

2025

The Voice of Nursing

NURSING REPORT



ROPER ST. FRANCIS
HEALTHCARE

Table of Contents

| | |
|--|----|
| Introductory Message from our CNO..... | 4 |
| Nursing At a Glance..... | 5 |
| Magnet® & Pathway to Excellence® Update..... | 7 |
| Professional Practice & Professional Governance..... | 8 |
| Strategic Planning & Goals Performance..... | 13 |
| Nursing Research, EBP, QI & Clinical Ladder..... | 18 |
| Recognition of Nurses..... | 29 |

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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 641 beds in four acute-care hospitals, one rehabilitation hospital, six emergency departments, eight walk-in and urgent care locations, and numerous physician practices – more than 132 facilities in all. We employ nearly 7,000 teammates, making Roper St. Francis Healthcare one of the largest employers in our four-county service area.

In 2025, with our team of more than 2,000 nurses and 1,500 employed and affiliated providers, we provided care through 32,627 adult inpatient admissions, 32,558 surgeries and 190,735 visits to the emergency department.

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

It is my honor to welcome you to **The Voice of Nursing: 2025 Roper St. Francis Healthcare Nursing Annual Report.**

This year's report reflects the strength, resilience and impact of our nursing team across a growing and evolving healthcare system. In 2025, more than 2,200 nurses served our patients and communities with skill, compassion and an unwavering commitment to excellence — advancing care in our hospitals, clinics and beyond.

Nursing continues to be the foundation of safe, high-quality care at Roper St. Francis Healthcare. Throughout the year, our nurses led meaningful progress in clinical quality, professional governance and workforce development. From improving patient outcomes and advancing evidence-based practice to strengthening engagement and reducing turnover, their work is reflected in both our results and our culture.

We also continued to make significant strides in our journey toward Magnet® designation across all hospitals. These efforts — grounded in shared decision-making, professional development and a commitment to excellence — are a testament to the dedication of our teams and the strength of our nursing practice environment.

At the same time, we invested in the future of nursing. Hundreds of nurses advanced their education, earned specialty certifications and participated in clinical ladder and residency programs. These accomplishments not only strengthen our workforce but also ensure we are prepared to meet the changing needs of the communities we serve.

Behind every metric, milestone and recognition in this report is a nurse who chose to lead, to innovate and to care deeply for others. I am continually inspired by the professionalism, compassion and courage our nurses demonstrate each day.

As you explore this report, I hope you feel a sense of pride in what we have achieved together — and confidence in the future we are building. Nursing at Roper St. Francis Healthcare continues to grow stronger, more connected and more influential in shaping the delivery of care.

Thank you for the difference you make every day.



With gratitude and respect,

A handwritten signature in black ink that reads "Cindy Slaydon".

Cindy Slaydon, MSN, RN, FACHE
Chief Operating Officer and Chief Nursing 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
 Cindy Slaydon, MSN, RN, FACHE, System Chief Operating Officer & Chief Nursing Officer
 Sue Bennett, MA, RN, NEA-BC, Roper Hospital
 Happy Everett, MSN, RN, RNC-OB, NE-BC, Mount Pleasant Hospital

Nursing At a Glance

In 2025, 2,251 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%
 BSN or Higher
 Nursing Degrees

466
 RNs
 Hired

88
 Specialty
 Certifications Earned

2025 By the Numbers

- **70%** have BSN or higher nursing degrees
- **56%** of eligible RNs are specialty-certified
- **40** Clinical Ladder RNs, **4** Clinical Ladder RN3 & **36** Clinical Ladder RN4
- **466** RNs hired
- **54** BSN degrees (or higher) earned
- **70** nursing scholarships awarded, totaling \$368,551
- **88** specialty certifications earned
- **134** new nurses completed the Nurse Residency Program



Magnet® & Pathway to Excellence®

In 2025, Roper St. Francis Healthcare continued to make progress toward the goal of achieving American Nurses Credentialing Center Magnet designation at all four hospitals by 2030.

Each facility has achieved either Magnet or Pathway to Excellence® designation. Both programs are international designations honoring healthcare organizations that strive for excellence in patient care, with nursing at the heart of that care.

To achieve such an honor, each hospital must submit a written document that demonstrates how it meets each program requirement before undergoing an in-person site visit (for Magnet designation) or a survey of nurses (for Pathway). The process is rigorous, but the result is achievement of a designation that places Roper St. Francis Healthcare’s hospitals among the top hospitals in the world.



In May 2025, the system welcomed Jill McElheny, DNP, APRN, CPNP, ENP-BC, CNE, NEA-BC, as its first Nursing Retention Specialist as part of the Nursing Excellence Team. McElheny brought passion and nursing expertise in helping to retain nurses and nursing services teammates, which is one of the key reasons for Magnet and Pathway to Excellence designations.

On Aug. 1, Mount Pleasant Hospital submitted its Magnet document, which was scored with zero deficiencies. This is very rare and speaks to the expertise of the Nursing Excellence Team and the wonderful examples of excellence from the hospital. In December, Mount Pleasant Hospital completed a successful two-day site visit.

