I am pleased to present the 2013 Inova Nursing annual report. It celebrates the accomplishments and commitment to excellence of our talented, diverse, and professional nursing community. I am exceptionally proud of our Inova nurses. Several of you hold leadership positions in national specialty organizations, many of you have been recognized in your hospital for excellence, and a number of you have received local and/or national recognition for your service.

Inova’s promise is about purpose and privilege and what we as nurses do every time, every touch for our patients. It is not our purpose only to strive for excellence in the care we provide for our patients, but also in our own professional development.

In 2010, I said “Through our collaborative efforts and commitment we are assured an amazing journey.” How true that was during the amazing journey of the EpicCare electronic medical record (EMR) implementation. Nurses were a critical component of the Epic project from training to go-live, with roles that ranged from subject matter experts and design team members, to super users. It was an enormous and complicated undertaking, and throughout the year nurses kept their patients’ well-being first and foremost, all the while incorporating the new EMR into the daily workflow.

This year, Inova Fair Oaks Hospital was awarded the ANCC Magnet re-designation status. In addition, each of our hospitals have received awards of nursing distinction in a variety of specialty areas, and leading organizations such as HealthGrades and U.S. News & World Report recognized Inova as a provider of exceptional patient care. Our nurses have been recognized for their outstanding contributions to the profession by such organizations as the Virginia Nurses Association, the American Academy of Nursing, Washingtonian magazine, Nurse.com, and the March of Dimes. In this report, you can read more about these significant achievements.

Through the philanthropy of our many generous donors, Inova nurses have furthered their formal education, obtained nationally-recognized specialty certification, and enhanced their clinical skills and knowledge. We are making tremendous progress in the way we care for patients, and for their clinical outcomes.

In this annual report, we are giving recognition to our four thousand plus nurses. We honor you for your commitment to patient quality, safety and experience. We honor you for your ongoing professional development activities such as advancing education and clinical skills, professional certification, clinical ladder progression, mentoring of nursing students, and participation in nursing research and evidence-based practice activities. We honor you for the time you volunteer to local, national and international causes that improve health outcomes for communities. And we honor you for your dedication to our patients and their loved ones.

Maureen Swick, PhD, MSN, RN, NEA-BC
Senior Vice President
Chief Nurse Executive
Inova

It is not our purpose only to strive for excellence in the care we provide for our patients, but also in our own professional development.
Nursing at Inova is centered on the strategic plan developed by nurse leaders in 2010. It serves as the guide for innovation and development within nursing practice. The plan was created based on the Magnet Recognition Program® – the American Nurses Credentialing Center’s gold-standard designation for nursing excellence and quality patient care. The 2011-2014 Nursing Strategic Plan consists of five target areas: Leadership Development, Model of Care, Nursing Professional Development, Image of Nursing and Nursing Research. Each directs innovation and provides a framework to ensure nurses at Inova continue to excel as caregivers and transformational leaders.

Figure 1. 2011-2014 Inova Nursing Strategic Plan Goals

**Leadership Development**
- A. Recruit, assess and develop nurse leaders
- B. Create an effective communication infrastructure for Inova Nursing

**Model of Care**
- A. Develop new delivery of care model utilizing simulation modeling
- B. Define roles within the new model of care for the RN and support staff
- C. Design and define the role of multidisciplinary rounds in the new model of care

**RN Professional Development**
- A. Encourage and support advanced degrees
- B. Provide leadership education for the professional nurse
- C. Create a functioning nursing research council with consistent structure and process at each hospital

**Image of Nursing**
- A. Develop strong and influential nurse advocates
- B. Create a brand for Inova Nursing and market internally and externally
- C. Effectively manage communication and relationships with all stakeholders

**Nursing Research**
- Create a functioning nursing research council with consistent structure and process at each hospital
- Implement standardized process for IRB projects and research studies from question to dissemination
- Align translation of findings into practice with nursing’s strategic initiatives, patient safety, quality, and staff and leadership development

- Implement a standardized assessment and selection process for existing and future nurse leaders
- Develop and implement a recognition and retention program for nurse leaders
- Develop educational programs to support transformational nurse leaders
- Establish and effectively communicate a burning platform for change
- Develop a communication plan that includes all staff and specialty committee work
- Establish a plan to address UAP recruitment and training
- Develop new job descriptions and competencies based on simulation modeling and staff input
- Develop nurse peer review for ongoing quality improvement
- Develop and implement nurse peer review for ongoing quality improvement
- Establish a plan to address UAP recruitment and training
- Implement ISHAPED on every unit within Inova
- Increase BSN, MSN and PhDs
- Institute educational requirements for all positions moving forward
- Develop an ROI for ADVANCE
- Implement reward and recognition program for outstanding performance in ADVANCE
- Implement changes to orientation process and develop mentoring program for new nurse leaders
- Implement preceptorship/mentoring program for new graduate nurses
- Create a process for problem-solving issues and sharing nurse resources across all hospitals
- Create opportunities for direct care RNs to interact with their colleagues from other Inova hospitals
- Implement changes to orientation process and develop mentoring program for new nurse leaders
- Implement preceptorship/mentoring program for new graduate nurses
- Improve the nursing website, adding poster guidelines, speakers bureau
- Improve the annual report
- Create an image (internally and externally) that conveys Inova Nursing excellence and selectivity
- Educate the community about professional nursing at Inova
- Showcase key accomplishments of Inova nurses on the website and in the newsletter
- Utilize existing reward and recognition programs for quality and safety
- Standardize uniforms for direct care nurses across the system
- Create patient/physician messaging about standardized RN roles and workflows at all Inova facilities
- Improve partnership with physicians and physician leadership
- Address language, accent, and cultural barriers impacting communication and patient safety
- Implement relationship-based care model
- Create system-wide nursing research coordinator position
- Improve the annual report
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Leadership Development

Inova nurses have unique opportunities to be transformational leaders through their clinical work, participation in shared governance, management roles, community outreach, clinical research and mentoring. The nursing leadership team creates a vision of the future and implements the values, beliefs and behaviors necessary to achieve it.

