

2024

# The Voice of Nursing

NURSING REPORT

ROPER  ST. FRANCIS  
HEALTHCARE

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# Roper St. Francis Healthcare



Roper St. Francis Healthcare's history stretches back almost 170 years. Since Roper Hospital began admitting patients in 1856, we have cared for residents of the Charleston region amid epidemics such as cholera, yellow fever, smallpox, typhoid fever and COVID-19, as well as earthquakes, major hurricanes, corporate mergers, ownership changes and hospital relocations and startups.

Today, our facilities include 657 beds in four acute-care hospitals, one rehabilitation hospital, six emergency departments, nine walk-in and urgent care locations, and numerous physician practices — more than 115 facilities in all. We employ nearly 7,000 teammates, making Roper St. Francis Healthcare one of the largest employers in our four-county market.

**In 2024, with our team of more than 1,500 employed and affiliated providers, we provided care through 30,180 adult inpatient admissions, 32,303 surgeries and 184,577 visits to the emergency department.**

## Dear colleagues, partners and valued members of our healthcare community,

It is with immense pride, reflection and heartfelt appreciation that I welcome you to “The Voice of Nursing: 2024 Roper St. Francis Healthcare Nursing Annual Report.” As we embrace the power of nursing, we are called to recognize and celebrate the extraordinary influence of nurses at Roper St. Francis Healthcare — not only within our hospitals and clinics but throughout the broader fabric of our communities.

The power of nursing lies in its unique ability to bridge science and humanity. It is found in the steady hands that tend to wounds, the critical thinking that guides lifesaving decisions, and the compassionate hearts that walk alongside patients and families through some of life’s most vulnerable moments. This year, more than ever, we have seen this power at work in profound and inspiring ways.

Throughout the year, our nursing teams have faced complex challenges with unwavering resolve. From delivering care under pressure to adapting rapidly to changing healthcare landscapes, our nurses have led with both courage and innovation. We have implemented new care models, expanded our dissemination of best practices, championed workplace violence efforts and well-being, and remained steadfast in our mission of healing all people with compassion, faith and excellence.

Behind every accomplishment detailed in this report is a nurse—often many—who showed up, spoke up and lifted others up. This report reflects not only our achievements in metrics and milestones but also the stories, the people and the purpose that drive our profession forward. It is a tribute to the vital role nursing plays in shaping the health and healing of individuals and entire populations.

As you read through the following pages, I invite you to reflect on the profound impact of nursing powerfully demonstrated across every department and specialty. Let us celebrate how far we have come and renew our collective commitment to the future we are building together — a future where nursing continues to rise, lead and transform care.

Thank you for your tireless dedication, for the compassion you extend each day and for the powerful difference you make in the lives of others.

**With gratitude and respect,**



A handwritten signature in black ink that reads "Marissa Jamarik".

**Marissa Jamarik**

*Senior Vice President and Chief Nursing Officer*  
**Roper St. Francis Healthcare**

## To our nurses: *Thank you.*

Nurses are the heart of Roper St. Francis Healthcare. They are our largest workforce, our frontline caregivers and key drivers of our continued success.

In 2024, all four of our hospitals earned four consecutive “A” grades from The Leapfrog Group. That’s a testament to our nurses, who ensure patient safety, catch issues early and speak up when needed. Their daily work underpins our strong culture of safety.

We also hit major milestones toward Magnet designation across our system – a key part of our Roper St. Francis Healthcare 2030 Strategic Plan goals. Bon Secours St. Francis Hospital became the first in the state to achieve Magnet status four times, now *with Distinction*. Roper Hospital earned its first Pathway to Excellence designation, highlighting our commitment to a supportive workplace for nurses.

These achievements drive nurse engagement, satisfaction, retention, patient outcomes and cost savings – proof that nurses are essential to our future.

We’re also proud of individual recognitions earned in 2024. Chief Nursing Officer Marissa Jamarik was again named to Becker’s list of CNOs to know, and two nursing leaders graduated from the prestigious Amy V. Cockcroft Leadership Fellowship.

Just as Roper St. Francis Healthcare was born nearly 170 years during times of great health needs for the Charleston area, our nurses continue to meet those needs despite challenges. Seeing our nurses in action during tropical weather systems and snow was inspiring. We cannot fulfill our mission without nurses. Your excellence powers our organization and inspires our future.

Thank you for all you’ve done – and continue to do – to provide the very best care and live our mission of healing all people with compassion, faith and excellence.

**With warm regards,**



A handwritten signature in black ink that reads "Joseph DeLeon". The signature is fluid and cursive.

**Joseph DeLeon**

*President and Chief Executive Officer*  
**Roper St. Francis Healthcare**



*left to right: Jennifer Crawford, MSN, MS, RN, CCRN, NE-BC, Berkeley Hospital  
Tavia Buck, MSN, MHA, RN, NE-BC, Bon Secours St. Francis Hospital  
Marissa Jamarik, DNP, RN, NEA-BC, Roper St. Francis Healthcare Senior Vice President & Chief Nursing Officer  
Happy Everett, MSN, RN, RNC-OB, NE-BC, Mount Pleasant Hospital  
Sue Bennett, MA, RN, NEA-BC, Roper Hospital*

## Roper St. Francis Healthcare Nursing

In 2024, about 1,900 registered nurses called Roper St. Francis Healthcare home. This included inpatient nurses, advanced practice nurses, research nurses and nurses in ambulatory and leadership roles.

**70.1%**  
BSN or Higher  
Nursing Degrees

**394**  
RNs  
Hired

**72**  
Specialty  
Certifications Earned

### 2024 by the numbers:

- **70.1%** have BSN or higher nursing degrees
- **44.8%** of eligible RNs are specialty-certified
- **28** clinical ladder RNs, **3** clinical ladder RN3 & **25** clinical ladder RN4
- **394** RNs hired
- **60** BSN degrees (or higher) earned
- **45** nursing scholarships awarded, totaling \$351,300
- **72** specialty certifications earned
- **137** new nurses completed the Nurse Residency Program



# Magnet® & Pathway to Excellence®

The year 2024 was a history-making one for Nursing Excellence at Roper St. Francis Healthcare. The healthcare system became the first in South Carolina with all hospitals having an American Nurse Credentialing Center (ANCC) nursing excellence designation.

The ANCC Magnet® Recognition Program and Pathway to Excellence® Program are international designations honoring healthcare organizations that strive for excellence in patient care, with nursing at the heart of that care. Both require submission of a detailed document that outlines how the organization achieves each of the Sources of Evidence or Elements of Performance. Magnet organizations must then complete a site visit, when appraisers verify that what was written in the document is true at the organization. Pathway organizations must complete a survey of their nursing teammates that demonstrates a positive work environment. While both programs have a rigorous process, the resulting designations are cause for significant professional pride among our nurses.



In October, Bon Secours St. Francis Hospital achieved its fourth ANCC Magnet designation, this time reaching the new *Magnet with Distinction®* honor. *Magnet with Distinction* celebrates healthcare organizations that exceed the scoring thresholds required to attain Magnet designation. It raises the bar to recognize top-tier organizations that have achieved the highest level of nursing excellence while addressing emerging challenges and changes in healthcare. Bon Secours St. Francis Hospital is the only hospital in South Carolina with four consecutive Magnet designations.

In November, Roper Hospital achieved its first ANCC Pathway to Excellence designation. Roper Hospital nurses surpassed the ANCC Pathway to Excellence survey requirements by achieving a 70 percent survey response rate with all 28 survey items receiving a 75 percent favorable response. Remarkably, 16 of the 28 questions received a 95 percent favorable response.

Roper St. Francis Mount Pleasant Hospital submitted its application for ANCC Magnet designation and will submit its document in August 2025.

Roper St. Francis Berkeley Hospital also is on track for Magnet designation, with plans to apply in 2026.

The Nursing Excellence team is on track for all four hospitals in the system to achieve Magnet designation within the next five years — a significant goal as part of the broader Roper St. Francis Healthcare 2030 Strategic Plan.

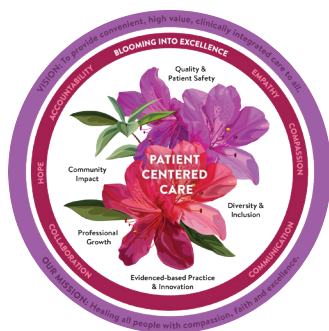


**Tanya Lott, DNP, RN, NEA-BC, RN-BC**  
*Director of Nursing Excellence*  
**Roper St. Francis Healthcare**

# Professional Practice & Professional Governance

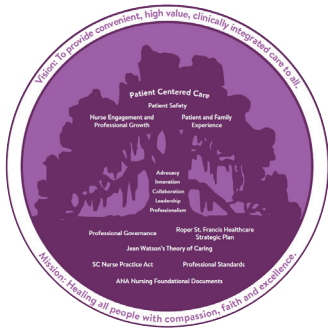
Professional governance has a positive impact on retention rates, nurse engagement and satisfaction, patient satisfaction, nurse-sensitive quality outcomes and cost savings. It is an essential characteristic of nursing organizations recognized by the American Nurses Credentialing Center (ANCC) as Magnet® and Pathway to Excellence® hospitals, and it's just one of the many reasons why Roper St. Francis Healthcare facilities have achieved these designations. Professional governance is truly the voice of nursing at Roper St. Francis Healthcare.

Professional governance councils accomplished so much in 2024 at all levels — system, facility and unit. For example, the Research and Inquiry in Nursing (RAIN) Council hosted another Caring Conference, the Lowcountry Nursing Research Conference and an evidence-based practice retreat. It also facilitated hospital-specific research studies. The Quality and Practice Council (QPC) facilitated 17 nursing practice changes, hosted Nursing Grand Rounds and supported purposeful rounding and protected report time.

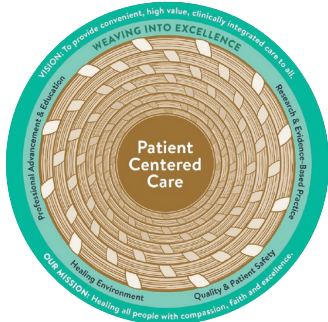


## Roper St. Francis Berkeley Hospital's Leadership Advisory Council (LAC)

established three facility-level councils — QPC, the Professional Engagement and Advancement Council (PEAC) and a Magnet Champions Council. They improved communication of council news to their nurses through social media, rounding and a professional governance board. The 2 North/3 West council met their specialty certification goal, and the Women, Infants and Children (WIC) council improved compliance with a bedside shift report and maintained positive patient experience scores. The Peri-Op and PACU unit council created a provider communication sheet, implemented music therapy for their patients and improved their unit's skin-breakdown prevention. The OR established a unit council and advocated for a surgical smoke-free work environment. The Emergency Department council participated with other EDs across the system in decreasing patient falls through rounding and alarm pads. They decreased blood specimen hemolysis rates by padding tube system carriers and teammate education. Finally, they implemented waiting room screens to increase patient satisfaction (also a system-level project) and a rapid assessment zone.



**Bon Secours St. Francis Hospital Magnet Champions** were very proud of their fourth Magnet designation from the ANCC – this time *with Distinction* – after having conducted a three-day mock site visit and Magnet bingo, Magnet scavenger hunt and Magnet boot camp in preparation for the appraisers’ visit. The LAC successfully integrated their own council’s meeting with the hospital nursing operations group. The ICU earned the prestigious Beacon Gold Award from the American Association of Critical-Care Nurses (AACN), which recognizes the unit’s high-quality patient care and healthy work environment. This unit’s council members conducted quality-improvement projects on pressure injuries, ventilator-associated events, effects of light on night-shift nurses, non-invasive ventilation and early mobility. The Night Shift Council improved RN-MD communication through the use of an SBAR template (situation, background, assessment and recommendation), utilizing PerfectServe to clearly transmit critical information electronically. This initiative alone improved nurses’ perception of effective nurse-to-provider communication from 65 percent to 88 percent and increased the perception of timely provider responses from 60 percent to 85 percent. The Peri-Op council created a shared library, improved handoff between Pre-Op and the OR, and improved communication between Pre-Op and the PACU.