In October, Roper Hospital and Bon Secours St. Francis Hospital were both recognized at the ANCC National Magnet/Pathway Conference for their 2024 designations. It was a wonderful time of celebration and the first time that Roper St. Francis Healthcare had two facilities “walking the stage” for recognition. Roper Hospital clinical nurse Donnel Jones, BSN, RN, CRRN, CBIS, also was recognized as an ANCC National Pathway Nurse of the Year for Well-Being and Professional Development. Roper St. Francis Healthcare is so proud of Jones and this huge achievement.

Berkeley Hospital, where our nursing force grew in 2025 to align with the expanding hospital and booming area population, prepared throughout the year to submit its application for ANCC Magnet designation in 2026.

Year after year, Roper St. Francis Healthcare makes tremendous strides in nursing excellence. Our patients and teammates benefit from this continuous focus on excellence in patient care and in the work environment.



With sincere gratitude,

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

Professional Practice & Professional Governance

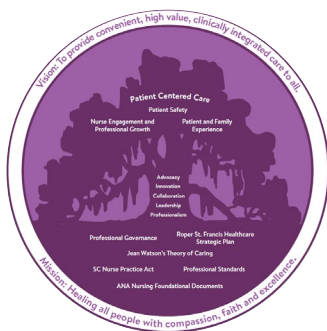
Professional governance provides the structure and processes for nurses and other interprofessional teammates to own decisions that impact their practice, the work environment, and patient outcomes. It is an essential characteristic of nursing organizations recognized by the American Nurses Credentialing Center (ANCC) as Magnet® and Pathway to Excellence® hospitals. Thank you to all RSFH nurses and interprofessional colleagues who contribute their time and expertise to achieve the great accomplishments through these councils. In 2025, our system Professional Governance Councils achieved the following:

- **RSFH Quality and Practice Council (QPC):** Approved 16 total practice/ nursing policy/ standard of care decisions plus provided input to an additional 12 clinical issues. Hosted 2 Nursing Grand Rounds. Implemented unit rounding for peer-to-peer accountability for falls, CAUTI, C.diff, Joint Commission Preparation, and Blood Product Administration. Issued 3 Nursing Practice Alerts in response to high-risk nursing practice concerns or trends from the RSFH Nurse Peer Review Team. Added 5 new interprofessional members to the council. Added an evidence synthesis table/ statement to applicable nursing policies to ensure they are current and evidence-based.
- **RSFH Professional Engagement and Advancement Council (PEAC):** Increased the number of Daisy Award nominations and created a new Bee Award that recognizes the contributions of the non-nursing clinical teammates. The overall RN turnover rate for RSFH also improved in 2025.
- **RSFH Research and Inquiry in Nursing Council (RAIN):** Held the second IDEA contest that provided funding for a unit council project, implemented journal review to engage members in the council and to provide evidence around the nursing strategic priorities, and had increased representation at conferences from the local to national to international levels.
- **Clinical Informatics Planning and Advisory Council (CIPAC):** Improved clinical workflows through the deactivation of the Epic Falls OPA and the removal of MAR Hold, reducing unnecessary alerts and documentation burden for nursing staff. Strengthened interdisciplinary communication by reviewing and providing governance input on PerfectServe collaboration enhancement requests. Supported Joint Commission readiness by contributing frontline and informatics expertise to the JC Readiness Audit Report.

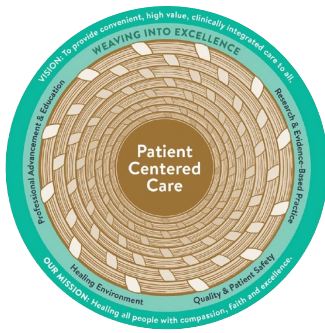




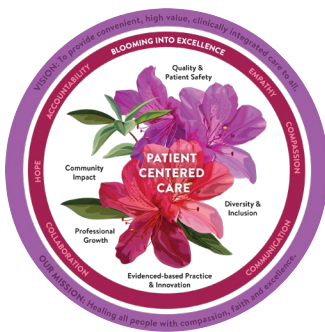
Roper Hospital Magnet Champions hosted their annual Trick or Treat event, where 327 flu vaccines were given to employees! The Champions also rounded frequently to discuss Roper’s Magnet journey, including preparing for Roper’s application in 2026, and sponsored two CNO rounding events with Sue! The Night Shift Council was able to present two podium presentations at the ANCC Magnet and Pathway Conference in Atlanta, GA based on their council’s initiatives. Roper’s Professional Engagement and Advancement Council successfully organized Nurses’ Week and was able to raise approximately \$5,000 for the RSFH Nursing Scholarship Fund through two fundraisers and facilitated 2025 Nurses’ Week and Certified Nurses Day. Quality and Practice Council awarded four GOAT (greatest of all time) awards to units with the most improved or best quality performance and rounded four times throughout the year to help educate on quality initiatives, including fall prevention and purposeful rounding. Unit councils improved their unit fall rate (4 HVT), standardized their PCT report sheets (Roper Rehabilitation Hospital), increased their numbers of certified and clinical ladder nurses (Mobile Resource Pool), and coordinated biannual well-being unit activities (BMT).