Shared Governance Model

A shared governance structure is designed to empower direct care nurses to make decisions about their practice and, in so doing, promote safer and more effective patient care. It enables nurses to work collaboratively and collegially as they make decisions about the way nursing care is delivered and measured for continuous improvement. In other words, nurses have a voice in clinical decision-making. Shared governance is also referred to as shared leadership and participative decision-making.

Shared governance was first introduced to Inova in the mid-1980’s by Gertrude Rogers, then Inova Fairfax Hospital’s Associate Administrator for Patient Care. Gertrude championed the model for decision-making that put patient-care decisions in the hands of the nurses who provided the care. Over the next 28 years, the five Inova hospitals each thoughtfully developed and put in place their own model of shared governance.

The American Nurses Credentialing Center (ANCC) recognizes the inherent, transformational value of shared governance and has made it a key determinant for any organization seeking ANCC Magnet Recognition Program® designation.

Additionally, the Magnet standards require that organizations develop and initiate measures to evaluate the outcomes and the impact of the shared governance program.

In 2013, Inova recognized a barrier to quick and effective communication of shared governance issues and solutions between hospitals. The barrier was the unique structure of the program in each hospital. Led by the professional practice managers, in collaboration with their respective shared governance leaders and council members, a modified model was created. By initiating similar council titles, and standardizing the subject matter of their work, each hospital has a more consistent shared governance program.

Excellence in Clinical Practice

The Inova Achievements Demonstrating Versatile Accomplishments in Nursing Clinical Excellence (ADVANCE) Program was developed by a committee of Inova nurses to provide a means for clinicians to move forward in their careers and increase or further develop their skills at the patient’s bedside. The ADVANCE Program promotes clinical leadership, accountability and autonomous nursing practice on the units.

In 2013, over 300 nurses were recognized as RN3 or RN4 on the ADVANCE clinical ladder. Program participation is elective and requires nurses to meet certain benchmarks annually. Nurses can progress on the ADVANCE ladder by demonstrating superior clinical expertise; completing a combination of continuing education courses, advanced training or professional certification; participating in research; and exhibiting continued development in clinical practice.

The following Inova Nurses were promoted in 2013:

**RN3**
- Cecile Allen
- Carmen Chan
- Julie Costanzo
- Natalie Griffin
- Ashley Izadpanah
- Eileen Kuykendall
- Alyssa McDonnell
- Tuyet Nguyen
- April Peterson
- Dianna Pierce
- Elena Rushing
- Jennifer Sampilo
- Fontaine Seliskar
- Zhenxia Shuai
- Heather Sine
- Stephanie Sweet

**RN4**
- Mike Bowen
- Deborah Boswell
- Courtney Bryan
- Jennifer Callahan
- Megan Frohm
- Jeanne Hargrave
- Lisa Lannes
- Kristine Menefee
- Ashley Renkes
- Sally Schermer
- Cathy Williams
- Diane Yaguchi

Nurses at Inova are empowered to serve as transformational leaders through participation in shared governance and ADVANCE.
Nurses at the Forefront of Technology

Health information technology (HIT) is fast becoming a new area of expertise for nurses. With the implementation of electronic medical records and the influx of government mandates, nurses are increasingly involved in building and supporting sophisticated new technologies that enhance patient care.

Informatics and Training Team

At Inova, nurses are key players in the design, development and implementation of information technology. That is why, in 2013, Inova created a Chief Nurse Information Officer position – filled by Patricia Mook – to oversee a newly merged Informatics, EpicCare Training and Inova Learning Network (ILN) team.

The Informatics team, led by Kimberly Krakowski, improves the human-technology interface to deliver high quality and cost-effective care. The team’s work gives clinicians better access to patient information across care settings, and improves care coordination, workflow efficiencies and clinical decision support.

Training and learning are also crucial components of the new structure, and nurses are integral in these efforts. The ILN, headed by Helen Stacks, and the EpicCare training team, headed by Julie Meneer, receive input from end users and tailor training to be more effective. That training is then rolled out to new nurses. In 2013, the EpicCare training team trained 3,310 individual nursing students, which is then rolled out to new nurses. In 2013, the EpicCare training team trained 3,310 individual nursing students, receive input from end users and tailor training to be more effective. That training, receive input from end users, and the EpicCare training team trained 3,310 individual nursing students, receive input from end users and tailor training to be more effective. That training is then rolled out to new nurses.

Mission of Inova’s Informatics and Training Team

- Deliver and manage Clinical Informatics Systems to improve the safe and efficient delivery of patient care
- Provide business intelligence tools that deliver actionable data for point-of-care decision support and evidence-based care
- Enable clinical transformation to assure compliance with local, state and federal HIT initiatives
- Utilize clinical informatics systems to extend and enhance the delivery of patient care services to patient populations served by Inova Ambulatory Services
- Uphold the image and integrity of Inova’s professional nurses
- Educate clinicians on the safe and appropriate use of clinical informatics systems
- Help train the next generation of informaticists
- Remain at the forefront of medical and clinical informatics by continually acquiring and improving knowledge, skills and expertise

At Inova, technology has opened up a whole new field in which nurses can excel.

Disaster Planning And Emergency Management

Inova has been a leader in healthcare emergency management since September 11, 2001. We work closely with regional first responders and other healthcare facilities to prepare for disasters in the Northern Virginia area. Partnerships were formed with these groups and agencies so that we can assist each other in time of need and to better understand how each responds to emergencies. We conduct training together, purchase standard equipment, and share grant funds so that we can be better prepared as a region.

