation:

Laura Hatton, J.D., BSN, RN, CCRN; Lakshmi Raman, M.D.; Donna Taylor, RRT; Margie Ramos, BSN, RN, CCRN, presented “Development of Extracorporeal Life Support (ECLS) Transport Checklist to Prevent Complications and Injury Related to ECLS Transport”

Healthcare Contact Center Times 2024 Conference

Podium presentation:

Linda Jackson, MSN, RN; Tamara Siegmund, BSN, RN, CPN, presented “Keeping Up With the Joneses: How to Successfully Bring On and Maintain a Sub-Specialty Clinic to Your Nurse Advice Line”

International Shared Governance Virtual Summit

Virtual presentation:

Misty Daugherty, BSN, RN, CPHQ; Lindsey Patton, Ph.D., APRN, PCNS-BC, presented “Supporting a Culture of Clinical Inquiry Through Professional Governance”

Interprofessional Education Conference Roundtables for Engaging an Alliance for Collaborative Healthcare (REACH) 2024

Podium presentation:

Lori Batchelor, MHA, Ph.D., RN, CPN, NEA-BC; Carin Adams, Ph.D., RN, CPN, presented “Practice Partnerships: Taking the Next Steps to Improve Interprofessional Education”

National Association for Clinical Nurse Specialists Conference

Podium presentation:

Ann Luckstead Gosdin, M.S., APRN, CNS, CPNP-PC, presented “CNS Involvement in Promoting Safety of Pediatric Patients Utilizing Safety Huddles”

National Advanced Practice Neonatal Nurses 2024 Conference

Poster presentation:

Kymeyone Lanehart, DNP, RN, RNC-NIC; Rebecca Palmer, MSN, CPHQ; Jerithea Tidwell, Ph.D., PCNS-BC, CPNP-PC; Sushmita Yallapragada, M.D.; **Courtney Campbell, BSN, APRN**; Lebanon David, DNP; **Katie Doerge, MSN, RNC-NIC**, presented “Midline Catheter Implementation: Exploring Vascular Access Options in a Level IV NICU to Decrease Vascular Injury”

National Nursing Ethics Conference 2024

Poster presentation:

Caitlin Reaves, BSN, RN, CPN; Kaitlyn Trevino, MSN, APRN, ACCNS-P, CPN; Jessica Roumillat, M.A., LCSW, HEC-C; **Elaine Beardsley, Ph.D. (c), M.N., ACCNS-P**, presented “Impact of Staffing Models on Nurse Well-Being”

Pediatric Acute Care Cardiology Collaborative 2024 Conference

Poster presentation:

Myphi Hoang, BSN, RN; Melanie Ratley, BSN, RN; Analesa Borda, BSN, RN, CPNI; Alexandra Birely, MSN, APRN, ACCNS-P, presented “Getting to the Heart of the Need: Car Seat Tolerance Screening on the Acute Care Cardiology Unit”

Melanie Walsh, BSN, RN, CPN; Alexandra Birely, MSN, APRN, ACCNS-P; Sarah Mahmalji, BSN, RN, CHES, CPN; Sonali S. Patel, M.D., Ph.D., presented “Evaluation of Supplemental Oxygen Use in the Acute Care Cardiology Unit and Opportunities for Standardizing Practice”

Kimberly DiMaria, DNP, CPNP, AC; Hilary Patteson, RN; Olivia L. Hoffman, M.D.; Carly Scahill, D.O., MSCR; Michelle Jantzen, DNP, ACCNS-P; Carrie Lohmeier, RN; Chelsea Hughes, RN; **Alexandra Birely, MSN, APRN, ACCNS-P**, presented “HearWatch: A Multicenter Quality Improvement Initiative to Decrease Codes Outside the CICU”

Kimberly L. Moore, MSN, CPNP-AC/PC; Callie Lenfest, MSN, CPNP-AC/PC; **Alexandra Birely, MSN, APRN, ACCNS-P**; Ryan Butts, M.D., presented “Utilizing the Neonate Score to Address Modifiable Risk Factors in Interstage Patients”

Oral presentation:

Alexandra Birely, MSN, APRN, ACCNS-P, presented “Creating/Promoting a Positive Work Environment in ACCUs”

Pediatric Hematology-Oncology Quality and Safety 2024 Conference

Poster presentation:

Jodi Blackledge, MSN, RN, CPHQ, CPPS, LSSYB; Victor Aquino, M.D., presented “Evaluation of a Standardized Pediatric Sepsis Screening Tool and Multidisciplinary Collaboration in the Management of Sepsis in High-Risk Hematology-Oncology Patients”

Society of Pediatric Nursing 2024 Conference

Podium presentations:

Caitlin Roush, BSN, RN, CPN; Christina Smith, BSN, RN, CPN, CPPS; Misty Daugherty, BSN, RN, CPHQ, presented “Utilization of On-Demand Interpretation Application via Handheld Clinical Devices to Improve Quick Access to Interpretation Services and Increase Satisfaction”