**Roper St. Francis Mount Pleasant Hospital (LAC)** mentored clinical nurses to write abstracts for Magnet presentations. Gearing up for a 2025 Magnet hospital document submission and site visit, the Magnet Champions hosted CNO rounding, revised their professional practice model and provided Magnet education to their peers. The Night Shift Council presented their “Quiet at Night” project at the 2024 ANCC National Magnet Conference in New Orleans. The unit council on 3 North improved throughput and communication with the PACU, while 3 South used zone nursing to decrease falls and increase patient satisfaction with teammate responsiveness – all while increasing their unit’s BSN and specialty certification rates.



**Roper Hospital Pathway Champions** proudly led the way to the hospital’s first ANCC Pathway to Excellence (PTE) designation. They rounded multiple times throughout 2024 to promote PTE and its survey, maintained PTE boards on the units and created a PTE survey booklet to educate teammates. The OR council successfully lobbied hospital and system leadership for a surgical smoke-free work environment, earning their professional organization’s Go Clear Award™. They also testified before our state’s legislative bodies about the dangers of surgical smoke. The Night Shift Council created the North Star Award to highlight the teamwork night shift teammates practice and the support they show one another, and also created a PerfectServe night shift support group. Unit councils improved their safety huddle process (4 HVT), decreased their C. diff rates and increased their specialty certification rates (6P BMT), improved patient experience and teammate engagement (5 South), increased council attendance (Roper Rehabilitation Hospital), improved their unit’s cleanliness (SICU) and improved post-op ambulation (CVICU).



## Professional Governance Leaders

### SYSTEM COUNCILS

#### Quality and Practice Council (QPC)

Michael Justice, BSN, RN,  
MEDSURG-BC, Chair  
Austin Bren, BSN, RN, SCRNP,  
Chair-Elect  
Julia Gore, MSN, RN, Scribe  
Tanya Lott, DNP, RN, NEA-BC,  
RN-BC, Facilitator  
Carin Hosler, MHL, BSN, RN,  
CPHQ, Facilitator  
Genia Kozlowski, DNP, RN, CCRN,  
Facilitator

#### Professional Engagement and Advancement Council (PEAC)

Lindsey Turnmeyer, BSN, RN,  
MEDSURG-BC, Chair  
Ingrid Harris, BSN, RN, Chair-Elect  
Allyson Colvin MSN, RN,  
MEDSURG-BC, Facilitator  
Carla Silzer, MSN, RN, CPAN,  
Facilitator  
Shannon Thornton, MSN, RN,  
NPD-BC, Scribe, Facilitator

#### Research and Inquiry in Nursing Council (RAIN)

Khrystine Morales, BSN, RN,  
CCRN, CN4, Chair  
Veronica Barber, BSN, RN, OCN,  
CN4, Chair-Elect & Scribe  
Ali Partridge, PhD, RN, CPAN,  
Facilitator

#### Clinical Informatics (CIPAC)

Jared Houck, MHIIM, BSN, RN,  
NI-BC, Chair  
Happy Everett, MSN, RN, NE-BC,  
RNC, Chair  
Sherrel Smith, DNP, RN,  
MEDSURG-BC, NC-BC, NPD-BC,  
NE-BC, Chair  
Meg Reilly, BSN, RN Facilitator  
Lakisha Burton, Facilitator

#### Nurse Manager Council

Keri Fitzpatrick, MSN, RN,  
CNML, Chair  
Sara Junker, MBA, BSN, RN,  
NE-BC, Chair-Elect  
Ashley Mitchum-Chapman, BSN,  
RN, OCN, Scribe  
Allyson Colvin, MSN, RN,  
MEDSURG-BC, Facilitator

Sherrel Smith, DNP, RN, NC-BC,  
NPD-BC, MEDSURG-BC, NE-BC,  
Facilitator

#### Clinical Specialist Council

Amanda Sterling, DNP, RN,  
CCRN, Chair  
Julia Gore, MSN, RN, Scribe  
Regenia Kozlowski, DNP, RN,  
CCRN, Facilitator

### ROPER HOSPITAL

#### Leadership Advisory Council

Austin Bren, BSN, RN, SCRNP, Chair  
Donnel Jones, BSN, RN, CCRN,  
CBIS, CN4, Chair-Elect  
Rebecca White, MSN, PCCN,  
CN4, Scribe  
Susan Bennett, MA, RN,  
NEA-BC, Facilitator  
Allyson Colvin, MSN, RN,  
MEDSURG-BC, Facilitator

#### Quality and Practice Council

Austin Bren, BSN, RN, SCRNP, Chair  
Mandy Corbett, BSN, RN,  
MEDSURG-BC, Scribe  
Denise Darling, MSN, RN,  
MEDSURG-BC, Facilitator

### **Professional Engagement and Advancement Council**

Laurin Reeves, BSN, RN, Chair  
Anna Leigh Gazecki, MSN, RN, OCN, CN4, Scribe  
Ashley Mitchum-Chapman, BSN, RN, OCN, Facilitator

### **Pathway Champions Council**

Jessica Thiessen, BSN, RN, Chair  
Victoria Cogar, BSN, RN, Chair-Elect  
Melissa Wright, BSN, RN, PCCN, CN4, Scribe  
Allyson Colvin, MSN, RN, MEDSURG-BC, Facilitator

### **Night Shift Council**

Jessica Thiessen, BSN, RN, Chair  
Elliott Jerideau, BSN, RN, MEDSURG-BC, Chair-Elect  
Cindy Woods, ADN, RN, Scribe  
Amanda StremLOW, MSN, RN, PCCN-K, NEA-BC, Facilitator  
Keri Brame, MSN, RN, PCCN, Facilitator

## **BON SECOURS ST. FRANCIS HOSPITAL**

### **Leadership Advisory Council**

Shea Love, BSN, RN, Chair  
Sarah Barnard, BSN, RN, MEDSURG-BC, Chair Elect  
Judy Graham, Scribe  
Tavia Buck, MSN, MHA, RN, NE-BC, Facilitator  
Christine Sigmon, MSPH, BSN, RN, CPPS, Facilitator

### **Quality and Practice Council**

Kelly Rawlings, BSN, RN, MEDSURG-BC, CN4, Chair  
Jana Morrow, BSN, RN, Scribe  
Mary Jackman, MSN, RN, CCRN, PCCN, Facilitator  
Sadie Rockers, MSN, RN, NE-BC, Facilitator

### **Professional Engagement and Advancement Council**

Melissa Soto, BSN, RN, Chair  
Renaë Towcimak, BSN, RN, Scribe  
Sara Junker, MBA, BSN, RN, NE-BC, Facilitator  
Anne Sprouse, BSN, RN, MEDSURG-BC, Facilitator

### **Magnet Champions Council**

Liz Scheurle, RN, Chair  
Eres Byars, BSN, RN, OCN, Chair-Elect  
Christine Sigmon, MSPH, BSN, RN, CPPS, Facilitator  
Mary Jackman, MSN, RN, CCRN, PCCN, Facilitator

### **Night Shift Council**

Pearl Paas, MSN, RN, CMSRN, CN4, Chair  
Eres Byars, BSN, RN, OCN, Chair-Elect  
Bri Fouty, BSN, RN, Scribe  
Debbie Dingler, BSN, RN, Facilitator

## **ROPER ST. FRANCIS MOUNT PLEASANT HOSPITAL**

### **Leadership Advisory Council**

Mike Justice, BSN, RN, MEDSURG-BC, Chair  
Shannon Thornton, MSN, RN, NP-D-BC, Scribe, Facilitator

### **Quality and Practice Council**

Mike Justice, BSN, RN, MEDSURG-BC, Chair  
Lisa Pierce, MSN, RN, ACNP-BC, CCRN Scribe  
Lisa Pierce, MSN, RN, ACNP-BC, CCRN, Facilitator

### **Professional Engagement and Advancement Council**

Emma Fralix, BSN, RN, Chair  
Catherine Carson, MSN, RN, MEDSURG-BC, Facilitator

### **Magnet Champions Council**

Brooke Lindell, BSN, RN, Chair  
Amanda McVicker, BSN, RN, Chair-Elect  
Joscelyn Fussell, ADN, RN, Scribe  
Shannon Thornton, MSN, RN, NP-D-BC, Scribe, Facilitator

### **Night Shift Council**

Felita Chandler, MSN, RN, Chair  
Ruxy Taylor, BSN, RN, Chair-Elect  
Katie Wright, MSN, RN, MEDSURG-BC, Scribe  
Katie Wright, MSN, RN, MEDSURG-BC, Facilitator

## **ROPER ST. FRANCIS BERKELEY HOSPITAL**

### **Leadership Advisory Council**

Julie Lindsey, BSN, RNC-OB, Chair  
Savannah Mobley, MSN, RN, CEN, Chair-Elect  
Shannon Thornton, MSN, RN, NP-D-BC, Scribe, Facilitator  
Dawn Keller, MSN, APRN, CNS, CCNS, Facilitator

### **Quality and Practice Council**

Seth Riggle, BSN, RN, Chair  
Annette Evans, BSN, RN, Scribe  
Melissa Hedges, MSN, RN, CCRN, Facilitator

### **Magnet Champions Council**

Savannah Mobley, MSN, RN, CEN, Chair  
Jennifer Crawford, MSN, MS, RN, CCRN, NE-BC, Facilitator

### **Night Shift Council**

Celine Silver, BSN, RN, RNC-MNN, Chair  
Deb Rosier, BSN, RN, Scribe, Chair-Elect  
Dawn Keller, MSN, APRN, CNS, CCNS, Facilitator

# Strategic Planning & Goals Performance

## Nursing Strategic Plan

### Strategic Focus 1: Transformational Leadership



- Engage clinical nurses in the planning, implementation, and evaluation of specific well-being initiatives.
- Implement an annual Nursing Workforce Stabilization Plan in collaboration with Human Resources.
- Enhance nursing leadership development opportunities at RSFH.

**Expected Improved Outcomes:** RN Retention Rates, RN Engagement Scores, Wellbeing Metrics

### Strategic Focus 2: Structural Empowerment



- Support nurses' continuous professional development.
- Promote workplace diversity, inclusion, and health equity (*workforce and patients*).
- Develop community engagement activities focused on improving the health of the communities RSFH serves.

**Expected Improved Outcomes:** BSN+ Degree Rate, Certification Rate, Population Health Metrics

### Strategic Focus 3: Exemplary Professional Practice



- Improve nurse sensitive quality indicators and patient safety metrics.
- Increase clinical nurse engagement in Professional Governance.
- Enhance the patient experience for RSFH patients across all facilities and settings.
- Improve intraprofessional collaborative relationships.
- Implement strategies for a violence-free workplace.

**Expected Improved Outcomes:** NDNQI Metrics; Falls, Pressure Injuries, and HAIs rates; Serious Safety Events; Leapfrog Rating; Patient Experience; Teammate Injury and Workplace Violence Rates; Cost Savings

### Strategic Focus 4: New Knowledge, Innovations & Improvements



- Increase clinical nurse engagement in clinical inquiry (*Quality Improvement, Evidence-based Practice, and Research*).
- Enhance internal and external dissemination of RSFH clinical inquiry projects/ studies.
- Promote outcomes-driven quality improvement activities and evidence-based driven practice changes.
- Optimize technology and innovations in improving patient care and nursing efficiency.


**Expected Improved Outcomes:** Clinical inquiry Studies and Projects Completed, Clinical Outcomes, Cost Savings

# Nursing Goals Performance

Each hospital's nursing leadership and professional governance councils set their hospital's nursing annual goals for the key performance indicators included in the Nursing Strategic Plan 2023 – 2025 and monitored their progress toward meeting those goals throughout the year.

The table below shows how each hospital performed on their goals.