2013 Accomplishments of Inova Emergency Management

- To ensure continued communication in the event that Verizon phone outages occur (such as the outage during the 2012 derecho), Inova purchased 250 Sprint cell phones that were strategically placed in the hospitals, Emergency Care Centers and other critical Inova facilities. This will hopefully allow our nurses to contact physicians and other non-hospital Inova facilities during an outage.
- Inova standardized its emergency code terminology across the system to improve patient and staff safety.
- Through the hard work of Aaron Resnick, Emergency Preparedness Coordinator and Andy Haagsma, Programmer Analyst Lead, a very robust electronic tracking system for available staff and beds was created. This is a real-time tool on InovaNet that departments can update within minutes and can be viewed in real time by the Command Centers.
- Several Inova facilities have conducted Active Shooter exercises over the last couple of years. This is a rare opportunity to learn about how low enforcement and emergency care facilities work together.
- All Inova nurses and staff were required to view the “Shots Fired” and “Flash Point” training modules that were designed specifically for healthcare.
- Inova purchased patient evacuation equipment and conducted training through the use of federal grants. This equipment includes stairwell chairs and sleds that are designed to go down fire stairwells if elevators are not usable. We have also purchased evacuation equipment for our Neonatal Intensive Care departments.
- Inova participated in a radiological terrorism table top exercise in conjunction with Fairfax, Loudoun, Prince William, Stafford and Arlington Counties and the City of Alexandria. This was followed with a large live-scale exercise in September. Key areas of focus were on treating mass casualty patients, identifying and treating patients with radiological contamination, transporting patients with or without contamination to hospitals, and crowd control.
- Inova created the Tornado/High Wind Preparation Guidelines so that staff will be prepared in the event of storms that are accompanied by high winds which can be damaging to healthcare facilities.
- Inova has been proactive in preparing for any type of large scale disaster during which our vendors may not be able to deliver certain supplies. These supplies include water, medical supplies and pharmaceuticals.
- Inova, along with emergency management departments.
- Emergency Management, Telecommunications and Human Resources worked together to develop a Business Interruption Hotline for our staff to call during winter storms or other events to find out if there are any special instructions for their facility.
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Nursing Professional Development

Inova nurses continue to pursue ongoing professional development opportunities such as board certification, advanced nursing degrees and membership in professional nursing organizations. With the support of programs like those provided by the Inova Edelman Center for Nursing, they are able to represent Inova by presenting at professional conferences around the world, leading national nursing organizations and mentoring nursing students as they pursue advanced degrees.

The Inova Edelman Center for Nursing

In 2013, the Edelman Center provided continuing education awards to 98 nurses to attend professional nursing organization national conferences. These nurses represented Inova at 30 different events across the country. Each nurse returned to share their new knowledge with their coworkers in order to innovate practice on their units and drive change throughout Inova. An additional 50 nurses received awards to cover the cost of renewing their specialty board certifications.

Lisa Klein, DNP, CNS, RNC, presents her pilot project to improve the quality of care given to neonatal intensive care patients at the Annual Inova Nursing Research Symposium in Fall 2013.
Nursing Excellence Scholarships

The Edelman Center is pleased to provide a scholarship program for Inova employees pursuing BSN, MSN, or doctorate-level nursing degrees. In 2013, the following Inova nurses were awarded scholarships:

- Brenda Acham, BSN Scholar
- Kwadwo Agyemang-Premah, BSN Scholar
- Cynthia Brooks, BSN Scholar
- Amy Dennis, BSN TWIG Scholar
- Sherry Gibbermeyer, BSN Scholar
- Mobolaji Haroun, BSN Scholar
- Kelley Marliak, BSN Scholar
- Serena-Lynn McReynolds, BSN Scholar
- Frances Nerdahl, BSN Scholar
- Karyn Buxman, BSN Scholar
- Parinder Pandher, BSN Scholar
- Vickie Robinette, BSN Scholar
- Kathleen Rosenbaum, BSN Scholar
- Rebecca Serra, BSN Scholar
- Molly Stauffer, IFH Auxiliary BSN Scholar
- Leanne West, BSN Scholar
- Katlyn Agosta, MSN Scholar
- Claire Brodd, MSN Scholar
- Jessica Chun, MSN Scholar
- Kandice Crawley, MSN Scholar
- Barbara DeThomasis, MSN Scholar
- Kristine Meneefee, MSN Scholar
- Orpa Jean-Marie, MSN Scholar
- Joan Palmenini, MSN Scholar
- Colleen Vanak, MSN Scholar
- Ladawana Crawford, MSN-NP Scholar
- Leigh Crooks, MSN-NP Scholar
- Louellen Fulk, MSN-NP Scholar
- Kristen Geyer, MSN-NP Scholar
- Lois Kwon, MSN-NP Scholar
- Michelle Paul, MSN-NP Scholar
- Nicole Price, MSN-NP Scholar
- Deborah Risco-Dunlap, MSN-NP Scholar
- Sarah Smith, MSN-NP Scholar
- Brooke Spencer, MSN-NP Scholar
- Laura Sykes, MSN-NP Scholar
- Catrina Turner, MSN-NP Scholar
- Zan Zaw Muraed, PhD Scholar
- Christine Ati, Karlgaard DNP Scholar
- Johanna Gaskins, DNP Scholar
- Harpreet Gujral, DNP Scholar
- Sara Phillippe, DNP Scholar
- Narges Ghodsi, DNP-NP Scholar
- Akili Guluma, DNP-NP Scholar
- Christina Hovan, DNP-NP Scholar
- Kadja Jallih, DNP-NP Scholar
- Nahlis Robinson, DNP-NP Scholar
- Marissa Jarman, Toups Doctoral Scholar
- Helen Stacks, Toups Doctoral Scholar

The Annual Edelman Nursing Celebration

The most popular event of 2013 was the Annual Edelman Nursing Celebration held during Nurses’ Week in May. Close to 700 nurses were in attendance for this special day. The celebration offered nurses the opportunity to hear from several visionary speakers:

- Dr. Joan Borysenko spoke on cultivating compassion and her research on the body-mind-spirit connection.
- Keynote speaker Dr. Tim Porter-O’Grady empowered nurses to face the future of healthcare and the many opportunities and challenges that will come as nursing evolves in response to new demands.
- Karen Buxman closed the day with a big dose of laughter as she reminded nurses to stay amazed and amused by the profession of nursing.

60% of Inova nurses hold a BSN degree or higher - a marked increase from 43% in 2010.
Certification is a Mark of Excellence

While all nurses must be licensed, board certified nurses have met a level of distinction and knowledge indicating professional nursing practice. Certification is the official recognition of achievement, expertise and clinical judgment. Nurses who achieve and maintain certification have mastered skills in a particular specialty and demonstrate their ongoing dedication to learning and professional development as well as their respect for the discipline. Certification gives consumers a benchmark to measure the level of care they can expect to receive at Inova.