The **Bon Secours St. Francis Hospital** Leadership Advisory Council (LAC) continued its integration with Nursing Operations in 2025. Nine clinical nurses delivered their unit Nursing Excellence reports to hospital leadership, elevating the voices and perspectives of our frontline nurses. The Magnet Champions kept the momentum of Magnet alive through rounding activities, “Time with Tavia” and Magnet Mondays, Facebook posts that describe how nurses drive improved outcomes. Several BSSF nurses had the opportunity to cross the stage in Atlanta in recognition of our fourth straight Magnet designation, this time *with Distinction*. For teammates who could not travel to Atlanta, the Professional Engagement and Advancement Council (PEAC) hosted a VIP Magnet Watch Party, streaming the celebration live. PEAC recognized 20 nurses who achieved a BSN or higher degree and 36 nurses who achieved specialty certification in 2025, resulting in a 71.3% BSN+ rate and 42% certification rate. PEAC partnered with the inpatient clinical specialists to launch new hire welcome parties, providing a warm welcome to our newly hired RNs on their first day. To complement this effort, the Clinical Nurse Ambassador program was established, bringing experienced nurses to the parties to demonstrate the bedside handoff process and foster meaningful connections from Day 1. These investments in belonging and professional development contributed to a remarkable outcome, a nurse turnover rate of only 16%, the lowest in five years. The Night Shift Council implemented the North Star Award, developed by Roper Hospital, recognizing six multidisciplinary night shift teammates in 2025. They implemented the TUCK-IN initiative to optimize patient restfulness at night. Three members of the Night Shift Council presented their work to improve RN/MD communication at the Lowcountry Nursing Research Conference, expanding their influence beyond the walls of BSSF! Unit-based initiatives resulted in patient outcome improvements, including a bedside mobility assessment tool on 3SL to reduce the fall injury rate while the ED reduced the total fall rate by moving fall risk assessments earlier in the triage process.



To support the Magnet timeline at **Mount Pleasant Hospital**, Magnet Champions kept their teams engaged throughout the year. Champions sponsored “Happy Hour” CNO rounds, implemented Magnet brag books, displayed a lobby countdown clock for document submission, facilitated a Magnet weekly question and served as guides during the site visit in December. Leadership Advisory Council (LAC) teamed up with Magnet Champions and Teammate Health for the Halloween Tailgate and Storyboard Fair, where first and second place went to 3North MEDSURG for their Breast Visualization Project and 3South PCU for Heel Injury Prevention. The Ambulatory Surgery Council achieved safety improvements with secure door access and directional mirrors. Regular council educational topics included: order of lab draw, pastoral care resources, bloodless medicine and human trafficking. The OR council participated in a systemwide quality improvement project to standardize OR count boards. The Emergency Department Council chair represented the hospital at the ANCC Magnet/Pathway conference as a poster presenter for their evidence-based geriatric comfort cart. ICU Council facilitated the installment and ongoing management of the first blessing box on campus! The Night Shift Council with continued focus on participation and teammate engagement contributed to a reduction in HAPIs with turning education from a hospital rate of 0.38 in 2024 to 0.15 in 2025. Professional Engagement and Advancement Council (PEAC) facilitated Certified Nurses Day and Nurses Week events. The Pie in the Face fundraiser for nursing scholarships brought in \$500 in 90 minutes! Not to be outdone, The Quality and Practice Council provided quarterly rounding education on protected report time, fall prevention, best practices in CAUTI prevention and expectations of the c. diff protocol.



Berkeley Hospital experienced significant growth in 2025 with the opening of two new inpatient units, IMC and 3 East, and the hiring of nearly 50% more nurses to support expanding patient care needs. Professional governance councils continued driving improvements across the organization, with PEAC maintaining strong specialty certification rates while increasing teammate recognition through DAISY and our new BEE award nominations. QPC strengthened interdisciplinary collaboration and supported Joint Commission readiness efforts, focusing on fall prevention and pain reassessment practices. Unit councils achieved key outcomes, including elimination of C. difficile cases and reduced fall rates on 3 West, improved severe hypertension management, reductions in early elective deliveries, and decreased severe postpartum hemorrhage events in WIC, while also improving patient experience. The ICU reduced falls, strengthened staff engagement, and earned the AACN Beacon Silver Award, recognizing excellence in patient care and work environment. The OR increased certification rates and promoted professional development among staff. Magnet Champions expanded visibility and staff engagement as Berkeley Hospital prepares for Magnet document submission in February 2027, while the Night Shift Council grew participation and leadership to strengthen engagement and interdisciplinary collaboration across shifts.