- **Green:** target was met
- **Red:** target not met

Nursing Strategic Plan	GOAL	Roper Hospital	Bon Secours St. Francis Hospital	Mount Pleasant Hospital	Berkeley Hospital
Transformational Leadership	Increase RN retention rate				
	Increase rate of RN participation in teammate engagement survey				
Structural Empowerment	Increase BSN or higher nursing degree				
	Increase specialty certification rate for eligible RNs				
Exemplary Professional Practice	Outperform target falls with injury rate				
	Likelihood to recommend: Achieve top box score ≥ 75th percentile				
	Increase the percentage of inpatients who respond “always” for the bedside shift report question on the HCAHPS Patient Experience Survey		NA	NA	NA
	Achieve RN assault target rate	NA		NA	NA
New Knowledge Innovations and Improvements	Goal: 3 completed QI/PI projects and 1 ongoing/completed research study for each hospital (or site co-PI from each hospital if combined study)				

## Benchmarked Outcomes: NDNQI























Knowing that our performance is improving over time on nursing-sensitive indicators (NSI) is important. Knowing that we outperform the majority of similar hospitals is crucial.

Every quarter since 2008, Roper St. Francis Healthcare hospitals have submitted NSI data to the National Database of Nursing Quality Indicators (NDNQI). More than 1,700 American hospitals submit their data to NDNQI, which aggregates the information by hospital type, reporting the nationally benchmarked data back to the participating hospitals to provide them a trended picture of their unit- and hospital-level performance compared with their peers.

Roper St. Francis Healthcare nursing units reporting NDNQI data in 2024 outperformed their respective benchmarks for the majority of the most recent eight quarters reported.

The table below shows how each hospital performed on their goals.

- **Green:** target was met
- **Red:** target not met

Indicator/ Hospital	Roper Hospital	Bon Secours St. Francis Hospital	Mount Pleasant Hospital	Berkeley Hospital
Pressure injuries				
CAUTI				
C. difficile				
CLABSI				
Falls w/injury				
MRSA				
Patient Burns				
Surgical errors				
Retained Foreign Objects				

# Nursing Research, EBP, QI & Clinical Ladder

Research Studies	Nurses Participating
Exploring the Impact of Dementia Care Interventions on Restraint Use and Falls in Acute Care	<b>Principal Investigator:</b> <ul style="list-style-type: none"> <li>• Ali Partridge, PhD, RN, CPAN</li> </ul> <b>Unit Experts:</b> <ul style="list-style-type: none"> <li>• Anne Sprouse, MSN, RN, MEDSURG-BC</li> <li>• Ali Lacer, ADN, RN</li> </ul>
Re-validating the Bon Secours Caring Work Environment Survey	<b>Co-Principal Investigators:</b> <ul style="list-style-type: none"> <li>• Alison Partridge, PhD, RN, CPAN</li> <li>• Tanya Lott, DNP, RN, NEA-BC</li> </ul> <b>Sub-investigators from each facility:</b> <ul style="list-style-type: none"> <li>• Bon Secours St. Francis Hospital: Khyrstyne Morales, BSN, RN, CCRN, CN4</li> <li>• Roper Hospital: Veronica Barber, BSN, RN, OCN</li> <li>• Mount Pleasant Hospital: Felita Chandler, MSN, RN and Jennifer Fox, BSN, RN, CEN</li> <li>• Berkeley Hospital: Tabitha Nolen, MSN, RN, PCCN, SCRNP</li> </ul>
Evidence-based Practice Projects	Nurses Participating
Antineoplastic Titration	<ul style="list-style-type: none"> <li>• Bridget Dorkewitz, MSN, RN, OCN</li> <li>• Kristi Adams, DNP, RN, OCN</li> <li>• Ashley Mitchum-Chapman, BSN, RN, OCN</li> </ul>
Decreasing Acute Agitation with the Use of Igalmi	<ul style="list-style-type: none"> <li>• Helen Russo, MSN, RN, CEN</li> </ul>
Go For Green	Bon Secours St. Francis Hospital Falls Taskforce: <ul style="list-style-type: none"> <li>• Chaired by Sadie Rockers, MSN, RN, NE-BC</li> </ul>
Music Therapy	<ul style="list-style-type: none"> <li>• Nathan Lowe, MSN, RN, CPAN</li> </ul>
Quiet At Night	<ul style="list-style-type: none"> <li>• Katie Wright, MSN, RN, CMSRN</li> <li>• Felita Chandler, MSN, RN</li> <li>• MPH Night Shift Council</li> </ul>
Taxane Standardization	<ul style="list-style-type: none"> <li>• Bridget Dorkewitz, MSN, RN, OCN</li> <li>• Terri Price, BSN, RN, OCN</li> </ul>
Quality Improvement Projects	Nurses Participating
4 Eyes Dual Clinician Skin Assessment	<ul style="list-style-type: none"> <li>• Sarah Clark, BSN, RN, MEDSURG-BC</li> <li>• Becky Wolfe, BSN, RN, CPHQ</li> <li>• Clinical Specialists</li> </ul>
AWS - Early Recognition and Treatment	<ul style="list-style-type: none"> <li>• Jamie Bowman-Carroll, MSN, RN</li> <li>• Lisa Pierce, MSN, RN, APNP-BC, CCRN</li> <li>• Helen Russo, MSN, RN, CEN</li> </ul>

Quality Improvement Projects	Nurses Participating
<b>Building a Better Post-Operative Throughput Plan</b>	<ul style="list-style-type: none"> <li>• Leighton Smith, MSN, RN, CPAN</li> <li>• Katie Wright, MSN, RN, CMSRN</li> </ul>
<b>Discharge Directions: Driving Patient Satisfaction</b>	<ul style="list-style-type: none"> <li>• Meg Higbie, BSN, RN</li> <li>• Lisa Pierce, MSN, RN, APNP-BC, CCRN</li> </ul>
<b>Double Alarming</b>	Bon Secours St. Francis Hospital Falls Taskforce: <ul style="list-style-type: none"> <li>• Melinda Capazzi, BSN, RN, MEDSURG-BC</li> </ul>
<b>Early Mobility</b>	<ul style="list-style-type: none"> <li>• Ann Bonvallet, BSN, RN, CCRN</li> </ul>
<b>Early Mobility Program for Cancer-related Fatigue in Hospitalized Oncology Patients</b>	<ul style="list-style-type: none"> <li>• Keri Fitzpatrick, MSN, RN, CNML</li> </ul>
<b>Fall Prevention with door signage</b>	<ul style="list-style-type: none"> <li>• Jennifer Brooks-Simmons, BSN, RN, MEDSURG-BC</li> </ul>
<b>Fall Project</b>	<ul style="list-style-type: none"> <li>• Magen Tomasic, BSN, RN</li> </ul>
<b>Implementation of a Respiratory Distress Observation Scale for End of Life Patients in the Inpatient Setting</b>	<ul style="list-style-type: none"> <li>• Kristi Adams, DNP, RN, OCN</li> </ul>
<b>IVIG Standardization</b>	<ul style="list-style-type: none"> <li>• Bridget Dorkewitz, MSN, RN, OCN</li> </ul>
<b>Keeping your Ducks in a Row through Daily Patient Bathing</b>	<ul style="list-style-type: none"> <li>• Katie Perkins, BSN, RN, MEDSURG-BC</li> </ul>
<b>Protected Report Time</b>	<ul style="list-style-type: none"> <li>• Roper St. Francis Healthcare Quality and Practice Council</li> </ul>
<b>Timed Turning</b>	<ul style="list-style-type: none"> <li>• Roper 3 West Unit Council</li> </ul>
<b>Zone Nursing</b>	<ul style="list-style-type: none"> <li>• Catherine Carson, MSN, RN, MEDSURG-BC</li> <li>• Cathleen Brannigan, MSN, RN, NE-BC</li> </ul>

Project Dissemination	Title of Project	External Conference/ Journal Name	Teammate Presenter/Author
<b>Manuscript</b>	The Impact of Professional Governance on Hope, Resilience, and Empowerment	Journal of Nursing Administration	<ul style="list-style-type: none"> <li>• Ali Partridge, PhD, RN, CPAN</li> <li>• Tanya Lott, DNP, RN, NEA-BC</li> <li>• Marcey Jorgenson, PhD, RN, NEA-BC, CNE</li> <li>• Emily Johnson, PhD</li> </ul>
<b>Podium</b>	Thoughtful Staffing Assignments Reduce Patient Falls	BSMH Reliability and Performance Improvement Conference	<ul style="list-style-type: none"> <li>• Catherine Carson, MSN, RN, MEDSURG-BC</li> </ul>
<b>Podium (ONS) &amp; Poster (Tandem)</b>	Creating New Norms: Providing Chemotherapy Education for the Novice Nurse	Tandem San Antonio, Oncology Nursing Society Washington DC	<ul style="list-style-type: none"> <li>• Kristi Adams, DNP, RN, OCN</li> </ul>
<b>Podium (Tandem) &amp; Poster (ONS)</b>	BMT Bootcamp: Preparing Our New-Graduate Nurses for Complex Care	Tandem San Antonio, Oncology Nursing Society Washington DC	<ul style="list-style-type: none"> <li>• Kristi Adams, DNP, RN, OCN</li> </ul>
<b>Poster</b>	Oncology Nurses at the Bedside: Increasing Confidence in Practice	Oncology Nursing Society Washington DC	<ul style="list-style-type: none"> <li>• Kristi Adams, DNP, RN, OCN</li> </ul>
<b>Poster</b>	Local Alignment to the ONS Mission – Developing Regional Excellence Oncology Nursing	Oncology Nursing Society Washington DC	<ul style="list-style-type: none"> <li>• Kristi Adams, DNP, RN, OCN</li> </ul>
<b>Poster</b>	Resiliency Room	Oncology Nursing Society Washington DC	<ul style="list-style-type: none"> <li>• Veronica Barber, BSN, RN, OCN</li> </ul>
<b>Poster</b>	“Spring into Wellness” Challenge to Improve Healthcare Teams’ Perceived Stress	AACN National Teaching Institute Denver Colorado	<ul style="list-style-type: none"> <li>• Khrystyne Morales, BSN, RN, CCRN</li> </ul>
<b>Poster</b>	Building Resilience in the New Graduate Nurse	South Carolina Nurses Association Conference Myrtle Beach SC	<ul style="list-style-type: none"> <li>• Angela Johnson, MSN, RN, NPD-BC, NE-BC, NI-BC, CRRN</li> <li>• Ali Partridge, PhD, RN, CPAN</li> </ul>
<b>Poster</b>	Exploring the Impact of Professional Governance on Clinical Nurses’ Decision Making	South Carolina Nurses Association Conference Myrtle Beach SC	<ul style="list-style-type: none"> <li>• Ali Partridge, PhD, RN, CPAN</li> <li>• Tanya Lott, DNP, RN, NEA-BC</li> <li>• Michael Justice, BSN, RN, MEDSURG-BC</li> </ul>
<b>Poster</b>	Raising the Bar with BSR (Bedside Shift Report)	South Carolina Nurses Association Conference Myrtle Beach SC	<ul style="list-style-type: none"> <li>• Tanya Lott, DNP, RN, NEA-BC</li> </ul>
<b>Presentation</b>	The Impact of Shared Governance on Hope, Resilience, and Empowerment	South Carolina Organization of Nurse Leaders District Meeting	<ul style="list-style-type: none"> <li>• Tanya Lott, DNP, RN, NEA-BC</li> </ul>
<b>Presentation</b>	Just Culture and Nurse Peer Review: A Cause to Pause	South Carolina Organization of Nurse Leaders District Meeting	<ul style="list-style-type: none"> <li>• Tanya Lott, DNP, RN, NEA-BC</li> </ul>



## Evidence-based Practice Projects

### *Standardizing Safety: Reducing Hypersensitivity Reactions in Taxane Infusions*

Taxanes, a class of chemotherapy drugs that includes paclitaxel, docetaxel, and cabazitaxel, pose the highest risk of causing hypersensitivity reactions (HSRs) during the initial and second lifetime exposures. HSRs require immediate care and can disrupt the continuation of preferred treatment. Current infusion practices involve varied approaches to slow titration. The Dana Farber Cancer Institute found that standardized taxane titration reduced HSRs, particularly by “priming” the administration tubing with the drug instead of saline.

Inspired by this, the Outpatient Infusion Quality Team developed a standardized titration protocol using quality improvement methods, to be trialed at the Roper St. Francis Cancer Center outpatient infusion department.