The following nurses achieved board certification in the noted specialty area(s) of practice in 2013:

Rhodora Abonales, Critical Care Nursing
Cecile Allen, Critical Care Nursing
Sean Amedeo, Critical Care Nursing
Jennifer Amnoon-Harrison, Lactation
Tracy Andersen-Farmer, Emergency Nursing
Jess Aranda, Critical Care Nursing
Jennifer Bellandi, Perioperative Nursing
Kristina Bess, Emergency Nursing
Christine Bloom, Infant Massage
Maria Boone-Fleming, Acute Rehabilitation Nursing
Heather Brabant, Cardiac Medicine Nursing
Leslie Brundage, Lactation
Courtney Bryan, Neonatal Intensive Care Nursing
Sidratu Bundu, Gerontology
Rina Calapodas, Emergency Nursing
Carmen Chan, Medical-Surgical Nursing
Rosita Chandansingh, Emergency Nursing
Regina Cullen, Cardiac Medicine Nursing
Tina Cunicelli, Lactation
Robel Dabandand, Brain Injury
Janelle Day, Medical-Surgical Nursing
Maureen DeSena, Adult Critical Nurse Specialist
Jillian Devine, Emergency Nursing
Doris Dixon, Progressive Care Nursing
Monica Dontofo, Acute Rehabilitation Nursing
Amber Edelman, Progressive Care Nursing
Marissa Erekson, Critical Care Nursing
Jennifer Fabian, Critical Care Nursing
Ken Frese, Adult Clinical Nurse Specialist – Board Certified
Jeanne Gackstetter, Lactation
Amanda Golino, Acute Care Clinical Nurse Specialist
Helinaye Halemamian, Gerontology
Lisa Hanvey, Cardovascular Nursing
Jeanne Hargrave, Neonatal Intensive Care Nursing
Deb Harris, Pediatric Nursing
Leslie Hicks, Medical-Surgical Nursing
Erin Hodson, Case Management Certified
Teresa Hottinger, Neonatal Intensive Care Nursing
Tom Hundley, Critical Care Nursing
Min Kim, Critical Care Nursing
Karen Kurre, Critical Care Nursing
Valerie Long, Critical Care Nursing
Kelly Luellen, Neonatal Intensive Care Nursing, Lactation
Nancy Mac, Progressive Care Nursing
Jackie McDonald, Cardiac Medicine Nursing
Kathy McNamara, Gerontology
Christine Mitchell, Emergency Nursing
Mani Murugavel, Gerontology
Zarah Napuli, Emergency Nursing
Kelly Niermeier, Low-Risk Neonatal Nursing
Stephanie Nyirasafari, Progressive Care Nursing
Freda Osei, Gerontology
Karen Pareihof, Radiology Nursing
Katie Rebers, Critical Care Nursing
Ashley Renkes, Progressive Care Nursing
Zahida Samat, Critical Care Nursing
Beth Senese, Critical Care Nursing
Afaneh Shafaei, Medical-Surgical Nursing
Laini Sharma, Orthopedic Nursing
Jennifer Sicking, Perioperative Nursing
Barbra Tanner, Pain Management Nursing
Drew Tator, Critical Care Nursing
Olga Taylor, Perioperative Nursing
Olga Torralba, Critical Care Nursing
Anne Verna, Neonatal Intensive Care Nursing
Jennifer Wall, Emergency Nursing
Lisa White, Medical-Surgical Nursing
Patience Yengo, Medical-Surgical Nursing
Marian Yoakum, Progressive Care Nursing
Clara Zheng, Case Management

Nurses from Inova Alexandria Hospital were recognized at the 2013 Nursing Excellence Awards dinner.
A Commitment to Education

Inova is committed to helping nurses further their education and supports the pursuit of advanced nursing degrees. Formal nursing education positively impacts patient outcomes through enhanced knowledge and application of nursing theory, critical thinking and communication skills. Inova joins with leading nursing organizations to recommend that the minimum educational credential for nursing practice be the baccalaureate degree. Currently, 60% of Inova nurses hold a baccalaureate degree which exceeds the national average and is a marked increase from the 43% of Inova nurses who held a baccalaureate degree in 2010.

The following Inova nurses achieved academic degrees in 2013:

**Bachelors of Science in Nursing**
- Kim Davis
- Monica Elder
- Michele Gaines
- Cassandra Jacobs
- Kim Klein
- Rachel Mino
- Raj Nair
- Jeremy Rhoten
- Neeta Shrestha
- Mitra Soltaniolketabi

**Masters of Science in Nursing**

**Doctor of Philosophy in Nursing**
- Ann Chopivsky
- Amanda Gelino
- JoJo Rapipong
- Kim Rathburn
- Michele Reed
- Marietta Salisbury
- Alison Smolksy
- Wendy Ngassa
- Theresa Davis

Image of Nursing

As Inova moves into the future of health, nurses continue to develop a consistent model for nursing. The brand of the Inova Nurse showcases the talent, commitment and leadership consistently demonstrated by our award-winning nurses both inside and outside our hospital walls. Nursing excellence is found wherever Inova nurses are, whether at the patient bedside or participating as active members of our vibrant community.

Supporting our Community

Inova nurses have a reach that extends far beyond our hospital walls. Nurses represent Inova on mission trips, such as the one Cathy McCranie took to Gulfport, Mississippi in March 2013. They are like Lauren Riley, who serves weekly at a community flu clinic, and like Darla Ceppi, who assists World War II, Korean War, and Vietnam War Veterans when they visit Washington, DC. through her involvement with Hero Flights. Inova nurses participate actively with the Boy Scouts of America, Girl Scouts of the USA, community blood drives, health fairs and more.

The passion Inova nurses have can be seen in the many causes they rally to support. In 2013, nurses could be found volunteering, fundraising, donating and, of course, walking with the American Heart Walk, Breast Cancer Walk for the Cure, the March of Dimes Walk, the Avon Walk for Breast Cancer, the Inova Heart Walk and the Light the Night Walk for the Leukemia and Lymphoma Society. Our nurses also seek to support the global community with their continued support of Haitian medical services through the donation of much needed supplies.
Recognizing Excellence

Inova has long established a culture of excellence in nursing and it remains a priority to honor those nurses who have made significant contributions to the profession through their tireless efforts and ongoing dedication. Inova nurses are recognized not just by nursing leadership within Inova, but by national organizations as well.