Professional Governance Leaders

SYSTEM COUNCILS

Quality and Practice Council (QPC)

Austin Bren, BSN, RN, SCRNP, Chair
 Evelyn Bello, BSN, RN, CCRN, Chair-Elect
 Tanya Lott, DNP, RN, NEA-BC, RN-BC, Facilitator
 Genia Kozlowski, DNP, RN, CCRN, Facilitator
 Dan Micek, MSN, RN, CPPS, CPHQ, Facilitator

Professional Engagement and Advancement Council (PEAC)

Ingrid Harris, BSN, RN, Chair
 Melissa Wright, BSN, RN, PCCN, CN4, Scribe
 Allyson Colvin, MSN, RN, MEDSURG-BC, Facilitator
 Kelly Earwood, MSN, RNC-MNN, NP-BC, Facilitator

Research and Inquiry in Nursing Council (RAIN)

Veronica Barber, BSN, RN, OCN, CN4, Chair

Victor Felix, MS, BSN, RN, Chair-Elect & Scribe

Ali Partridge, PhD, RN, NP-BC, Facilitator

Julia Ferguson, DNP, RN, NP-BC, CNE, CHSE, Facilitator

Clinical Informatics (CIPAC)

Jared Houck, MHIIM, BSN, RN, NI-BC, Chair

Cathy Brannigan, MSN, RN, NE-BC, Chair

Meg Reilly, BSN, RN, Facilitator

Lakisha Burton, MSN, RN, CCRN, Facilitator

Nurse Manager Council

Keri Fitzpatrick, DNP, RN, CNML, Chair

Natilie Dubois, MSN, RN, NEA-BC, Chair-Elect

Ashley Mitchum-Chapman, BSN, RN, OCN, NE-BC, Scribe

Allyson Colvin, MSN, RN, MEDSURG-BC, Facilitator

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

Clinical Specialist Council

Sadie Rockers, MSN, RN, NE-BC, Chair

Keri Brame, MSN, RN, PCCN, Scribe

Regenia Kozlowski, DNP, RN, CCRN, Facilitator

ROPER HOSPITAL

Leadership Advisory Council

Donnel Jones, BSN, RN, CRRN, CBIS, CN4, Chair

Rebecca White, MSN, RN, 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, MSN, RN, MEDSURG-BC, Scribe

Regenia Kozlowski, DNP, RN, CCRN, Facilitator

Professional Engagement and Advancement Council

Laurin Reeves, BSN, RN, MEDSURG-BC, Chair
Lillian Rowe, ADN, RN, Chair-Elect
Anna Leigh Gazecki, MSN, RN, OCN, CN4, Scribe
Ashley Mitchum-Chapman, BSN, RN, OCN, NE-BC, Facilitator
Dede Carey, MSN, RN, NE-BC, Facilitator

Magnet Champions Council

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

Night Shift Council

Elliott Jerideau, BSN, RN, MEDSURG-BC, PCCN, Chair
Sharon Trotman, BSN, RN, MEDSURG-BC, CN4, Chair-Elect
Carla Silzer, MSN, RN, CPAN, Scribe
Amanda StremLOW, MSN, RN, PCCN-K, NEA-BC, Facilitator
Keri Brame, MSN, RN, PCCN, Facilitator

BON SECOURS ST. FRANCIS HOSPITAL

Leadership Advisory Council

Sarah Watson, BSN, RN, MEDSURG-BC, Chair
Tori Holmes, MSN, RN, OCN, 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
Jennifer Sobers, MSN, APRN, FNP-BC

Magnet Champions Council

Tori Holmes, MSN, RN, OCN, Chair
Whitney Giavelli, BSN, RN, Chair-Elect
Amanda Craven, BSN, RN, Scribe
Julie Daniel, MSN, RN, MEDSURG-BC, Facilitator
Christine Sigmon, MSPH, BSN, RN, CPPS, Facilitator

Night Shift Council

Torie Dingler, BSN, RN, PCCN, Chair
Sarah Worrell, BSN, RN, SCRNP, Chair-Elect
Madi Rine, BSN, RN, Scribe
Debbie Dingler, BSN, RN, Facilitator

Professional Engagement and Advancement Council

Lindsey Turnmeyer, BSN, RN, MEDSURG-BC, Chair
Sadie Rockers, MSN, RN, NE-BC, Facilitator
Christine Sigmon, MSPH, BSN, RN, CPPS, Facilitator

MOUNT PLEASANT HOSPITAL

Leadership Advisory Council

Tracy Moore, BSN, RN, Chair
Shannon Thornton, MSN, RN, NPD-BC, Scribe, Facilitator

Quality and Practice Council

Evelyn Bello, BSN, RN, CCRN, Chair
Pam Allen, MSN, RN, CEN, Scribe
Pam Allen, MSN, RN, CEN, Facilitator

Professional Engagement and Advancement Council

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

Magnet Champions Council

Amanda McVicker, BSN, RN, Chair
Gina Giancristoforo, LMSW, ACM-SW, Scribe
Shannon Thornton, MSN, RN, NPD-BC, Facilitator

Night Shift Council

Ruxy Taylor, BSN, RN, Chair
Mary Rittenberry, BSN, RN, MEDSURG-BC, Chair-Elect
Natalie Cromer, BSN, RN, MEDSURG-BC, Scribe
Jamie Bowman-Carroll, MSN, RN, PCCN, Facilitator