- Terri Price, BSN, RN, OCN, Clinical Manager
- Jenny Budig-Rubbelke, BSN, RN, OCN
- Shelby Jackson, BSN, RN, Clinical Nurse
- Cathy Letton, PharmD, BCOP
- Kelly Pabst, MSN, APRN, OCN, Survivorship Coordinator
- Bridget Dorkewitz, MSN, RN, OCN, Clinical Specialist
- Lynn Sherwood, MSN, RN, Clinical Specialist
- Becky Button-Woods, BSN, RN, OCN, CPHQ, Oncology Quality Project Specialist

**In September and October of 2023, four Roper St. Francis Cancer Center outpatient infusion patients experienced HSR, for a rate of 3.21/100 taxane infusions. The team conducted the following intervention in November and December 2023:**

- Creation of an education flyer outlining the proposed titration schedule and essential administration procedures
- Individual teammate education via teammates meeting on priming of tubing, gradual titration for cycle 1 and 2 followed by flat rate administration for the rest of the patient’s infusion treatment
- Individual peer-to-peer check-offs for first two infusions each nurse administers

After implementation (January through August 2024), the average HSR rate was 1.42/100 taxane infusions, showing a 55% reduction post-education and implementation of the new standardized titration protocol. The team followed this improvement by making the new protocol standard practice for all infusion nurses at our seven outpatient infusion sites. By implementing a standardized titration protocol and reducing HSRs, more infusion patients can continue their prescribed treatment plan.

Next steps? Monitoring of occurrence reports is ongoing. The team submitted their project to the ONS Congress and plans to publish in the Clinical Journal of Oncology Nursing.

## Music Therapy in the PACU

- Nathan Lowe, MSN, RN, CPAN

Research shows that calming music has analgesic properties and results in higher patient satisfaction with postoperative care received. This project was implemented in the Berkeley Hospital PACU, where a speaker was placed at the PACU's volunteer desk to play relaxing music at a low ambient level. Teammates were encouraged to add other recommendations for relaxing music to the playlist. During the project implementation period, the PACU's HCAHPS/OSA patient satisfaction score increased from 84% to 94% for ambulatory surgery and teammates stated that the music helped to keep the unit at a lower noise level to promote patient healing. As a result of this project, music therapy is being incorporated into the PACU's non-pharmacological pain management bundle, which is currently in its first PDSA cycle data review.



## Agitation Mitigation: *Initiating the use of Igalmi for Acute Treatment of Agitation in the Emergency Department*

- Helen Russo, MSN, RN, CEN, RN Clinical Specialist, Emergency Services
- Marcela McGeorge, MSN, RN, CEN, Roper St. Francis Healthcare Director of Emergency Services
- Sara Ludmer, PharmD, Pharmacy Clinical Specialist – Critical Care
- Mark Hansen, MD, Medical Director
- Steven Morgan, ADN, RN, CEN, Clinical RN

A common symptom seen in emergency department patients is agitation, which can escalate to aggression and increase risk for teammate injury, delay patient care, and increase length of stay. Available medications can cause excessive sedation, which delays psychiatric evaluation and patient discharge or transfer. The nurses on this team learned at a local chapter meeting of the Emergency Nurses Association, their professional organization, that Igalmi quickly reduces agitation, is administered orally rather than by injection, and is calming without excessive sedation. Clinical trials of this non-controlled substance have revealed no serious adverse effects.

With the ED medical director's support, the team obtained approval from the Pharmacy and Therapeutics (P&T) committee to add Igalmi to the Bon Secours St. Francis Hospital ED's formulary and enlisted Information Services to ensure it was orderable in Epic. After educating the ED's providers and nurses, a trial of Igalmi began in January 2024.

At the end of the trial, the team's data analysis and collected teammate feedback indicated decreased use of restraints in agitated patients and decreased incidence of workplace violence. 84% of the patients treated with Igalmi experienced reduced agitation – needing no additional medications within 2 hours of administration – and zero adverse reactions.

The success of this project was shared with the P&T committee; the team's request that Igalmi be available for use in all emergency departments was approved.

## Quality Improvement Project

### *Protected Report Time*

#### **Quality and Practice Council's PRT Task Force**

In March 2024, the Quality and Practice Council (QPC) hosted a virtual system-wide discussion on a question frequently asked by inpatient nurses – “*Can we limit admissions/transfers during shift change?*” Michael Justice, BSN, RN, MEDSURG-BC, MPH 3 South Charge Nurse, described his unit's “tuck and fluff” process for patients admitted after 6 a.m. and 6 p.m. (within one hour before shift change) that specifically outlines what the accepting nurse needs to complete before shift change to keep the patient safe and comfortable and to ensure continuity of care. Another take-away from the council discussion that day was the formation of the QPC Protected Report Time (PRT) Task Force, which consisted primarily of clinical nurses.

#### **Conducting a literature search for best practices related to protected report time, Ali Partridge, PhD, RN, CPAN, Research Nurse Scientist, found at least two schools of thought:**

- Some healthcare experts argue that admissions and transfers during shift change do not negatively affect patient care, citing the ability of nursing teammates to manage the process efficiently despite the transition.
- Others postulate risks related to shift-change admissions that may force nurses to split their attention between patient care and the administrative tasks associated with new admission. They suggest that such transfers may interfere with effective communication, delay treatments, and contribute to a higher rate of adverse events, such as medication errors and patient falls.

At the June meeting of the PRT Task Force, a research study was proposed by Ali, Tanya Lott, DNP, RN, NEA-BC, RN-BC, Director of Nursing Excellence and Katie Perkins, BSN, RN, MPH 3 South clinical nurse. The task force voted in favor of conducting the research study and selected Mount Pleasant Hospital and Bon Secours St. Francis Hospital as pilot sites.

Over the next three months, the task force developed a standard of care to guide the PRT process, incorporating Michael's tuck and fluff practice. The pilot project was conducted first at Mount Pleasant Hospital, where a formal protected 30-minute report time was implemented. Starting at 7 a.m. and 7 p.m.,

interdepartmental transfers were limited in accordance with the new PRT Standard of Care so that nurses were not interrupted during handoff. The change does not apply to critical care areas, direct admit patients, or patients coming from other facilities. Exceptions are also made to allow the ICU to transfer patients out in order to receive a critical care admission, when the ED waiting room and hallway beds are full, or PACU acuity changes require an immediate transfer.

Overall, Mount Pleasant Hospital nurses provided positive feedback on the new process and praised the resulting teamwork between inpatient, ED and PeriOp areas for improved transfers and effective handoff.

## Research Project/OAK Fellowship Grant

### *Impact of Shift Change Admission on Patient Outcomes*

#### **A Research Study**

- Principal investigator: Alison Partridge, PhD, RN, CPAN, Roper St. Francis Healthcare Research Nurse Scientist
- Sub-investigator: Katie Perkins, BSN, RN, MEDSURG-BC, MPH 3 South Clinical Nurse
- Sub-investigator: Tanya Lott, DNP, RN, NEA-BC, RN-BC, Director of Nursing Excellence

*Sub-investigator Katie Perkins was awarded the 2024 Roper St. Francis Healthcare Opportunity to Advance, or “OAK”, Fellowship to allow her to work in her off time on this study’s chart audits.*

As mentioned in “Protected Report Time” (page 21), a gap in the literature about the effects of change of shift admissions and transfers on patient outcomes was identified by the PRT Task Force’s quality improvement project. The resulting research study was a retrospective chart review, approved by the Roper St. Francis Healthcare Institutional Review Board in July 2024 and begun the following month, seeking to answer the following questions:

- For those patients who transfer during shift change, is there a difference in safety events within an hour of transfer, and
- Is there a difference in handoffs an hour before or after the transfer?

Reviewing 150 records for the period October 2023 through September 2024, the investigators matched two groups of patients – 75 who transferred units during the evening shift change (1900-1930) to another 75 who transferred during other times of the day shift.

Data analysis showed a statistically significant increase in the number of safety events (as measured by number of rapid response team calls) and also handoffs within an hour after transfer during shift change, suggesting that improvements in handoff protocols and timing of transfers deserve further consideration.

# Clinical Ladder

The Professional Nursing Clinical Ladder Program recognizes direct-care nurses who seek to advance within their clinical roles by furthering their education and contributing to nursing knowledge and practice.

## **The following nurses maintained their designation of Clinical Ladder Nurse:**

- Kimberly Appis, BSN, RN, PCCN, Clinical Ladder 4
- Veronica Barber, BSN, RN, CCRN, Clinical Ladder 4
- Ann Bonvallet, BSN, RN, CCRN, Clinical Ladder 4
- Kelly Callion, BSN, RN, PCCN, Clinical Ladder 4
- Tracy Conner, BSN, RN, CCRN, Clinical Ladder 4
- Anna Leigh Ostrander, MSN, RN, OCN, Clinical Ladder 4
- Lyzabeth Hoffer, BSN, RN, CEN, Clinical Ladder 3
- Phyllis Klagges, BSN, RN, CMSRN, CCRN, Clinical Ladder 4
- Tori Mims, BSN, RN, PCCN, Clinical Ladder 4
- Jann Malone Murrell, BSN, RN, CMSRN, CURN, Clinical Ladder 4
- Khrystyne Morales, BSN, RN, CCRN, Clinical Ladder 4
- Rebecca White, MSN, RN, PCCN, Clinical Ladder 4
- Katie Wright, MSN, RN, CMSRN, Clinical Ladder 4
- Melissa Wright, BSN, RN, PCCN, Clinical Ladder 4

## **The following nurses achieved Clinical Ladder progression:**

- Angel Jordan, BSN, RN, PCCN, Clinical Ladder 4: “Purposefully Round and Be a Sweet Pea”
- Annie McConnell, BSN, RN, CEN, Clinical Ladder 4: “Improving BSR in the ER” (with Kristen Joyner)
- Brandt Sword, ADN, RN, CEN, Clinical Ladder 3: “Do it Right – Stay Out of the Po-Po”
- Donnel Jones, BSN, RN, CRRN, Clinical Ladder 4: “Cognitive Fall Assessment”
- Drake Bastin, BSN, RN, OCN, Clinical Ladder 4: “Autologous Transplant Patient Education”  
(with Jessica Callanan)
- Jessica Callanan, BSN, RN, OCN, Clinical Ladder 4: “Autologous Transplant Patient Education”  
(with Drake Bastin)
- Kelly Rawlings, BSN, RN, MEDSURG-BC, Clinical Ladder 4: “HOTDOG: It’s Time to Wake Up and Breathe”
- Kristen Joyner, BSN, RN, CEN, Clinical Ladder 4: “Improving BSR in the ER” (with Annie McConnell)
- Savannah Lethco, MSN, RN, OCN, Clinical Ladder 3: “End the Flaws with Order of Draw”
- Starla McGorty, BSN, RN, IBCLC, RNC-LRN, Clinical Ladder 4: “Trash the Pump and Dump”
- Victoria Holmes, BSN, RN, OCN, Clinical Ladder 4: “Blincyto Administration: Nursing Considerations and Patient Safety”

# Clinical Ladder Projects

## *Autologous Transplant Patient Education*

- Drake Bastin, BSN, RN, OCN, Clinical Ladder 4
- Jessica Callanan, BSN, RN, OCN, Clinical Ladder 4

On Roper Hospital's Bone Marrow Transplant unit, autologous stem cell transplant patients have traditionally been given a large binder of educational material by their transplant coordinator to read prior to their procedure. Understandably, patients are often overwhelmed by the amount of information and its complexity. Drake Bastin and Jessica Callanan developed another tool to educate their unit's patients, converting the binder's PowerPoint presentations into videos.

While in the past this treatment mostly occurred during an inpatient stay, these days the majority of the process occurs on an outpatient basis, requiring that the patient and caregivers be properly educated regarding their treatment plans. Reviewing their professional journals, Drake and Jessica found no previously developed patient teaching methods/tools, so they created a PowerPoint presentation for each section of the transplant process. These became the basis of six patient education videos, each with voiceover, which the nurses uploaded to their own dedicated YouTube channel, creating QR codes to include in the patient education binder. An additional video introduces key BMT teammates, along with their photos, names, and transplant program roles.