March of Dimes Nursing Excellence Awards

The Virginia Chapter of the March of Dimes honors distinguished Virginia nurses nominated by patients, friends, coworkers and other health professionals. In 2013, two Inova nurses were selected as finalists by a committee of their peers to be honored at this prestigious event.

Elaine Alexander, MSN, RNC-OB
Elisabeth Klein, DNP, CNS, RNC

Nurse.com GEM Awards

In 2013, seven Inova nurses were selected by Nurse.com as regional finalists for their annual Giving Excellence Meaning (GEM) Awards. Nurses are nominated by their colleagues in one of six categories and finalists are selected by a panel of nurse leaders. This year, Inova was fortunate to have Paula Graling selected as the National GEM Award winner for Advancing and Leading the Profession of Nursing.

Washingtonian Magazine: Excellence in Nursing Awards

Washingtonian Magazine hosts a biannual award to recognize registered nurses who go beyond the call of duty to enhance the well-being of their patients and the community. Nurses are nominated by their peers and winners are chosen by a group of local nurse leaders. This year, two Inova nurses were honored by Washingtonian Magazine:

Joni Brady, MSN, RN, CAPA
Teresa Wenner, BSN

DAISY Awards

The DAISY Award recognizes nurses with excellent clinical skills and critical thinking who also demonstrate compassion, professionalism, excellent interpersonal skills, a positive “can do” attitude and an ability to problem-solve unusual and/or complex patient or family needs. The 2013 DAISY Award winners were:

Meagen Arthur
Randy Balagtas
Tugba Basar
Tammy Cassarly
Quado Cox
Catharine Dwyer
Mary Farmer
Carmen Hawkins
Ruth Ann Jewell
Mary Mauldin
Maura McCarthy
Deb Lassiter
Debbie Ludeman
Andrea Manaker
Julie Oswald
Cathy Staats
Shelby Trepal
Carla Walsh

Maura McCarthy, BSN, RN-BC stands next to her name on the Nursing Wall of Honor at Inova Fair Oaks Hospital. Maura was honored with the DAISY Award in 2013.

Inova nurses are recognized not just by nursing leadership within Inova, but by national organizations as well.

Julie Warner was the regional GEM Award winner for Volunteerism and Service.

The following nurses were honored as regional finalists:

Kadi Brev, Clinical Nursing Inpatient
Sandra Davis, Clinical Nursing Inpatient
Lisa Dugan, Advancing and Leading the Profession
Kathy McNamara, Staff Patient Management
Debra Stanger, Volunteerism and Service

Paula Graling was selected as the National Nurse.com GEM award winner because she promotes practice excellence, mentors novice researchers and positively influences change.
Nursing Excellence Award Winners

Every year, nursing leaders at Inova select the nurses at their hospitals who have gone above and beyond in their efforts to provide excellent patient care while serving as an example for their peers and colleagues. These nurses are recognized for their dedication to professional practice, clinical safety, transformational leadership, patient advocacy, service excellence and in many other areas.

These are the nurses who were honored in 2013:

**Inova Fairfax Medical Campus**
- Heather Hall, Commitment to Professional Practice/Development
- Lindsey Adam, Service Excellence Star
- Paula Graling, Patient/Staff Safety Advocate
- Christy Schatz, Excellence in Clinical Practice
- MaryBeth Smith, Preceptor
- Mary Sawyer, Outstanding New Graduate
- Tameka Wooten, Outstanding New Graduate

**Inova IT Nurses**
- Cynthia Hack, Professional Vision and Value
- Debbie Bendahan, Transformational Leadership
- Chris Czajkowski, Care Delivery System
- Carol Carl, Collaborative Relationships
- Kate Holincheck, Optimal Outcomes
- Nadine Gallo, IT Nurse of the Year

**Inova Alexandria Hospital**
- Laurie Golson, Shared Transformational Leadership
- Mireille Malkoun, Professional Vision and Values
- Samuel Asamoah, Evidence-Based Practice
- Suzanne Wolinsky, Collaborative Relationships
- Helen Watts, Care Delivery System
- Abigail Legaspi, Meaningful Recognition New Graduate
- Kadijatu Brew, Meaningful Recognition RN3/RN4
- Abdeljalil Bentaleb, Optimal Outcomes

In 2013, nursing leadership at Inova honored the Nursing Excellence Award winners with a dinner during Nurses’ Week. Inova’s information technology nurses transform the quality, safety, and efficiency of patient care. Their work was recognized at the Nursing Excellence dinner in 2013.
Inova Loudoun Hospital
Cynthia Earley, Nurse of the Year
Jennifer Fabian, Research
Vickie Bamsey, Leadership
Terca Sharpe, Innovation
Ann Chopivsky, Mentoring
Stephanie Pobudziej-Blethen, Preceptor
Jennifer Straub, Community Service
Alison Smolsky, Multidisciplinary Team
Tracy Cross, Lactation Team

Inova Mount Vernon Hospital
Elizabeth Onyejekwe, Nurse of the Year
Biruk Tessema, Shared Transformational Leadership
Kathy Dibbens, Meaningful Recognition – RN3/RN4
Callie Tomczak, Meaningful Recognition – New Graduate
Sunita Adhikari, Meaningful Recognition – New Graduate
Carol Farley, Collaborative Relationships
Carine Wawa, Professional Vision and Value
Ed Crowley, Care Delivery System
Laura McCormack, Evidence-Based Practice
Jeannine Simmons, Optimal Outcomes

Inova Fair Oaks Hospital
Gina Speziale, Transformational Leadership
Jennifer Byerly, New Knowledge and Innovation
Kim Rathburn, Exemplary Professional Practice
Kathleen Reidenbaugh, Structural Empowerment

Morale Grant Awards
Inova nurses are given an annual opportunity to apply for Morale Grant Awards. These grants are made available to nurses who propose a project to improve the morale of the nurses on their unit. Six winners are selected by the Chief Nursing Officers to carry out their project using award funds.