BERKELEY HOSPITAL

Leadership Advisory Council

Kerry Orvin, BSN, RN, Chair
Jennifer Crawford, MSN, MS, RN, CCRN, NE-BC, Facilitator
Katie Osterritter, MSN, RN, MEDSURG-BC, Facilitator
Dawn Keller, MSN, APRN, CNS, CCNS, Facilitator

Quality and Practice Council

Makenzie Tobin, BSN, RN, Chair
Annette Evans, BSN, RN, Scribe
Melissa Hedges, MSN, RN, CCRN, Facilitator

Professional Engagement and Advancement Council

Elizabeth Jourdain, BSN, RN, Chair
Brittany Kemmerlin, BSN, RN, Scribe
Kimberly Barrineau, MSN, RN, NE-BC, Facilitator

Magnet Champions Council

Summer Swafford, BSN, RN, Chair
Jennifer Crawford, MSN, MS, RN, CCRN, NE-BC, Facilitator
Katie Osterritter, MSN, RN, MEDSURG-BC, Facilitator

Night Shift Council

Pamela Campbell, MSN, RN, RN-BC, Chair
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

ROPER HOSPITAL

| Nursing Strategic Plan | GOAL | Actual | Target | Previous Year |
|--|---|---|---|--|
| Transformational Leadership | Increase RN retention rate 1% from 2024 by end of year | 78.9% | 77.9% | 77.1% |
| Structural Empowerment | Increase rate of RN participation in teammate XP Survey | 70.8% | 69.7% | 69.1% |
| | Increase RN Magnet-approved professional board certification rate 1% from 2024 by end of year | 31.8% | 34.2% | 33.8% |
| Exemplary Professional Practice | Achieve falls with injury rate < 0.50 by end of year | 0.54 | <0.50 | 0.54 |
| | Achieve top box score ≥ 75th percentile for “likelihood to recommend” | YES: Inpatient, IP Rehab, NW ED, MCMP ED, | YES | YES: Inpatient, IP Rehab, NW ED, MCMP ED |
| | | NO: Main ED, Amb Surg, OP Onc, OP Rehab | | NO: Main ED, Amb Surg, OP Onc, OP Rehab |
| Achieve hospital-acquired C. diff rate of <0.30 by end of year | 0.18 | 0.30 | 0.32 | |
| New Knowledge Innovations and Improvements | Complete 3 clinical inquiry projects and 1 ongoing/ completed research study | YES | 3 clinical inquiry 1 ongoing/ completed study | Ongoing/completed research studies: 2 Completed EBP: 1 Completed QI: 2 |

BON SECOURS ST. FRANCIS HOSPITAL

| Nursing Strategic Plan | GOAL | Actual | Target | Previous Year |
|--|--|--|---|---|
| Transformational Leadership | Increase RN retention rate to 79.5% | 83.93% | 79.5% | 78.7% |
| Structural Empowerment | Increase BSN or higher degree rate to 69.9% | 71.3% | 69.9% | 69.2% |
| | Increase RN Magnet-approved professional board certification rate to 48.9% | 40.7% | 48.9% | 48.4% |
| Exemplary Professional Practice | Achieve fall with injury rate \leq 0.42 | 0.45 | 0.42 | 0.33 |
| | Achieve CAUTI rate \leq 0.78 | 0.96 | 0.78 | 1.48 |
| | Achieve top box score \geq 75th percentile for likelihood to recommend | <p>YES: IN (85th)</p> <p>NO: AS (63rd), ER (62nd), OP ONC (55th)</p> | <p>YES</p> | <p>YES: Inpatient, ASU</p> <p>NO: Endo, DTC, MFM, Pain Mgmt, OP Onc, ED</p> |
| New Knowledge Innovations and Improvements | Complete 4 clinical inquiry projects and 1 ongoing/completed research study at BSSF or ensure co-PI from BSSF for combined studies | Goal Met >4 Clinical Inquiry, 2 completed and 4 ongoing studies | 4 clinical inquiry, 1 ongoing/completed study | Ongoing/completed research studies: 2 Completed EBP: 2 Completed QI: 5 |

MOUNT PLEASANT HOSPITAL

| Nursing Strategic Plan | GOAL | Actual | Target | Previous Year |
|-----------------------------|--|--------|--------|---------------|
| Transformational Leadership | Increase RN retention rate to 79.8% | 79.6% | 79.8% | 79% |
| Structural Empowerment | Increase BSN or higher nursing degree to 75% | 79.8% | 75% | 74.3% |
| | Increase RN Magnet-approved professional board certification rate to 37.6% | 35.9% | 37.6% | 49.5% |

| | | | | |
|--|---|---|---|--|
| Exemplary Professional Practice | Achieve falls with injury rate of ≤ 0.53 | 0.87 | ≤ 0.53 | 0.38 |
| | Achieve CAUTI rate of $< .67$ | 0.71 | $< .67$ | 3.03 |
| | Achieve top box score ≥ 75 th percentile for likelihood to recommend | YES: AS (82nd), IN (89th), ER (75th) NO: OP (60th) | > 75 th | YES: Inpatient, ED NO: Amb Surg, OP Rehab |
| New Knowledge Innovations and Improvements | Achieve 3 completed EBP/QI projects and 1 ongoing/completed research study at MPH or ensure co-PI from MPH for combined studies | YES | 1 EBP/QI or research study from each nursing unit | Ongoing/completed research studies: 3 Completed EBP: 3 Completed QI: 4 |