Using pre- and post-implementation questionnaires, Drake and Jessica found that 40% of pre-implementation patients did not have a good understanding of what to expect post-transplant. Post-implementation data were not conclusive. The nurses did, however, find that new BMT teammates' confidence in caring for autologous transplant patients improved after watching the videos.



## Blincyto Administration

- Victoria Holmes, BSN, RN, OCN, Clinical Ladder 4

Blincyto is a relatively new oncology drug whose administration is unique in its care requirements:

- The infusion line is not to be flushed, due to the risk of medication bolus – this is unusual for IV and central line care.
- The drug's black box warning indicates the need for specific assessment skills to monitor for toxicity and overall drug tolerance.

To ensure that her Roper St. Francis Cancer Center Outpatient Infusion teammates were properly trained in Blincyto administration, Tori Holmes developed a slide presentation entitled “Best Practice for Blincyto



Administration” as part of a comprehensive teammate education incorporating tools such as badge cards, pump bag cards, and process maps. She delivered the education through safety huddles, engaging 100% of the infusion unit’s twelve nursing teammates.

Pre- and post-intervention surveys indicated that the infusion nurses’ confidence in their ability to administer Blincyto safely increased to more than 50%. Three nurses stated they were not aware of the black box warning and associated assessments prior to this project, but now felt they had the tools to assess appropriately. Findings demonstrated that the nurses felt supported by their peers and many left comments that they feel their peers are available to ask questions and provide feedback.

Tori did a podium presentation of this project at the Oncology Nursing Society Congress in Denver on April 11, 2025.

### **Do It Right: Stay Out of the Po-Po**

- Brandt Sword, ADN, RN, CEN, Clinical Ladder 3

Brandt Sword addressed a practice issue on Roper’s 4HVT East unit to reduce its hospital-acquired C. difficile rates. He reviewed C. diff literature and consulted his Infection Prevention/Quality colleagues for assistance to clarify testing dates and requirements and then followed this with a survey of his teammates’ knowledge of admission testing. He concluded that teammate education might be helpful on the following topics:

- When the admission testing for C. diff must be conducted to determine community-acquired versus hospital-acquired infection (within three calendar days of admission to an inpatient bed)
- The two-step screening process for C. diff – GDH enzyme test to detect colonization, to be followed by a PCR test to confirm active infection if the GDH test was positive
- Accurate classification of specimens using the Bristol stool scale to help prevent inappropriate testing

Brandt provided roving education on 4 HVT East, distributing a helpful badge buddy he developed, and offered more training through a quality class he presented in August 2024. He stated in his project write-up that he encountered several challenges:

- Policy changes during the time of his project
- Availability of teammates during his training times

Next time, he says, he would provide the education to weekend teammates and those working on 4 HVT West. Post-training results were mixed: teammates knowledge increased the most on the topics of testing after 36 hours of admission and how long the lab retains the initial specimen for PCR testing if necessary. He feels his project’s lasting impact will be the badge buddy he developed to provide his teammates a quick reference on C. diff testing.



## HOTDOG: *It's Time to Wake Up and Breathe*

- Kelly Rawlings, BSN, RN, MEDSURG-BC, Clinical Ladder 4

Kelly Rawlings of the Bon Secours St. Francis Hospital ICU created a catchy acronym to improve compliance on her unit with a ventilator bundle to reduce VAE (ventilator-associated events).

Following the ICU's 2023 higher than national benchmark VAE rates, Kelly conducted a literature review to find evidence-based strategies to prevent VAE. She translated what she found into an acronym, HOTDOG, which stands for:

- **H**ead of bed elevated
- **O**ral care
- **T**urn every 2 hours
- **D**VT prophylaxis
- **O**ff sedation
- **G**I prophylaxis

She shared HOTDOG with her teammates during shift huddles, unit council meetings, and one-on-one education, and distributed HOTDOG badge reels to reinforce the training.

After Kelly's education rollout in April 2024, the ICU's VAE rate decreased 50%, ultimately reducing hospital length of stay and associated costs.



## Improving BSR in the ER

- Annie McConnell, BSN, RN, CEN, Clinical Ladder 4
- Kristen Joyner, BSN, RN, CEN, Clinical Ladder 4

Based on professional literature that indicated bedside shift report (BSR) increases nurse satisfaction and patient safety, Moncks Corner Medical Plaza ED nurses Kristen Joyner and Annie McConnell developed a project to increase BSR compliance within their own department. Previously, nurse shift reports were often conducted at the nurses station, covering only the most basic information and leaving patients out of the loop regarding their own care.

In their 12-bed unit, most patient rooms are separated by curtains and have no whiteboards to facilitate patient/family communication and education, so the two added to the back of the ED's patient experience cards spaces for the names of the off-going and on-coming nurses, to be filled out by the nurses at shift change and given to the patient.

Kristen and Annie educated their teammates via handouts, flyers, and email, explaining their project and providing instruction to use the provider notification/handoff screen to document their report in Epic. They also customized an SBAR reporting card for their unit's use to help standardize the information passed from one shift to the next.

Using chart audits and secret shoppers (ED techs) to monitor compliance, the nurses collected project data in May and June 2024; the results showed a drastic increase from an estimated 5% BSR participation to 75% participation. Kristen and Annie planned to share their project and success with their ED teammates throughout the system.

## Purposefully Round and Be a Sweet Pea

- Angel Jordan, BSN, RN, PCCN, Clinical Ladder 4

In reviewing professional literature, Angel Jordan found support for purposeful rounding by teammates to ensure that appropriate care is delivered in a timely manner. According to her sources, purposeful rounding can save caregivers time by reducing call lights and repeated returns to patient rooms. Her project's goal, then, was to increase her teammates' charting of purposeful rounding on Roper Hospital's 4 HVT West.

Angel placed a banner about her project in the unit breakroom and sent an email to her peers to share her plan. Reminders to purposefully round were given during huddles and point of care reminder magnets were placed on patient room doors for nurses and patient care techs. Both the storyboard and door magnets were titled "Purposefully Round and Be a Sweet Pea" and listed the 5Ps to be addressed during rounding: pain, position, potty, pumps, and personal possessions.

She measured her results in percentage of self-reported purposeful rounding documentation for two 24-hour periods both pre- and post-intervention, and then confirmed those results with random chart audits. While the rates of purposeful rounding documentation did not increase, Angel shared her project with the Roper Falls Team in March 2024.



## End the Flaws with Order of Draw

• Savannah Lethco, MSN, RN, OCN, Clinical Ladder 3

Potassium EDTA (K-EDTA) is used in blood collection tubes to prevent blood from clotting. On the bone marrow transplant unit (6P BMT) at Roper Hospital, clinical nurses draw their patients' lithium heparin and potassium ethylene-diamine-tetra-acetic acid (K-EDTA) levels every day, primarily through central lines. If the K-EDTA tube is drawn prior to the lithium heparin, there is a risk that the contamination of K-EDTA will cause false test results for potassium, calcium, and magnesium, leading to improper electrolyte replacement treatment.

Although the lab provides instructions for the nursing teammates, the variety of blood test tubes changes from time to time and may cause confusion at the bedside. Savannah Lethco suspected that a visual tool on each nurse's badge would be helpful in ensuring correct order of draw.

After searching the literature for evidence-based practices, Savannah began a six-week long intervention in which eleven BMT nurses participated. Her end goal was that at least 75% of nursing teammates would be able to correctly identify order of lab draw. In June 2024, she administered a pre-test to assess the teammate's baseline understanding of draw sequence, importance, contamination complications.

She then provided the participants with badge beads in colors that matched the vial top colors, with the colored beads lined up in the correct order of properly sequenced blood draws. She also provided them with an educational handout about K-EDTA, potential contamination sites and complications, and the impact of draw order on patient safety. The handout also includes location of the unit's lab tube resource sheet and which tubes are to be placed on ice.

At the end of the teammate training phase of her project, Savannah administered the same test she had given them at the start of the project, adding one question to assess the participants' confidence with their new knowledge. The post-test results indicated that 82% of the participants knew the correct draw order, compared to only 61% on the pre-test. Their knowledge of lab tube contamination complications had also risen – from 32% to 59%, and confidence about lab draws in general increased from 82% to 100%. Based on these results, Savannah recommended her intervention for all teammates certified in venipuncture.

She will present her project at the February 2025 Tandem meeting in Honolulu and in April 2025 at the annual Oncology Nursing Society Congress in Denver.





*Sharing of Knowledge: All nurses who complete projects are encouraged to share the knowledge they've gained in the project process — either internally, externally or both.*

## 2024 National Magnet & Pathway to Excellence Conference

Teammates from all over Roper St. Francis Healthcare presented at the 2024 American Nurses Credentialing Center (ANCC) National Magnet and Pathway to Excellence Conference in New Orleans. This was the largest conference to date, with just under 14,000 participants from around the world.

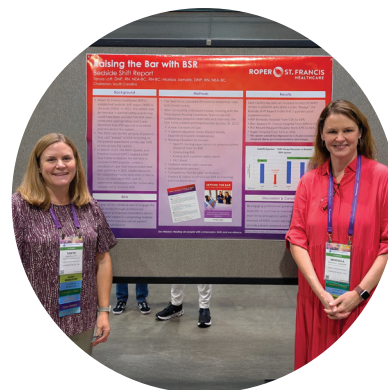
### **Allyson Colvin and Sherrel Smith**

Presenters: Allyson Colvin, MSN, RN, MEDSURG-BC, Nursing Excellence Program Manager and Sherrel Smith, DNP, RN, MEDSURG-BC, NC-BC, NPd-BC, NE-BC, Director of Nursing Services presented “Exploring the Impact of a Dedicated Education Unit on New Graduate RNs” to an engaged audience who lined up for more information about this successful initiative.



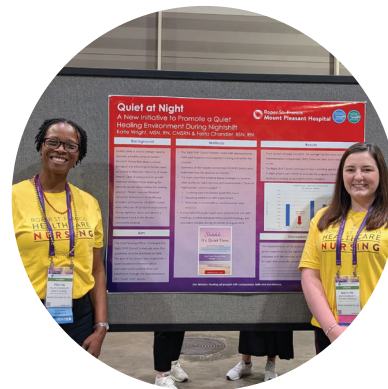
### **Tanya Lott and Marissa Jamarik**

Poster: Tanya Lott, DNP, RN, NEA-BC, RN-BC, Director of Nursing Excellence and Marissa Jamarik, DNP, RN, NEA-BC, System Vice President and Chief Nursing Officer presented their poster “Raising the Bar with BSR, Bedside Shift Report.” A BSR task force was created to help implement this standard system wide, and each hospital saw an increase in their HCAHPS Scores in patients who stated nurses “Always” did Bedside Shift Report.



### **Katie Wright and Felita Chandler**

Poster: Katie Wright, MSN, RN, CMSRN, Clinical Specialist, 3N, Mount Pleasant Hospital and Felita Chandler, MSN, RN, Patient Safety Specialist presented their poster “Quiet at Night: A New Initiative to Promote a Quiet Healing Environment During Night Shift”. This unit created a night shift bundle that included clustering care around new quiet hours, educating patients on shift expectations, and teammate accountability. HCAHPS scores for Quietness of Environment were greatly improved after this initiative.



# 2024 National Magnet & Pathway to Excellence Conference

## Pearl Paas

Poster: Pearl Paas, MSN, RN, CMSRN, Clinical Specialist, Outpatient Infusion Therapy, Bon Secours St. Francis Hospital presented her poster “Implementing Safety Huddles to Improve Visibility at Night” that lead to increased nurses’ perception of safety at night.

## Malone Murrell

Poster: Malone Murrell, MSN Ed, RN, CURN, CMSRN, Clinical Nurse 3SV, Bon Secours St. Francis Hospital presented his poster “Effects of Cultural Education on Nurses’ Perceptions Caring for Diverse Patients”. Malone worked with new graduate nurses to provide cultural competence education and increased their confidence in working with patients from diverse backgrounds.

## Julia Ferguson and Angela Johnson

Poster: Julia Ferguson, DNP, RN, NPD-BC, CNE, CHSE, Professional Development Specialist and Angela Johnson, MSN, RN, NPD-BC, NE-BC, NI-BC, CRRN, Manager Professional Development presented their poster, “Escaping Sepsis: An Escape Room for the Nurse Residency Program.” This escape room resulted in improvements in the understanding of sepsis, critical thinking, and teamwork!