The 2013 Morale Grant Award winners are:
Angeline Byers
Kate Holincheck
Cheryl Schmitz
Alison Smolsky
Robel Dabandan, Christine Mitchell, Jessica Patel, and Larisa Golding
Karen Adamouski-Marion

Caritas Awards
Human caring is essential to nursing excellence and nurses who propose special projects to enhance human caring on their units are honored annually with Caritas Awards. These award winners are selected by the human caring educators and given award funds to carry out their projects.

The 2013 Caritas Award Winners are:
Terri Kowahl
Mikurab Yilma
Bettina Kunitz
Jennifer Farrow

Many award programs both within and outside Inova give nurses the opportunity to nominate and recognize their peers for their contributions to the profession.
The Inova Nursing Research Council underwent a name change in 2013 to reflect its expanded goals from supporting nursing research to include evidence-based practice. The council is now known as the Inova Nursing Research and Evidence-Based Practice Council (NREBPC).

The NREBPC collaborates with each Inova hospital-based Nursing Research and Evidence-Based Practice Council. The Chairs of the hospital NREBPCs in 2013 were:

- Christine Althoff, MSN, RN, AOCNS, Inova Fairfax Medical Campus
- Suzy Fehr, MSN, RNC, Inova Alexandria Hospital
- Sara Phillippe, MSHCA, BSN, RN, NE-BC, Inova Mount Vernon Hospital
- Debra Stanger, MSN, RN, NE-BC, Inova Loudoun Hospital
- Mary Gibbons, MSN, RN, NE-BC, RN, Inova Fair Oaks Hospital

The Council is supported by Patricia Christensen, MSN, RN, NE-BC, Executive Champion, and by Colleen Brooks and Kate Sullivan.

The Council meets monthly and coordinates research studies across the system. A major role of the Council was to develop education programs, including two full-day education programs offered in 2013.

One such program, the Nursing Research Workshop held March 15 at Inova, provided an introduction to nursing research and covered various topics including comparing and contrasting nursing research, evidence-based practice and quality improvement; how to develop a research question; essentials steps of planning a research study; and essential resources for nurses conducting research at Inova. Nurses from each of the Inova hospitals attended the program.

The award for best overall poster was presented to Rebecca Serra of Inova Alexandria Hospital for the poster titled “Improving Prevention and Treatment of Postoperative Nausea and Vomiting (PONV)” at the 2013 Nursing Research Symposium.
The second program was the Annual Nursing Research Symposium Improving Patient Outcomes through Quality Improvement, Evidence-Based Practice (EBP) and Research held at the Inova Fairfax Physician Conference Center on November 8. The council assembled a dynamic group of speakers and poster presenters to inform, educate and challenge nurses in various clinical settings. Nurses attending the program had the opportunity to learn from colleagues on topics ranging from patient safety to genomics. Guest presenters were from the University of Virginia, Georgetown and George Mason University.

The keynote presentation was given by Dr. Kathleen M. White, an associate professor at Johns Hopkins. Dr. White was a member of the EBP Steering Committee that developed the widely published, award-winning Johns Hopkins Nursing Evidence-Based Practice Model and Guidelines. This portion of the program was particularly relevant for nurses at Inova as Inova Nursing recently received a seed grant to fund an Evidence-Based Research project.

Inova nursing researchers collaborated with Dr. Joel Anderson of the University of Virginia in conducting two system-wide studies related to Healing Touch. One study, Effects of a Healing Touch Intervention on Patient Outcomes in Persons Undergoing Bariatric Surgery: A Pilot Study sought to determine the efficacy of a Healing Touch intervention for reducing pain, length of stay, use of pain medications, hospital complications (coded complication, infections, extended length of stay, additional surgery, 30-day readmission), stress, anxiety and nausea in patients undergoing laparoscopic bariatric surgery using a quasi-experimental study design. To the team’s knowledge, this is the first study to explore the use of Healing Touch in this patient population, and to examine the delivery of Healing Touch by nurses as part of ongoing care.

A second study, Examination of Healing Touch Perceptions by Registered Nurses in the Acute Care Setting, will take place in 2014. The purpose of this study is (1) to evaluate the use of Healing Touch practices and techniques by nurses during patient care and the impact of this use on work flow processes; and (2) to describe the impact of Healing Touch training on nurses’ attitudes and behaviors toward self-care and patient care.
Posters and Presentations

Samuel Asamoah, MSN, RN-BC
Dissemination and Implementation of Evidence-Based Guidelines for Nurses
Virginia Nurses Association: Every Nurse a Leader
Richmond, VA.

Abdeljalil Bentaleb, BSN, RN
Lean Methods: Meeting The Golden Hour In Stroke Care
National Teaching Institute, American Association of Critical Care Nurses. Boston, MA

Joni Brady, MSN, RN, CAPA
Development of an Evidence-Based Algorithm for Perioperative Management of Obstructive Sleep Apnea
Virginia Nurses Association: Every Nurse a Leader
Richmond, VA.

Jennifer Camacho, BSN, RN, CAPA
Development of an Evidence-Based Algorithm for Perioperative Management of Obstructive Sleep Apnea
Virginia Nurses Association: Every Nurse a Leader
Richmond, VA.

Marie Duffy, DNP, RN, FNP-BC, NEA-BC
Views on Degree Completion by Nurses in the Workplace
Virginia Nurses Association: Every Nurse a Leader
Richmond, VA.

Suzy Fehr, MSN, RN-BC, NE-BC
Patient Bedside Handoff on a Medical-Surgical Unit
University of Texas Annual Evidence Based Practice Conference. San Antonio, TX.

Mary Ann Friesen, PhD, RN, CPHQ
Views on Degree Completion by Nurses in the Workplace
Virginia Nurses Association: Every Nurse a Leader
Richmond, VA.

Karen Gabel Speroni, PhD, RN
Views on Degree Completion by Nurses in the Workplace
Virginia Nurses Association: Every Nurse a Leader
Richmond, VA.

Larisa Golding, MSN, RN
Lean Methods: Meeting The Golden Hour In Stroke Care
National Teaching Institute, American Association of Critical Care Nurses. Boston, MA

Joy Harnage, DNP, RN
Evaluating Usability of Evidence-Based Nursing Anticipatory Guidance
George Mason University. Fairfax, VA

Robin Jackson, MSN, RN-BC, CCRN, CCNS
Does Low Frequency Ultrasound Improve Outcomes with Suspected Deep Tissue Injuries Both Present on Admission and Hospital Acquired in Hospitalized Patients?
National Pressure Ulcer Advisory Board. Houston, TX.