BERKELEY HOSPITAL

| Nursing Strategic Plan | GOAL | Actual | Target | Previous Year |
|--|---|---|------------------|--|
| Transformational Leadership | Increase RN retention rate to 86.2% | 76.34% | 86.2% | 85.3% |
| Structural Empowerment | Increase BSN or higher nursing degree to $\geq 74.5\%$ | 73.3% | 74.5% | 73.8% |
| | Increase RN Magnet-approved professional board certification rate to $\geq 40.2\%$ | 39.8% | 40.2% | 39.8% |
| Exemplary Professional Practice | Achieve falls with injury rate < 0.53 by end of year | 0.63 | $< .53$ | 0.39 |
| | Achieve top box score ≥ 75 th percentile for "likelihood to recommend" | YES: AS (86th), OP (95th) NO: IN (68th), ED (61st) | YES | YES: Inpatient, Amb Surg, OP Onc NO: ED |
| New Knowledge Innovations and Improvements | At least 1 BH-only research study that a clinical nurse can disseminate internally and externally in 2026 | IN PROGRESS | 1 research study | Ongoing/completed research studies: 1 Completed EBP: 1 Completed QI: 4 |






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, our hospitals have submitted NSI data to the National Database of Nursing Quality Indicators (NDNQI). About 2,000 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 2025 outperformed their respective benchmarks for the majority of the most recent eight quarters reported.

The table below shows whether hospitals outperformed the 50th percentile target.

- **Green:** Outperformed the mean in most quarters (Q1 2025 - Q3 2025) for all participating U.S. facilities
- **Red:** Did not outperform the mean

| | Roper Hospital | Bon Secours St. Francis Hospital | Mount Pleasant Hospital | Berkeley Hospital |
|---------------------|---|---|---|---|
| Pressure injuries |  |  |  |  |
| CAUTI |  |  |  |  |
| RN assaults |  |  |  |  |
| CLABSI |  |  |  |  |
| Falls w/injury (OP) |  |  |  |  |
| Falls w/injury (IN) |  |  |  |  |
| MRSA |  |  |  |  |
| Patient Burns |  |  |  |  |
| Surgical errors |  |  |  |  |
| Foreign objects |  |  |  |  |
| Ventilator event |  |  |  |  |

Nursing Research, EBP, QI & Clinical Ladder

| Research Studies | Nurses Participating |
|---|---|
| Red Light to Improve Night Shift Nurses' Circadian Rhythm | Principal Investigator: <ul style="list-style-type: none"> • Khrystyne Morales, BSN, RN, CCRN |
| Impact of Shift Change Admissions on Patient & Nursing Variables | Principal Investigator: <ul style="list-style-type: none"> • Alison Partridge, PhD, RN, NPD-BC Co-Principal Investigators: <ul style="list-style-type: none"> • Tanya Lott, DNP, RN, NEA-BC, RN-BC • Kaitlyn Perkins, BSN, RN, MEDSURG-BC |
| Retrospective Chart Review: Impact of Shift Change Admissions on Patient Variables | Principal Investigator: <ul style="list-style-type: none"> • Alison Partridge, PhD, RN, NPD-BC Co-Principal Investigators: <ul style="list-style-type: none"> • Tanya Lott, DNP, RN, NEA-BC, RN-BC • Kaitlyn Perkins BSN, RN, MEDSURG-BC |
| Feasibility Study: Time at Nurses' Station for Light Intervention (Circadian Rhythm) | Principal Investigator: <ul style="list-style-type: none"> • Khrystyne Morales, BSN, RN, CCRN |
| Impact of Specialty Nursing Certification on Patient Outcomes and Costs in Acute Care: An Individual Value-Added Performance Analysis | Principal Investigator: <ul style="list-style-type: none"> • Alison Partridge, PhD, RN, NPD-BC Co-Principal Investigators: <ul style="list-style-type: none"> • Tanya Lott, DNP, RN, NEA-BC, RN-BC • Kayla Neal, BSN, RN • Tabitha Nolen, MSN, RN, PCCN, SCRNP • Leisa Rauch, BSN, RN, PCCN • Happy Everett, MSN, RN, RNC-OB, NE-BC |
| Evidence-based Practice Projects | Nurses Participating |
| Utilizing the Teach-Back Method to Improve Nurse Communication of New Medications | <ul style="list-style-type: none"> • Lewis "Stevie" Rice-Boyd, BSN, RN, MEDSURG-BC |
| Increasing Inpatient Compliance to Newborn Safe Sleep on a Postpartum Unit | <ul style="list-style-type: none"> • Haley Wren, BSN, RN |
| Patient Falls in an Urban Emergency Department | <ul style="list-style-type: none"> • Megan Henson, BSN, RN |
| Music Listening for Postoperative Orthopedic Pain | <ul style="list-style-type: none"> • Angela Johnson MSN, RN, NPD-BC, NE-BC, NI-BC, CRRN |