## Genia Kozlowski and Angela Johnson

Poster: Genia Kozlowski, DNP, MSN, RN, CCRN, Clinical Specialist, CVICU and Angela Johnson, MSN, RN, NPD-BC, NE-BC, N-BC, CRRN, Manager Professional Development presented their poster, “Critical Care Skills Training Improves Anxiety and Confidence in the Critical Care Nurse Resident”. This project highlighted the importance of providing critical care nurses with skills to ease anxieties in their high-intensity environment.

## Katie Perkins

Poster: Katie Perkins, Clinical Nurse, BSN, RN, MEDSURG-BC, Clinical Nurse 3S, Mount Pleasant Hospital presented her poster “Keeping Your Ducks in a Row Through Daily Patient Bathing”. This unit implemented color coded ducks on patient doors after baths were documented to provide a way to visually communicate bathing status. After implementation, the daily patient bathing rate went up to 57%!



## Lowcountry Nursing Research Conference

In May, more than 60 nurses from across the Lowcountry attended the 2024 Lowcountry Nursing Research Conference, hosted by the Roper St. Francis Healthcare Research and Inquiry in Nursing (RAIN) Council, MUSC Health Nursing Research Council and the Gamma Omicron at-Large chapter of Sigma. The event is an opportunity to share research, evidence-based practice and quality-improvement projects. Roper St. Francis Healthcare made six podium presentations and five poster presentations.

### **Rebekkah Wolfe and Tony Gentry**

Podium: Chasing Zero: A collaborative approach to reduce Hospital Acquired Pressure Injuries by Rebekkah Wolfe, BSN, RN, CPHQ, and Tony Gentry, BSN, RN, CWON

### **Catherine Hallman-Kenner and Allyson Colvin**

Podium: Scaling Up: Growing a Mobile Resource Pool to Improve Staffing by Catherine Hallman-Kenner, MSN, RN, NE-BC, and Allyson Colvin, MSN, RN, MEDSURG-BC

### **Pearl Paas and Eres Gabrielle Byars**

Podium: Implementing Safety Huddles to Improve Visibility at Night by Pearl Paas, MSN, RN, CMSRN and Eres Gabrielle Byars, BSN, RN, OCN, Bon Secours St. Francis Hospital Clinical Nurses

### **Julia Ferguson and Angela Johnson**

Podium: Escaping Sepsis: An Escape Room for the Nurse Residency Program by Julia Ferguson, DNP, RN, CNE, CHSE, and Angela Johnson, MSN, RN, NPD-BC, NE-BC, NI-BC, CRRN

### **Katie Wright and Felita Chandler**

Podium: Quiet at Night: A New Initiative to Promote a Quiet Healing Environment During Nightshift by Katie Wright, MSN, RN, CMSRN, and Felita Chandler, MSN, RN, MPH Clinical Nurse

### **Jann Malone Murrell**

Podium: Cultural Education on Nurses Perceptions in Caring for Diverse Patients by Jann Malone Murrell, BSN, RN, CMSRN, CURN, Bon Secours St. Francis Hospital Clinical Nurse



**Angela Johnson and Genia Kozlowski**

Poster: Transition to Critical Care Practice for the New Graduate Nurse  
by Angela Johnson, MSN, RN, NPD-BC, NE-BC, NI-BC, CRRN, and Genia Kozlowski, DNP, MSN, RN, CCRN



**Tanya Lott and Jennifer Moore**

Poster: Raising the Bar with BSR (Bedside Shift Report) by Tanya Lott, DNP, RN, NEA-BC, RN-BC, and Jennifer Moore, RN, CMSRN, Bon Secours St. Francis Hospital Clinical Nurse



**Michael Justice and Alison Partridge**

Poster: Exploring the impact of professional governance on clinical nurses' decision making by Michael Justice, BSN, RN, MEDSURG-BC, Mt. Pleasant Hospital Clinical Nurse, and Alison Partridge, PhD, RN, CPAN



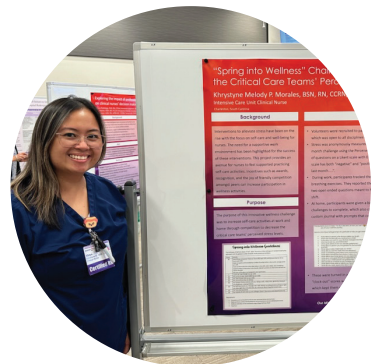
**Catherine Hallman-Kenner and Allyson Colvin**

Poster: A Pipeline to Success: Improving Staffing with New Graduate Nurses  
by Catherine Hallman-Kenner, MSN, RN, NE-BC, and Allyson Colvin, MSN, RN, MEDSURG-BC



**Khrystyne Melody P. Morales**

Poster: "Spring into Wellness" Challenge to Improve Healthcare Teams' Perceived Stress by Khrystyne Melody P. Morales, BSN, RN, CCRN, CN4, Bon Secours St. Francis Hospital Clinical Nurse





## Storyboard Fair

Roper St. Francis Mount Pleasant Hospital's Leadership Advisory Council coordinated a Halloween carnival-themed storyboard fair that featured 12 displays.

### The winners included:

- **First place:** Improving Nursing Knowledge on Alcohol Withdrawal Syndrome, ICU
- **Second place:** Building a Better Path to 3 North, 3 North Surgery
- **Third place:** ICU Discharge Directions, Driving Patient Satisfaction
- **Honorable mention for best decorated table:** Smoke Free OR, Operating Room



# Recognition of Nurses

We are immensely proud of our dedicated and compassionate nurses. In the following pages, you'll find the names of teammates who have earned new nursing degrees and specialty certifications in 2024, nursing teammates, as well as recipients of the DAISY Awards and other prestigious honors.

Our RNs have invested significant personal time and effort to attain new specialty certifications and advanced nursing degrees. We extend our heartfelt gratitude to them for exemplifying such competence and professionalism.

## New Nursing Degrees: BSN, MSN, DNP

- Kristi Adams, DNP, RN, OCN
- Haley Alford, BSN, RN
- Crystal Alvarado, BSN, RN, CEN
- Matt Baker, BSN, RN, CCRN, CSC
- Joshua Berrian, BSN, RN
- Jamie Bowman-Carroll, MSN, RN
- Felita Chandler, MSN, RN
- Robert Channell Jr., BSN, RN
- Megan Clarkin, BSN, RN
- Amanda Craven, BSN, RN
- Katie Dammeyer, BSN, RN
- Cassi Dawson, BSN, RN
- Sarah Drew, BSN, RN
- Stacy Edwards, BSN, RN
- Catherine Farris, BSN, RN
- Meagan Fox, BSN, RN
- Tameeka Garrett, BSN, RN, MEDSURG-BC
- Kevin Greene, BSN, RN
- Melinda Greenwell, BSN, RN, MEDSURG-BC
- Lauren Hahn, BSN, RN
- Shay Hajizadehanari, BSN, RN, MEDSURG-BC
- Yannick Harper, BSN, RN
- Amanda Henderson, BSN, RN
- Karina Hinrichs, BSN, RN
- Regina James, BSN, RN
- Kimberly Jenkins, BSN, RN
- Jenna Kelley, BSN, RN, CAPA
- Tracey Krapf, BSN, RN, RNC-MNN
- Savannah Lethco, MSN, RN, OCN
- Zykiera Lockhart, BSN, RN
- Nathan Lowe, MSN, RN, CPAN
- Jess Majewski, BSN, RN, MEDSURG-BC
- Charon Manigault, MSN, RN, NE-BC
- Abigail Marinucci, MSN, RN
- Annie McConnell, BSN, RN, CEN
- Meghan McDowell, MSN, RN
- Sarah McPherson, BSN, RN
- Sarah Mewshaw, BSN, RN
- Amanda Morley, BSN, RN
- Christine Murakami, MSN, RN, CNOR
- Jann Malone Murrell, MSN, RN, CURN, CMSRN
- Daija Nelson, BSN, RN
- Ngan Nguyen, BSN, RN, CEN, CPEN
- Katie O'Flaherty, BSN, RN
- Kathaleen Osterritter, MSN, RN, MEDSURG-BC
- Pearl Paas, MSN, RN, CMSRN
- Sonnekuk Patterson, BSN, RN, MEDSURG-BC
- Olivia Petrucci, BSN, RN, CEN
- Brittany Potts, MSN, RN, RNC-OB
- Jessica Praigg, BSN, RN
- Kristin Rawley, BSN, RN
- Kathleen Reindollar, BSN, RN
- Kristena Ringer, MSN, RN, RNC-MNN
- Sarah Robertson, BSN, RN, CEN
- Whitney Rushton, BSN, RN
- Lindsey Sineath, BSN, RN
- Haley Singer, BSN, RN
- Anne-Marie Stair, BSN, RN
- Lisa Sterner, BSN, RN
- Spencer Stevens, BSN, RN
- Lauren Tallent, BSN, RN
- Alexis Tecosky, BSN, RN
- Autumn Wadford, BSN, RN
- Shelley Wika, BSN, RN, MEDSURG-BC
- Anne Wirth, BSN, RN
- Jacqueline Wright, DNP, RN

## New Specialty Certifications

- Jessica Ace, MSN, RN, FNP-C, CEN
- Keagan Ashalintubbi, BSN, RN, CCRN
- Matt Baker, BSN, RN, CCRN, CSC
- Rachael Beacham, ADN, RN, PCCN
- Rachel Beddoe, BSN, RN, CCRN
- RYanne Beinkampen, BSN, RN, MEDSURG-BC
- Shanna Bernhard, BSN, RN, MEDSURG-BC
- Stephanie Breazeale, ADN, RN, CCRN
- Analiesa Brimley, ADN, RN, RNC-MNN
- Jennifer Brooks-Simmons, BSN, RN, MEDSURG-BC
- Melinda Capazzi, BSN, RN, MEDSURG-BC
- ZeriaH Conover, BSN, RN, CEN
- Sydney Cook, BSN, RN, RNC-MNN
- Natalie Cromer, BSN, RN, MEDSURG-BC
- Shelby Davis, ADN, RN, CEN
- Natalie Delvisco, BSN, RN, MEDSURG-BC, PCCN
- Torie Dingler, BSN, RN, PCCN
- Caroline Donald, BSN, RN, MEDSURG-BC
- Kelly Earwood, MSN, RN, RNC-MNN, NPd-BC
- David Edwards, BSN, RN, PCCN
- Stacy Edwards, BSN, RN, CCRN
- Cierra Engles, BSN, RN, MEDSURG-BC
- Jonathan Estrada, BSN, RN, CCRN, CMC, CSC
- Jennifer Falvo, BSN, RN, MEDSURG-BC
- Samantha Faulk, BSN, RN, MEDSURG-BC
- Alexis Fauvelle, BSN, RN, CCRN
- Julia Ferguson, DNP, RN, NPd-BC, CNE, CHSE
- Joyce Flowers, BSN, RN, CAPA
- Ryann Freer, BSN, RN, RNC-MNN
- Erica Fusco, MSN, RN, FNP-C
- Lauren Ginn, BSN, RN, CNOR
- Dana Goode, BSN, RN, RNC-OB
- Lindsay Greene, BSN, RN, C-EFM
- Sandy Gruber, ADN, RN, OCN
- Shay Hajizadehanari, BSN, RN, MEDSURG-BC
- Carol Harding, BSN, RN, MEDSURG-BC
- Melissa Hedges, MSN, RN, CCRN, PCCN
- Savannah Hill, MSN, RN, CEN
- Lauren Hott, BSN, RN, CCRN, CSC
- LeAnna Hurta, BSN, RN, MEDSURG-BC
- Shelby Jackson, BSN, RN, OCN
- Ian Jenkins, BSN, RN, CCRN, CMC, CSC
- Kristina Johnson, DNP, RN, NPd-BC, CCRN, PCCN
- Patricia Jones, ADN, RN, MEDSURG-BC
- Bria Joyner, BSN, RN, RNC-MNN
- Jenna Kelley, BSN, RN, CAPA
- Kaitlyn Lee, BSN, RN, CEN
- Melissa Lee, ADN, RN, MEDSURG-BC
- Savannah Lethco, MSN, RN, OCN
- Staci Lindsey, BSN, RN, MEDSURG-BC
- Samantha Lisek, BSN, RN, MEDSURG-BC
- Patricia Jones, ADN, RN, MEDSURG-BC
- Jess Majewski, BSN, RN, MEDSURG-BC
- Charon Manigault, MSN, RN, NE-BC
- Amy Marcy, MHA, BSN, RN, NE-BC
- Mary Beth Martin, BSN, RN, MEDSURG-BC
- Heather McGurgan, BSN, RN, PCCN
- Peyton McInnis, MSN, RN, MEDSURG-BC
- Tracy McVay, ADN, RN, MEDSURG-BC
- Kirsten Mohr, BSN, RN, MEDSURG-BC
- Melissa Munsell, BSN, RN, CEN
- Nicole Noftle, BSN, RN, CEN
- Christie Norgart, BSN, RN, CAPA
- Hanna Oglesby, BSN, RN, RNC-MNN
- Janet Parker, BSN, RN, CMSRN
- Katie Perkins, BSN, RN, MEDSURG-BC
- Lindsay Perrin, ADN, RN, MEDSURG-BC
- Olivia Petrucci, BSN, RN, CEN
- Katelyn Pipkin, BSN, RN, PCCN
- Jordan Prince, BSN, RN, MEDSURG-BC
- Leisa Rauch, BSN, RN, PCCN
- Stephen Renner, BSN, RN, MEDSURG-BC
- Stevie Rice-Boyd, BSN, RN, MEDSURG-BC
- Lauren Richards, ADN, RN, MEDSURG-BC
- Andrea Rillorta, ADN, RN, CEN
- Mary Rittenberry, ADN, RN, MEDSURG-BC
- Hayes Selbee, BSN, RN, CCRN
- Christine Sigmon, MSPH, BSN, RN, CPPS
- Rachel Sipple, BSN, RN, MEDSURG-BC
- Leighton Smith, MSN, RN, CPAN
- Patti Steele, DNP, RN, CCRN, NPd-BC
- Amanda Thomas, BSN, RN, PCCN
- Jessica Triscari, ADN, RN, MEDSURG-BC
- Ashley Tumbleston, BSN, RN, MEDSURG-BC
- Erin Wever, BSN, RN, CCRN
- Haley Wren, BSN, RN, RNC-OB