Larissa Jamison, BSN, RN, WOCN
Does Low Frequency Ultrasound Improve Outcomes with Suspected Deep Tissue Injuries Both Present on Admission and Hospital Acquired in Hospitalized Patients?
National Pressure Ulcer Advisory Board. Houston, TX.

Elizabeth Klein, DNP, CNS, RNC
Engaging Community Health Care Providers in Genomic Research
International Society of Nurses in Genetics. Bethesda, MD
American Public Health Association Annual Meeting. Boston, MA.

Marie Lynn, BSN, RN, CNML
Patient Bedside Handoff on a Medical-Surgical Unit
University of Texas Annual Evidence Based Practice Conference. San Antonio, TX.

Mireille Malkoun, BSN, RN, CPAN
Development of an Evidence-Based Algorithm for Perioperative Management of Obstructive Sleep Apnea
Virginia Nurses Association: Every Nurse a Leader
Richmond, VA.

Joanna Sampson, BSN, RN
Development of an Evidence-Based Algorithm for Perioperative Management of Obstructive Sleep Apnea
Virginia Nurses Association: Every Nurse a Leader
Richmond, VA.

Karen Schaeffer, BSN, RN, CAPA
Development of an Evidence-Based Algorithm for Perioperative Management of Obstructive Sleep Apnea
Virginia Nurses Association: Every Nurse a Leader
Richmond, VA.

Rebecca Serra, RN, CAPA
Development of an Evidence-Based Algorithm for Perioperative Management of Obstructive Sleep Apnea
Virginia Nurses Association: Every Nurse a Leader
Richmond, VA.

Laura Shank, MSN, MHA, RN-BC, ACNS-BC
Views on Degree Completion by Nurses in the Workplace
Virginia Nurses Association: Every Nurse a Leader
Richmond, VA.

Susannah Suppey, BSN, RN, CMS
Patient Bedside Handoff on a Medical-Surgical Unit
University of Texas Annual Evidence Based Practice Conference. San Antonio, TX.

Diane Swengros, MSN, RN-BC
Views on Degree Completion by Nurses in the Workplace
Virginia Nurses Association: Every Nurse a Leader
Richmond, VA.

Pamela Wagner-Cox, BSN, RN-C, CWOCN
Does Low Frequency Ultrasound Improve Outcomes with Suspected Deep Tissue Injuries Both Present on Admission and Hospital Acquired in Hospitalized Patients?
National Pressure Ulcer Advisory Board. Houston, TX.

Pamela Waiter, RN
Views on Degree Completion by Nurses in the Workplace
Virginia Nurses Association: Every Nurse a Leader
Richmond, VA.
Publications

Lois Culler
Expanding Library Services for Older Adults

Elaine Dawson, RN, COHN
Incidence and cost of nurse workplace violence perpetrated by hospital patients or patient visitors

Marie Duffy, DNP, RN, FNP-BC, NEA-BC
Evidence-Based Nursing Practice Models: A concept analysis

Lisa Dugan, PhD, RN, NEA-BC
Incidence and cost of nurse workplace violence perpetrated by hospital patients or patient visitors

Cynthia Earley, BSN, RN-BC
Helping Nurses Care for Self, Family and Patients through the Nurses Living Fit® Intervention

Tammy Fitch, BSN, RN, CCRN, CPEN
Incidence and cost of nurse workplace violence perpetrated by hospital patients or patient visitors

Mary Ann Friesen, PhD, RN
Ventilator-associated pneumonia among cardiac surgery patients: what can we do for prevention?
Journal of Nursing Care Quality, 28: 345-351.

Karen Gabel Speroni, PhD, RN
National Survey of Hospital Nursing Research, Part 1: Research Requirements and Outcomes
Journal of Nursing Administration, 43(1): 10-17.

What causes near-misses and how are they mitigated?

Developing a Patient-Centered ISHAPED Handoff with Patient/Family and Parent Advisory Councils
Journal of Nursing Care Quality, 28:208-16.

Caring, Connection and Communication: Reflections on Developing a Patient-Centered Bedside Handoff

Helping Nurses Care for Self, Family and Patients through the Nurses Living Fit® Intervention

Incidence and cost of nurse workplace violence perpetrated by hospital patients or patient visitors

Does glycopyrrolate at anesthesia induction increase temporary postoperative urinary retention after a midurethral sling?

Mary Gibbons, MSN, RN, NE-BC
Helping Nurses Care for Self, Family and Patients through the Nurses Living Fit® Intervention

Caring, Connection and Communication: Reflections on Developing a Patient-Centered Bedside Handoff

Paula Graeling, DNP, RN, CNS, CNOR
Priority Patient Safety Issues Identified by Perioperative Nurses
AORN, 17(4): 402-488.

Linda Halpin, MSN, RN
Ventilator-associated pneumonia among cardiac surgery patients: what can we do for prevention?
Journal of Nursing Care Quality, 28: 345-351.

Susan Heisey
Expanding Library Services for Older Adults

Linda Henry, PhD, RN
Ventilator-associated pneumonia among cardiac surgery patients: what can we do for prevention?
Journal of Nursing Care Quality, 28: 345-351.

Anna Herbst, MSN, RN-BC
Developing a Patient-Centered ISHAPED Handoff with Patient/Family and Parent Advisory Councils
Journal of Nursing Care Quality, 28:208-16.

Caring, Connection and Communication: Reflections on Developing a Patient-Centered Bedside Handoff

Patricia Seifert, MSN, RN, CNOR, CRNFA, FAAN
Implementing AORN Recommended Practices for Sterile Technique
AORN, 98:15-23.