Kristin Rollins, BSN, RN, CPEN; Macy Ackerman, MSN, RN, NPD-BC, presented “Analyzing the Effect of Simulation on Emergency Nursing Education Outcomes: Mass Transfusion Protocol (MTP) and Rapid Infusion Methods”

Annie Tolliver, MSN, RN, CPN; Lauren Kellum, BSN, RN, presented “Setting the Path: Preceptors Standardize Best Practices”

Kendal Richards, BSN, RN; Leslie Huntington, MBA, MSN, RN, CPN, CPHQ, presented “Driving Team Member Engagement Through Competition”

Melissa Ruffini, BSN, RN, CPN; Latieia Key, MSN, RN, NEA-BC, CPPS, CCRN; Brennan Lewis, DNP, APRN, PCNS-BC, NEA-BC, presented “A Nursing-Led Quality Improvement Approach to Reducing Pediatric Adverse Drug Events: Using a Nursing Medication Safety Council” and “I’ve Got Your Back Campaign to Change Nursing Medication Administration Practices and Behaviors”

Misty Daugherty, BSN, RN, CPHQ, presented “Empower Unit Council Leaders to Engage All Nurses in Professional Governance”

Krista Westbrook, MSN, RN, CPN; Brittany Julsaint, MSN, RN, CCRN, presented “The Critical Journey: A Discussion on Pediatric Critical Care Float Pool Orientation and Post-Covid Staffing”

Ashley Sewell, BSN, RN, CPN; Alyssa Welford, MSN, RN, CPN, Katie Dachniwsky, MSN, RN, CPN; Gladys Wambaa, MSN, RN-BC; Justin Leon, CPhT; Oscar Glooso, MSN, RN-BC; Cagney Wollenman, MSN, RN, CPN; Krista Westbrook, MSN, RN, CPN; Jennie Yoo, BSN, RN, CPN, NPD-PC, presented “Utilizing EHR Playground for Developing High-Risk, Low-Volume Competency During Orientation”

Poster presentations:

Susan Webber, MSN, RN, CPN, CEN, CPEN, TCRN, CCCTM; Ann Gosdin, M.S., APRN, CNS, CPNP-PC, presented “Got Questions? Call Us: Utilizing Telephone Triage to Help Pediatric Patients After Discharge”

Alison Kell, MSN, RN, CCRN, NPD-BC, presented “Leveraging Meaningful Recognition to Create a Healthy Work Environment in a Pediatric Hospital”

Kristin Ritchie, BSN, RN, CPN, presented “We Don’t Fall Short of Excellence: Fall Prevention Program Implementation in Pediatric Hospital Setting”

Leslie Huntington, MBA, MSN, RN, CPN, CPHQ; Emily Jordan Ressman, MSN, RN, CCRN, EMT, presented “Standardizing Access Parameters for Vasoactive Infusions”

Leslie Leach, MSN, RN, presented “Integrating Support Into the Culture of a Pediatric Hospital Growth of a Second Victim Peer Support Program”

Lilivette Velez, BSN, RN, presented “Best Practices for a Standardized Mentorship Program for New Graduate Nurses”

Janna Berg, BSN, RN, CPN; Jill Hanks, BSN, RN, CPN, NPD-BC; Tera Holland, BSN, RN, CPN, presented “Shining a Light on Autism Interventions During a Long-Term Medical Hospitalization: A Case Study”
Won Best Clinical Practice Poster

Sally Derrick, BSN, RN, CPN, presented “Lunch and Learn: How to Use an Online Platform to Increase Clinical Knowledge in the Pediatric Ambulatory Setting”

Susan Webber, MSN, RN, CPN, CPEN, TCRN, CCCTM; Ann Gosdin, M.S., APRN, CNS, CPNP-PC, presented “Patient-Initiated, Post-Discharge Care”

Laurie Smith, MSN, RN, PMHNP-BC; Susan Webber, MSN, RN, CPN, CPEN, TCRN, CCCTM, presented “Endocrine Excellence: A Quality Project for Monitoring Nurse Adherence to Guidelines in After-Hours Triage of Pediatric Patients With Diabetes”

Christina Reyna, BSN, RN, CPN; Christina Smith, BSN, RN, CPN, CPPS, EBP-C; Rebecca Barr, BSN, RN, CPN, presented “Improving Discharge Coordination for the Medically Complex Pediatric Population”

Misty Daugherty, BSN, RN, CPHQ; Nikki Marshall, BSN, RN, CPHON, presented “A Standardized Approach to Enhance Communication and Collaboration Between Bedside Nurses and Medical Residents” ***Won Best Leadership and Management Poster***

Virginia Elizondo, BSN, RN, CPEN; Georgina Hernandez, BSN, RN, presented “Bee the Change: Building a Culture of Peer-to-Peer Recognition in the Emergency Room”