## Nurse of the Year Awards

The Roper St. Francis Healthcare Nurse of the Year Awards are presented annually to nurses who demonstrate a strong commitment to our culture of nursing excellence. Below are the top 2024 nurses, listed according to the ANCC Magnet Model Component for which they were nominated.

### Nurse of the Year: Transformational Leadership

Stimulates and inspires followers to both achieve excellent outcomes and develop their own leadership capacity. The winner of this award demonstrates this leadership style by advocating for resources, leading effectively through change, serving as a role model and mentor, and creating a vision of excellence for their team.

- Chantel Ferguson, CS Rehab, Roper Hospital
- Shea Love, ICU, Bon Secours St. Francis Hospital
- Jacob Page ED, Roper St. Francis Mount Pleasant Hospital
- Tanesha Mitchell, 3 West, Roper St. Francis Berkeley Hospital

### Nurse of the Year: Structural Empowerment

Refers to the way the organization develops, directs, enables, and rewards direct care providers to perform at their highest level of practice and achieve autonomy in patient care. The winner of this award demonstrates engagement in professional organizations, a commitment to personal professional development, excellence in precepting and mentoring, and/or community service.

- Hannah Elmore, 6 Pettit, Roper Hospital
- Pearl Paas, SPCU, Bon Secours St. Francis Hospital
- Mary Beth Martin, 3 North, Roper St. Francis Mount Pleasant Hospital
- Katie Brantley, 3 West, Roper St. Francis Berkeley Hospital

### **Nurse of the Year: Exemplary Professional Practice**

Grounded in a culture of safety, quality, collaboration, and autonomy. The winner of this award demonstrates excellence through engagement in Professional Governance, collaboration with intraprofessional teammates, and/or leading projects focused on improving teammate satisfaction, nursing quality outcomes, patient experience, or nurse retention.

- Austin Bren, RRT, Roper Hospital
- Shelby Jackson, Infusion, Bon Secours St. Francis Hospital
- Erin Wever, ICU, Roper St. Francis Mount Pleasant Hospital
- Seth Riggall, 3 West, Roper St. Francis Berkeley Hospital

### **Nurse of the Year: New Knowledge, Innovations and Improvements**

Exemplifies finding new ways of achieving high-quality, effective, and efficient care through innovation. The winner of this award demonstrates a spirit of clinical inquiry through engagement in research, evidence-based practice, and innovation projects, and/or improvement in technology or workflow/space design.

- Kelly Callion, 4HVT, Roper Hospital
- Jann Malone Murrell, 3SV, Bon Secours St. Francis Hospital
- Katie Perkins, 3 South, Roper St. Francis Mount Pleasant Hospital
- Tracey Krapf, Women's, Roper St. Francis Berkeley Hospital

### **Rising Star Nurse of the Year**

Presented annually to a direct-care nurse with less than two years nursing experience who has demonstrated engagement, is a team player, has professional growth and drive, and is exemplifying the professional practice model at the hospital they work.

- Vanessa Welton, 4HVT, Roper Hospital
- Madelyn Corbin, ICU, Bon Secours St. Francis Hospital
- Emma Gonzalez, ED, Roper St. Francis Mount Pleasant Hospital
- Nathan Lowe, PACU, Roper St. Francis Berkeley Hospital

### **Nursing Services Teammate of the Year**

Presented annually to a teammate that provides outstanding service to Nursing Services and serves as a role model by exemplifying the professional practice model at the hospital they work. Eligible teammates for this award include Patient Care Technicians, ED Technicians, GI Technicians, Scrub Techs, and Unit Secretaries.

- Jessica Praigg, ED, Roper Hospital
- Dorothea Brockington, 3SV, Bon Secours St. Francis Hospital
- Latisha Waters, Periop, Roper St. Francis Mount Pleasant Hospital
- Alexis Butler, 3 West, Roper St. Francis Berkeley Hospital

## Friend Of Nursing Teammate of the Year

Presented annually to a teammate that provides outstanding collaborative service to Nursing Services and is as a role model by exemplifying our mission statement. Eligible teammates for this award include any essential services and interprofessional colleagues who are not RNs, LPNs, or any Nursing Services teammates.

- Brandon Fowler, Dietitian, Roper Hospital
- Mary “Gina” Giancristoforo, Case Management, Bon Secours St. Francis Hospital
- Jonathan Verdetto, GE, Roper St. Francis Mount Pleasant Hospital
- Sedrick Sanders, Dietary, Roper St. Francis Berkeley Hospital

## System Nurse of the Year

Presented annually to a nurse who is a system-wide teammate with system-wide responsibilities that demonstrates excellent contribution, with a strong commitment to enhancing the culture of nursing excellence.

- Patti Steele, Professional Development Specialist,  
Roper St. Francis Healthcare

## Palmetto Gold Award

The Palmetto Gold award recognizes the Top 100 nurses in South Carolina. These nurses exemplify excellence in nursing practice and a commitment to the nursing profession.

### The 2024 honorees from Roper St. Francis Healthcare were:

- Susan Alvarado, MSN, RN
- Christina Black, MSN, RN, MEDSURG-BC
- Austin Bren, BSN, RN, SCRNI
- Allyson Colvin, MSN, RN, MEDSURG-BC
- Marissa Jamarik, DNP, RN, NEA-BC
- Donnel Jones, BSN, RN, CCRN, CBIS

## Beacon Award

The cardiovascular intensive care unit at Roper Hospital and the intensive care unit at Bon Secours St. Francis Hospital were honored with the American Association of Critical Care Nurses (AACN) Gold-Level Beacon Award for Excellence — the only two in South Carolina to receive the distinction.

According to the AACN, the Beacon Award program recognizes exceptional patient-centric care through three distinct modules:

- Recognition of excellence from AACN
- Benchmark data for measuring continual improvement
- Actionable feedback and resources to address challenges



## Amy V. Cockcroft Leadership Fellowship

In March 2024, two nursing clinical managers graduated from the University of South Carolina Center for Nursing Leadership Amy V. Cockcroft Leadership Fellowship. The fellowship's faculty includes nationally known leaders in nursing, healthcare and public policy. Individual and group coaching throughout the fellowship prepare the participants for the challenges, opportunities and responsibilities of leadership in nursing practice at the local, state and national levels. Each participant presents a project they've worked on through the year and is recognized as a fellow at the annual leadership summit.

- Sara Junker, MBA, BSN, RN, NE-BC
- Natilie N. DuBois, MSN, RN, NE-BC

## DAISY® Award

The DAISY Award celebrates nurses who consistently demonstrate compassion, understanding and caring to patients and families, and excellence in delivery of individualized patient care. The nurses listed below were selected by their peers in 2024 to receive this honor.

### Roper Hospital

- JaniLee Abar, BSN, RN
- Michael Cook, ADN, RN
- Lacey Ervin, ADN, RN
- Collin Felt, BSN, RN
- Jason Long, BSN, RN, CCRN
- Crimson Sanders, BSN, RN

### Bon Secours St. Francis Hospital

- Jamar Bing, ADN, RN
- Sarah Judy, BSN, RN
- Amy Myers, ADN, RN

### Roper St. Francis Berkeley Hospital

- Rickie Geiger, BSN, RN, CCRN

### Roper St. Francis

#### Mount Pleasant Hospital

- Amanda McVicker, BSN, RN



## Clover Award

The Clover Award was launched in 2019 and named in honor of Clover Annabel Harrold, two of our former teammates' daughter who died of sepsis. The goal of the award is to raise sepsis awareness in healthcare. The award is a pin in the shape of a four-leaf clover and includes a message from the teammates, Daniel and Allison Harrold: *"In her memory, we would like to thank you from the bottom of our hearts for providing excellent sepsis care. Your commitment to excellence, sepsis recognition and timely treatment provided someone with their best chance of life and the prevention of life-altering complications. You are a sepsis hero."*

### The following teammates received a Clover Award:

- Ginger Porter, MSN, RN
- Felicia Gomez, BSN, RN
- Sam Perkins, BSN, RN
- Macy Feldman, BSN, RN
- Aron Hainline, ADN, RN, OCN
- Jessica Majewski, BSN, RN, MEDSURG-BC
- Alison Jones, BSN, RN
- Mary Clements, ADN, RN
- Laura Sarmiento, BSN, RN
- Olivia Petrucci, BSN, RN, CEN
- Mindy Hiers, ADN, RN
- Zach Boden, MBA, BSN, RN, CEN
- Zoe Lipscomb, BSN, RN
- Angie Douglas, ADN, RN, CEN
- Hailey Ayer, BSN, RN, CEN
- Robiann Kirven, BSN, RN, MEDSURG-BC
- Cierra Engles BSN, RN, MEDSURG-BC
- Eden Simmonetti, PCT
- Jessica Sims, BSN, RN
- Anna Porter, BSN, RN



## Just Catch

The Just Catch Award is given to teammates who played a key role in supporting and/or identifying a situation that could cause a patient or another teammate injury, or who recommended a process improvement for patient or teammate safety.