| Evidence-based Practice Projects (Continued) | Nurses Participating |
|---|---|
| Bedside Ultrasound-Guided Vascular Access Skill Program | • Elizabeth McCrae Hamer, BSN, RN, CEN, VA-BC, CN4 |
| Post-Operative Non-Pharmaceutical (NPM) Care Bundle for Laparoscopic Procedures | • Nathan Lowe, MSN, RN, CPAN |
| Quality Improvement Projects | Lead Nurse(s) Participating |
| Pet Board | Nurse Well-Being Committee: • Christina Black, MSN, RN, MEDSURG-BC |
| Zone Nursing | • Amanda StremLOW, MSN, RN, PCCN, NEA-BC • Julia Gore, MSN, RN |
| Massive Blood Transfusion | • Lauren Hott, BSN, RN, CCRN, CMC, CSC, CN4 • Regenia Kozlowski, DNP, RN, CCRN |
| Pediatric Crash Cart Redesign | • Helen Russo, MSN, RN, CEN, CPEN |
| Charting Standardization For Outpatient Oncology Across 10 Sites | • Bridget Dorkewitz, MSN, RN, OCN • Jennifer White, ADN, RN, NI-BC |
| Decrease Usage Of Benadryl with Iron Infusions | • Harriet Wright, BSN, RN, OCN, CN4 • Bridget Dorkewitz, MSN, RN, OCN |
| Breathing Exercises To Reduce Medication Use During Radiation Oncology Invasive Procedures | • Tran Bolen, BSN, RN • Bridget Dorkewitz, MSN, RN, OCN |
| Clinical Ladder Projects | Lead Nurse(s) Participating |
| Medical Device Pressure Injury Prevention | • Bruce Chesson, BSN, RN, MEDSURG-BC, CN4 |
| Teams Communication Between EP Lab and 2HVT | • Deanne Clark, BSN, RN, PCCN, CN4 |
| Additional Alarms for High-Fall Risk Patients | • Melinda Capazzi, BSN, RN, MEDSURG-BC, CN4 |
| From Exposure to Action: Standardizing Fluorouracil (5-FU) | • Aron Hainline, BSN, RN, OCN, CN4 |

| Clinical Ladder Projects (Continued) | Lead Nurse(s) Participating |
|---|--|
| Evaluating the Inpatient Demand and Productivity Documentation of RRT and VAT RNs for PIV and Lab Assistance within the RSFH System | • Elizabeth McRae Hammer, BSN, RN, CEN, VA-BC, CN4 |
| VAT New Hire Tiered Skills Acquisition Model Orientation Guide | • Elizabeth McRae Hammer, BSN, RN, CEN, VA-BC, CN4 |
| ARROW/TELEFLEX Midline Catheter Product Conversion | • Elizabeth McRae Hammer, BSN, RN, CEN, VA-BC, CN4 |
| Massive Blood Transfusion | • Lauren Hott, BSN, RN, CCRN, CMC, CSC, CN4 |
| Touch, Look, Compare (TLC) | • Reba Hughes, BSN, RN, CCRN, CN4 |
| Admission History Process Improvement | • Shelby Jackson, BSN, RN, OCN, CN4 |
| Reducing the Harmful Effects of Artificial Blue Light in Healthcare | • Nicole Klvana, BSN, RN, CCRN, CN4 |
| Heel Boot Project | • Arielle Lewis, BSN, RN, MEDSURG-BC, CN4 |
| Sip & Save | • Jess Majewski, BSN, RN, MEDSURG-BC, CN4 |
| Empowering Vision: Compassionate Care for Patients who are Visually Impaired | • Hannah McCreary, BSN, RN, MEDSURG-BC, CN4 |
| Keeping your Ducks in a Row Through Patient Bathing | • Kaitlyn Perkin, BSN, RN, MEDSURG-BC, CN3 |
| Code 5FU | • Whitney Rushton, BSN, RN, OCN, CN4 |
| Physician Star Communicator Recognition Board | • Sharon Trotman, BSN, RN, MEDSURG-BC, CN4 |
| RN Ambassador Role | • Lindsey Turnmeyer, BSN, RN, MEDSURG-BC, CN4 |
| What?! No Benadryl?! | • Harriet Wright, BSN, RN, OCN, CN4 |



skewed lab results are potassium ethylenediamine-tetra-acetic acid (K-EDTA) contamination. Due to its potassium component, K-EDTA can lead to false potassium, calcium, and magnesium levels if drawn before lithium heparin tubes, which assess various chemistries (Asif et al., 2019). Treating these inaccurate levels with electrolyte replacement medications may result in unnecessary interventions.