Virginia Elizondo, BSN, RN, CPEN; Georgina Hernandez, BSN, RN; Nicole Bizzack, BSN, RN, CPEN, presented “Maintaining a Quality Improvement Process to Decrease Time to Antibiotics for Oncology, Sick Cell and Neutropenic Patients With Fever in the Emergency Department”

Kelly Bonilla, BSN, RN; Alison Kell, MSN, RN, CCRN, NPD-BC; Brittany Saldierna, MSN, RN, CPN, presented “Methods to Increase Clinical Nurse Achievement Program (CNAP) Participation in a Pediatric Hospital”

Spring National Learning Session Solutions for Patient Safety 2024 Conference

Podium presentations:

Stephen Q. Hoang, M.D., FASA; Jordan Whitehill, Pharm.D., BCPPS; Terrence T. Crooks, Pharm.D., MAOM;
Lisa Mason, DNP, MHA, MBA, RN, NEA-BC, FACHE, presented “Multidisciplinary Medication Safety Team... This is the Way (to Centerline Shifts)”

Rachael Burris-Alcala, M.S., BSN, RN; Victoria Washington, BSN, RN, presented “Peripheral Intravenous RN Buddy Checks”

TEAMHealth 2024 National Medical Leadership Conference

Poster presentation:

Astrid Sobotka, MSN, RN, CPEN; Dennis Jepsen, DNP, RN, CEN; Wilfredo Rivera, MBA, FACEP; Mauricio Trujillo, FACEP; Khoshnod Ahmad, M.D.; Lawan Smith presented “Improving Health Equity for Emergency Severity Index (ESI) Level 3 Patients by Creating a Provider in Triage Flow Model in a Pediatric Emergency Department”

Texas Nurses Association 2024 Conference

Podium presentations:

Carin Adams, Ph.D., RN, CPN; **Lori Batchelor, MHA, Ph.D., RN, CPN, NEA-BC**; Jennifer Dolinta, Ph.D., RN, CNE, NPD-BC; Joy Spadachene, Ph.D., RN, CNE, presented “Application of a Generalizable Joint Competency-Based Education in Nursing and Healthcare Administration: Narrowing the Practice Gap”

Poster presentations:

Zara Sajwani-Merchant, Ph.D., RN, EBP-C; Lindsey Patton, Ph.D., APRN, PCNS-BC; Sara Moore, DNP, APRN, EBP-C; Kathleen Ellis, Ph.D., CCRN, CNE, presented “Including Clinical Nursing to Assess the Needs Related to Nursing Research and Evidence-Based Practice”

Brittnie Irvin, BSN, RN, CPPS; Latieia Key, MSN, RN, NEA-BC, CPPS, CCRN, presented the “I’ve Got Your Back Campaign: A Nurse-Driven Initiative to Improve Medication Safety”

Latieia Key, MSN, RN, NEA-BC, CPPS, CCRN; Brennan Lewis, DNP, APRN, PCNS-BC, NEA-BC, presented “Redesigning Nursing Peer Review to Support a Healthy Work Environment”

Latieia Key, MSN, RN, NEA-BC, CPPS, CCRN, presented “Reframing the Stress Response to Medical Errors in Nursing Peer Review”

Texas Organization for Nursing Leadership 2024

Poster presentation:

Astrid Sobotka, MSN, RN, CPEN, presented “Thinking Outside the Box and Into the Waiting Room: Creating a New ED Care Area in the Waiting Room”

The Center for Improvement in Healthcare Quality Conference

Poster presentation:

Amy Taylor, MSN, RN, NEA-BC, HACP-CMS; Egan Bridget, B.S., HACP-CMS, presented “Making Survey Readiness Routine”

The Fourth National Summit on Promoting Well-being and Resilience in Healthcare Professionals 2024

Podium presentation:

Leslie Leach, MSN, RN; Jessalynn Colbert, BSN, RN, NREMT, C-NPT, presented “Integrating Support Into the Culture of a Pediatric Hospital: Growth of a Second Victim Peer Support Program to Promote a Healthy Workforce”

Poster presentation:

Elaine Beardsley, Ph.D. (c), M.N., ACCNS-P, presented “Implementation of a Resilience Program to Support Individual and Team Resilience Factors”

Transforming Quality 2024 Conference

Podium presentation:

Marshall Stephenson, MBA, MSN, RN, CCRN; Kendel Richards, BSN, RN, presented “Improving Staff Engagement Among Teams”

Vizient/AACN National 2024 Conference

Podium presentation:

Martha Shaw, BSN, RN, CPN, NPD-BC, presented “Continuing Residency Momentum with NRP Navigators”

Poster presentation:

Jill Hesler, MSN, RN, CPN, NPD-BC; Alethea Mayberry, DNP, MHA, RN, NPD-BC; Martha Shaw, BSN, RN, CPN, NPD-BC, presented “Residency Resources to the Rescue”

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