Candice Sullivan, MSN, RNC
Chapter 46: Assessment and Management of Female Physiologic Processes

Cathy Williams, BSN, RN-BC, CCOR
Can you help me? Knowledge sharing within the nursing profession
Nursing for Women’s Health, 17(2): 139-142.
Awards and Recognition

U.S. News & World Report
All five of Inova Health System’s hospitals have been recognized again this year by U.S. News & World Report as either a Best National Hospital or Best Regional Hospital. In 2013, Inova hospitals were nationally ranked for gynecology and neonatology and rated as high performing in the following specialties: Cancer, Cardiology & Heart Surgery, Diabetes & Endocrinology, ENT, Gastroenterology & GI Surgery, Geriatrics, Nephrology, Neurology & Neurosurgery, Orthopedics, Pulmonology, Urology.

Joint Commission Accreditation
The purpose of the Joint Commission on Accreditation of Healthcare Organization survey and accreditation process is to evaluate facilities’ compliance with nationally established Joint Commission Standards that relate to quality of care, safety of care, and safety in the environment of care. Joint Commission is one of the nation’s most respected accrediting agencies, and achieving their standards ensures that our performance and improvement is being held to the highest standards in the United States.

By demonstrating compliance with the Joint Commission on Accreditation of Healthcare Organization’s national standards for health care quality and safety, Inova Hospitals have received multiple Gold Seals of Approval™ from the Joint Commission.

Joint Commission Accreditation
- Inova Alexandria Hospital
- Inova Fairfax Hospital
- Inova Loudoun Hospital
- Inova Mount Vernon Hospital
- Comprehensive Addiction Treatment Services (CATS)
- Inova Critical Care Units to receive this honor in previous years were:
  - Inova Alexandria Hospital - Medical Surgical Intensive Care Unit
  - Inova Fairfax Hospital - Pediatric Intensive Care Unit
  - Inova Fairfax Hospital - Trauma Intensive Care Unit
  - Inova Fairfax Hospital - Neuro Intensive Care Unit, and Cardiac Intensive Care Unit
  - Inova Loudoun Hospital - Medical Surgical Intensive Care Unit, Telemetry Unit
  - Inova Fairfax Hospital - Neuro Critical Care Unit
  - Inova Fairfax Hospital - Pediatric Critical Care Unit
  - Inova Fairfax Hospital - Cardiac Critical Care Unit
  - Inova Fairfax Hospital - Adult Critical Care Unit

Inova Fairfax Hospital was awarded the ANCC Magnet™ Re-designation status in 2013 indicating that the nurses continue to meet the rigorous standards set forth for this coveted honor.

Magnet™ Designation
Magnet designation is a coveted designation to recognize excellence in nursing care. The American Nurses Credentialing Center, the nation’s largest nursing accrediting and credentialing organization, created and administers the program. Hospitals that receive Magnet designation must meet a stringent set of 14 standards of care and practice (with 95 different criteria), including categories such as clinical skill and leadership. When Magnet status is granted, it is only for a four-year period. Every four years a Magnet hospital re-applies and is reviewed again to maintain its Magnet status.

The following Inova hospitals have achieved Magnet designation:
- Inova Fairfax Hospital (four re-certifications, most recently in 2011)
- Inova Fair Oaks Hospital (certified in March 2009 and again in 2013)
- Inova Loudoun Hospital (certified in 2008 and again in 2011)

Magnet™ Designation
- Inova Alexandria Hospital
- Inova Fairfax Hospital
- Inova Fair Oaks Hospital
- Inova Mount Vernon Hospital
- Gold Seal of Approval™ for Joint Replacement
- Inova Fairfax Hospital
- Inova Fair Oaks Hospital
- Inova Mount Vernon Hospital
- Gold Seal of Approval™ for Prematurity (Neonatal Intensive Care Unit)
- Inova Children’s Hospital
- Gold Seal of Approval™ for Spine Surgery
- Inova Fair Oaks Hospital
- Gold Seal of Approval™ for Hip and Knee Replacement Surgery
- Inova Fair Oaks Hospital
- Gold Seal of Approval™ for Acute Myocardial Infarction (heart attack)
- Inova Heart and Vascular Institute at Inova Fairfax Hospital
- Gold Seal of Approval™ for patients with Left Ventricular Assist Devices (LVAD)
- Inova Heart and Vascular Institute
- Gold Seal of Approval™ for Palliative Care
- Inova Fair Oaks Hospital
- Top Performer on Key Quality Measures®
- Inova Fair Oaks Hospital

National Beacon Award for Critical Care Excellence
Presented by the American Association of Critical-Care Nurses, the Beacon Award recognizes the nation’s top critical (intensive) care units. Units are judged on 42 criteria, and nurses must demonstrate they achieve excellent patient outcomes, have created and promote a healing environment conductive to their patients’ well-being and exhibit leadership and ethical nursing practices.

Inova Critical Care Units to receive this honor in previous years were:
- Inova Alexandria Hospital - Medical Surgical Intensive Care Unit
- Inova Fairfax Hospital - Pediatric Intensive Care Unit
- Inova Fairfax Hospital - Trauma Intensive Care Unit
- Inova Fairfax Hospital - Neuro Intensive Care Unit, and Cardiac Intensive Care Unit
- Inova Loudoun Hospital - Medical Surgical Intensive Care Unit, Telemetry Unit

GetWell Network Awards
The GetWell Network Awards for Interactive Patient Care recognize health care organizations and leaders for improving clinical care and outcomes through the use of Interactive Patient Care technology. Inova Fairfax Hospital was one of 12 Hospitals nationwide to be recognized by the GetWell Network in 2013.
The 2013 Inova Chief Nurse Council

Maureen Swick, PhD, MSN, RN, NEA-BC  
Senior Vice President, Chief Nurse Officer  
Inova Health System

Lisa Dugan, PhD, RN, NEA-BC  
Chief Nursing Officer  
Inova Loudoun Hospital

Cheri Goll, MSN, RN, NEA-BC  
Chief Nursing Officer  
Inova Fair Oaks Hospital

Mary Dixon, MSN, RN, NEA-BC  
Chief Nursing Officer  
Inova Alexandria Hospital

Marie T. Duffy, DNP, RN, FNP-BC, NEA-BC  
Chief Nursing Officer  
Inova Mount Vernon Hospital

Patricia Christensen, MSN, RN, NEA-BC  
Director, Clinical Excellence and Innovation  
Inova Health System

Patricia Mook, MSN, RN, NEA-BC  
Chief Nursing Informatics Officer  
Inova Health System

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