### The following teammates received a Just Catch Award:

- Deserae Gibbs, PCT
- Shayla Moravcik, PCT
- Morgan Rimmer, RN
- Haili West, RN
- Angel Jordan, RN
- Mackenzie Cain, RN
- Arthur Gary (EVS)
- Kayla Thompson, PCT
- Simone Odom, RN
- Heather Hartzell (Lab)
- Emily Froebrich (Lab)
- Elliott Jerideau, RN
- Felicia Pierce, RN
- Aileen Decker, RN
- Mauldin Thomas, RN
- Drake Bastin, RN
- I'Yanna Cox, RN
- Shanna Bernhard, RN
- Caroline Sams, RN
- Dylan Cromer, RN
- Lauren Brinser, PTA
- Anna Grace Gamble, RN
- Lainey Hayes, RN
- Michelle "Bernadette" Quattlebaum, RN
- Michael "Mike" Perkins, RN
- Stacy Cragg, RN
- Ashley Tumbleston, RN
- Madison Strobel, RN
- Kristen Arsenault, RN
- Tabatha Haydak, RN
- Jennifer Barnes, RN
- Amanda Driggers, RN
- Shavon Wigfall, RN
- Renae Towcimak, RN
- Peyton McInnis, RN
- Katie Coleman, RN
- Eunice Cruz (Lab)
- Bonnie Luthy (Volunteer)
- Tracy Moore, RN
- LaShawn Flowers, RN
- Vincent "Vinny" Sanzotta (Materials Management)
- Retha Ross, LPN
- Joan Eccleston, RN
- Courtney Sims (Lab)
- Melinda Greenwell, RN
- Tricia Robino, RN
- Mary Ann Bacani, RN
- Talia Stockdale, RN
- Jennifer "Jenny" Meyer, RN
- Syndey Prorock, CMA
- Courtney Waldon, RN
- Sharron Field, RN
- Codi Leager, RN
- Lisa Paterson, RN
- Cynthia "Cindy" Rhodes, RCP
- Heather Lynn Mizzell, RCP
- Melissa Wright, RN
- Alexander "Brent" Barnhill, RN
- Nicholas "Nick" Clark, RN
- Margaret Martin, RN
- Holland Traver, RN
- Caroline Crowder, RN
- Gabriella "Gabby" Verderame-Malachowski, RN
- Christina "Crissy" Petit, OT
- Nikita "Nikki" Baccas, RN
- Steve Fuller, RN
- Jessica Brown, RN
- Cameron Stenger, RN
- Courtney Murphy, RN
- Susan Sutton (Volunteer)
- Iva Broome, RN
- William Fanning, RN
- Anna Porter, RN
- Jessica Adkins, RN
- Peyton Vinci, RN
- Jamie Maness, RN
- Jaime Locklear, RN
- Felicia Gomez, RN
- Joanna Michalski, RN
- Anthony Blanco (Engineering)
- Edwin Scott (Engineering)
- Cory Murray (Pharmacy)
- Margret Cotton, PT
- Corretta Grant, PCT
- Neide Gamez, PCT
- Fran Clouse (Pharmacy)
- Jeanine Murrow, RN
- Muneer Hassanali (IP)
- Kathleen Macconnell, OT
- Piper Browning, RN
- Rab Rabalais, RN
- Amanda McVicker, RN
- Sherril Lowry (Material Services)

- Christina Cox, RN
- Emma Gonzales, RN
- Lawrence Eaddie, PCT
- Sarah Crump, RN
- Erin Wever, RN
- Nickey Teghtmeyer, RN
- Meka Gordon, RMA
- Jessica Robins, RN
- Sierra Mungin, RN
- Cierra Engles, RN
- Duane Froes, RN
- Hannah Rigby, RN
- Joyce Flowers, RN
- Natalie Cromer, RN
- Charlotte Platt, RN
- Mindy Hiers, RN
- Isuru Kumarasinghe, RN
- Hayes Huiet, RN
- Amy Neal, RN
- Shelby Attaway, PCT
- Aileen Henderson, RN
- Sarah Peters, RN
- Jennifer “Jen” Klein, RN
- Lindsey Salazar, RN
- Savannah Lethco, RN
- Donna LaRue, PT
- Abbey Volk, RN
- Christine Edmonds, CST
- Kirsten Mohr, RN
- Asheley McWethy, RN
- Andrea Garcia, LPN
- Constance “Connie” Jeffcoat, RN
- Angelica King, RN
- Sarah Soapes, RN
- Brandy Hunt (US)
- Dawntia Andrews, RN
- Elizabeth Owen, RN
- John Matherly (Transport)
- Beth Cannava, RN
- Lisa Manahan, RN
- Grayson Rogers, RN
- Olivia Vasenda, RN
- Vanessa Welton, RN
- Brandon Deal (Pharmacy)
- Gina Jamison, RN
- Kristy Van Bolhuis, RN
- Zoe Lipscomb, RN
- Nickey Cunanan, RN
- McKenna Vergnolle, RN
- Dwight Sharpe, RN
- Sarah Worrell, RN
- Donna Sacilowski, RN

## Stroke Warriors

Roper St. Francis Healthcare teammates are recognized as Stroke Warriors when they show excellence in the early recognition of stroke symptoms in a patient. Early recognition of stroke results in quicker treatment and a decreased chance of disability.

### The following teammates were recognized as Stroke Warriors:

- Joyce Clark, RN
- Laura Phillippe, RN
- Tiffany Horschel  
(Physical Therapy)
- Kayla Keisler, RN
- JaniLee Abar, RN
- Isabel Poor, RN
- Annie Hart, PCT
- Peyton Vinci, RN
- Callee Hydrick, RN
- Zach Boden, RN
- Carrie Storm, RN
- Olivia Petrucci, RN
- Savannah Kimsel, RN
- Gaby Jager, RN
- Neil Drummond, EDT
- Tyler Pryce, ED
- Ethan Demuth, CT tech

## Rapid Response Team (RRT) Critical Thinking Award

The RRT Critical Thinking Award program began in 2024 with the purpose of allowing the Rapid Response Team to formally acknowledge their non-RRT teammates for their recognition of deterioration in a patient's status and quick action to contact the RRT for assessment, treatment and, potentially, avoidance of mayday situations. Winners receive a gold pin in the shape of a lightbulb, which symbolizes quick thinking.

### The following RNs were recognized:

- Gail Machado, RN
- Ellie Whitehead, RN



## Nurse Residency Program

The Nurse Residency Program is accredited with distinction as a Practice Transition Program by the American Nurses Credentialing Center. The nine-month program is designed to support newly licensed RNs' transition from new graduates to professional nurses. The program has six specialty tracks and focuses on patient-centered care, quality improvement, communication and critical thinking.

### The following RNs completed the Nurse Residency Program:

- Danielle Ahrens, ADN, RN
- Chelsea Alexander, ADN, RN
- Haley Alford, BSN, RN
- Kara Allen, BSN, RN
- Lynetta Alston, ADN, RN
- Kristen Arsenault, BSN, RN
- Hannah Asey, BSN, RN
- Teresa Austin, ADN, RN
- Nancy Austin, ADN, RN
- Carmen Barfield, ADN, RN
- Jennifer Barnes, ADN, RN
- Claire Beddow, BSN, RN
- Hannah Belokur, ADN, RN
- Erica Bennett, BSN, RN
- Kianna Bethel, ADN, RN
- Walter William Boden, BSN, RN
- Emily Bowers, ADN, RN
- Keyona Brown, ADN, RN
- Imani Brown, ADN, RN
- Piper Browning, BSN, RN
- Jenna Bruns, BSN, RN
- Michelle Buell, ADN, RN
- Claire Busby, BSN, RN
- Abigael Byrne, BSN, RN
- Mackenzie Cain, BSN, RN
- Lydia Capps, BSN, RN
- Erin Carrino, BSN, RN
- Christian Chassereau, BSN, RN
- Bailey Conard, BSN, RN
- Hannah Corbett, BSN, RN
- Madelyn Corbin, BSN, RN
- Lexie Cox, BSN, RN
- Talma Craven, ADN, RN
- Dylan Cromer, BSN, RN
- Taylor Cupp, BSN, RN
- Olivia Curran, BSN, RN
- Ariana Davis, BSN, RN
- Meranda Durham, ADN, RN
- Caroline Durham, BSN, RN
- Orenthia Evans, ADN, RN
- Morgan Ferrance, BSN, RN
- Samantha Flierl, ADN, RN
- Caitlin Ford, BSN, RN
- Emma Fox, BSN, RN
- Emma Fralix, BSN, RN
- Leighton Fravel, ADN, RN
- Madelynne Friday, BSN, RN
- Ayanna Goodwater, BSN, RN
- Catherine Green, BSN, RN
- Kyleigh Gregg, BSN, RN
- Abigail Griffith, BSN, RN
- Molly Guerrero, ADN, RN
- Claire Guillen, BSN, RN
- Elizabeth Hanlon, BSN, RN
- Taylor Harper, BSN, RN
- Ingrid Harris, BSN, RN
- Sarah Harrison, ADN, RN
- Chelsea Harvey, BSN, RN
- Tabatha Haydak, ADN, RN
- Aileen Henderson, ADN, RN
- Mindy Hiers, ADN, RN
- Ashley Hoffman, BSN, RN
- Madison Hopkins, BSN, RN
- Sabrina Hudson, ADN, RN
- Noriko Ishibashi, ADN, RN
- Ian Jenkins, BSN, RN
- Kenzie Johnson, BSN, RN
- Hannah Jungck, BSN, RN
- Amy Kelly, ADN, RN
- Becca Keough, BSN, RN
- Alice Kim, BSN, RN

- Angelica King, ADN, RN
- Kayla Knotts, BSN, RN
- Rileigh Koellner, ADN, RN
- Nicole Krumrei, BSN, RN
- Megan Laro, ADN, RN
- Christina LaRoy, BSN, RN
- Lydia Lewis, BSN, RN
- Zoe Lipscomb, BSN, RN
- Hailey Mahoney-Keough, ADN, RN
- Tyler Makkay, BSN, RN
- Ariel Marcoux, BSN, RN
- Holly McCloud, BSN, RN
- Courtney McKenzie, BSN, RN
- Logan McMullin, ADN, RN
- Summer McNair, ADN, RN
- Shelby Meek, BSN, RN
- Hannah Meenach
- Noel Merrill, ADN, RN
- Maddisyn Metcalf, BSN, RN
- Jennifer Meyer, ADN, RN
- Jonathan Mishler, ADN, RN
- Raymond Monnet, BSN, RN
- Crystal Muir, ADN, RN

- Nicole Oaks, ADN, RN
- Sophia Packard, BSN, RN
- Jena Pallar, ADN, RN
- Hannah Park, BSN, RN
- Laurenzia Pinckney, ADN, RN
- Isabel Poor, BSN, RN
- Ericka Prokop-Gryson, BSN, RN
- Tricia-Mae Robino, BSN, RN
- Kaeia San Pedro, ADN, RN
- Laura Sarmiento, BSN, RN
- Jenevieve Schmitz, BSN, RN
- Tammy Searcy, ADN, RN
- Becca Seigmund, BSN, RN
- Danielle Simmons, ADN, RN
- Skyler Slay, ADN, RN
- Chantel Smalls, ADN, RN
- Destiny Struble, BSN, RN
- Tamera Sumter, ADN, RN
- Summer Swafford, BSN, RN
- Madelyn Sweet, BSN, RN
- Kalani Taylor, ADN, RN
- Victoria Thornton, ADN, RN
- Holland Traver, BSN, RN

- Rachel Tuminello, BSN, RN
- Autumn Vanderhorst, ADN, RN
- Gabriella Verderame-Malachowski, BSN, RN
- Turner Waddill, BSN, RN
- Audrey Walsh, ADN, RN
- Kenisha Washington, ADN, RN
- Yasmine Washington, ADN, RN
- Ranarda Washington, ADN, RN
- Isabella Weight, ADN, RN
- Vanessa Welton, ADN, RN
- Ellie Whitehead, ADN, RN
- Shavon Wigfall, BSN, RN
- Aaliyah Williams, BSN, RN
- Madison Wilson, ADN, RN
- Makayla Witherspoon, ADN, RN
- Macy Wolf, BSN, RN
- Akilah Worley, ADN, RN
- Xia Yao, BSN, RN
- Kiesha Young, ADN, RN

## Student Nurse Externs

The Student Nurse Extern Program runs over eight weeks and pairs rising senior nursing students with RN preceptors across all four hospitals to help them grow and develop in their roles, transitioning to practice.

**The 2024 cohort included 10 externs from nursing programs across the state:**

- Claire Ashburn
- Anna Davis
- Brenda Koech
- Logan Bacsal
- Trina Downs
- Kristyn Ruano
- Anna Bowden
- Abigail Higbie
- Rebecca Smith
- Hannah Conroy