OBJECTIVES

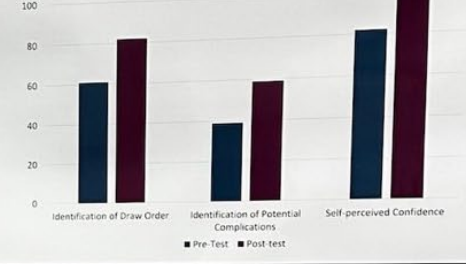
If intervention is taken to correct false electrolyte levels, patient safety is threatened as well as unnecessary use or wasting of resources (Debnath et al., 2020). Effective strategies focused on proper blood collection practices should be put into place to prevent incorrect lab results (Debnath et al., 2020). It is further recommended that the order of draw should be followed to minimize contamination (Asif et al., 2019).

METHODS

Participants were given a badge bead tool for educational handout. The badge bead tool was developed as a visual representation of the draw order. The handout outlines the order of draw according to both color and tube name.

phlebotomy terminology and lab testing was revealed by the results of a pre- and post-test Kahoot quiz. Even with the educational handout and badge resource, nurses still answered questions incorrectly which could be attributed to differing learning styles.

Overall, nurse confidence surrounding lab draws increased from 82% to 100%. The pre-test revealed a significant need for phlebotomy training that extends beyond the hospital-issued annual competency module. The post-test reveals an overall improvement in nursing phlebotomy competencies.



CONCLUSIONS

The intervention is recommended for those certified in venipuncture including patient care technicians and nurses. The education and associated tools should be provided to all current nurses and become part of the nursing services orientation. Even when experienced nurses enter the system, they must adapt to the organization's specific lab tubes and order of draw.

REFERENCES

Asif, U., Whitehead, S. J., Ford, C., & Gama, R. (2019). Preanalytical potassium EDTA sample contamination: Open versus closed phlebotomy systems. *Association for Laboratory Medicine*, 56(6), 711-714. <https://doi.org/10.1177/004563219878463>

Debnath, C., Savaliya, N. G., Patel, N. R., & Patel, C. (2020). EDTA contamination: A preanalytical cause for interference in iron and unsaturated iron binding capacity assay. *International Journal of Research in Medical Sciences*, 8(6), 2117-2122. <http://doi.org/10.18203/2320->

CONTACT INFORMATION

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savannah.letlco@rsfh.com

Project Dissemination

In 2025, Roper St. Francis Healthcare nurses showcased their expertise and commitment to advancing care on some of the profession's largest stages. From international conferences to regional forums, our teams delivered more than 40 podium and poster presentations, sharing innovative practices, research findings and real-world outcomes that are shaping the future of nursing. Their work was also recognized in peer-reviewed publications, further extending our impact beyond the bedside. Together, these contributions reflect a strong culture of inquiry, professional excellence and leadership – and demonstrate how our nurses continue to elevate care across our system and beyond.

INTERNATIONAL/NATIONAL

- International Tandem Meetings for Cellular Therapy & Transplantation - Honolulu, HI – 2 presentations
- International Association for Human Caring (IAHC) International Conference – Providence, RI – 2 presentations
- American Nurses Credentialing Center (ANCC) Magnet Conference – Atlanta, GA – 2 presentations
- ANCC Pathway to Excellence Conference – Atlanta, GA – 4 presentations
- Sigma Theta Tau International Biennial Conference – November 2025 – 1 presentation
- Oncology Nursing Society (ONS) Congress – Denver, CO – 8 presentations
- Association for Nursing Professional Development (NPD) Conference – Las Vegas, NV & LCNRC Charleston, SC – 1 presentation
- American Medical-Surgical (AMS) Conference – Austin, TX – 1 presentation



REGIONAL

- Lowcountry Nursing Research Conference (LCNRC) – Charleston, SC – 14 presentations
- Bon Secours Mercy Health (BSMH) Conference – 2 presentations
- South Carolina Nurses Association (SCNA) Annual Conference – Hilton Head, SC – 7 presentations

PUBLICATIONS

- Nursing Management Journal (Publication) – 1 manuscript published, 1 Accepted



IDEA Contest Winner

Bon Secours St. Francis Hospital Periop Unit Council

“Fluorescent Blue Light Filters for the Unit,” led by Nicole Klvana, BSN, RN, CCRN, was selected as the winner of the 2025 Plant Your Seed IDEA Contest hosted by the Research and Inquiry in Nursing Council (RAIN).

The project addresses the harmful effects of artificial blue light in the workplace, which can disrupt circadian rhythms, suppress melatonin and contribute to sleep disturbances, fatigue, eye strain and long-term health concerns. In a survey of ASU and PACU staff, 100% reported experiencing symptoms related to prolonged exposure to artificial blue light.

To combat this, the team installed blue light filters on the overhead lights at the nurses’ station, aiming to reduce self-reported symptoms and increase staff awareness of blue light’s health effects.

This innovative approach aligns with the Future of Nursing 2020-2030 initiative, promoting nurse well-being and a healthier work environment.

This evidence-based, staff-centered project supports both health and performance in our care teams.





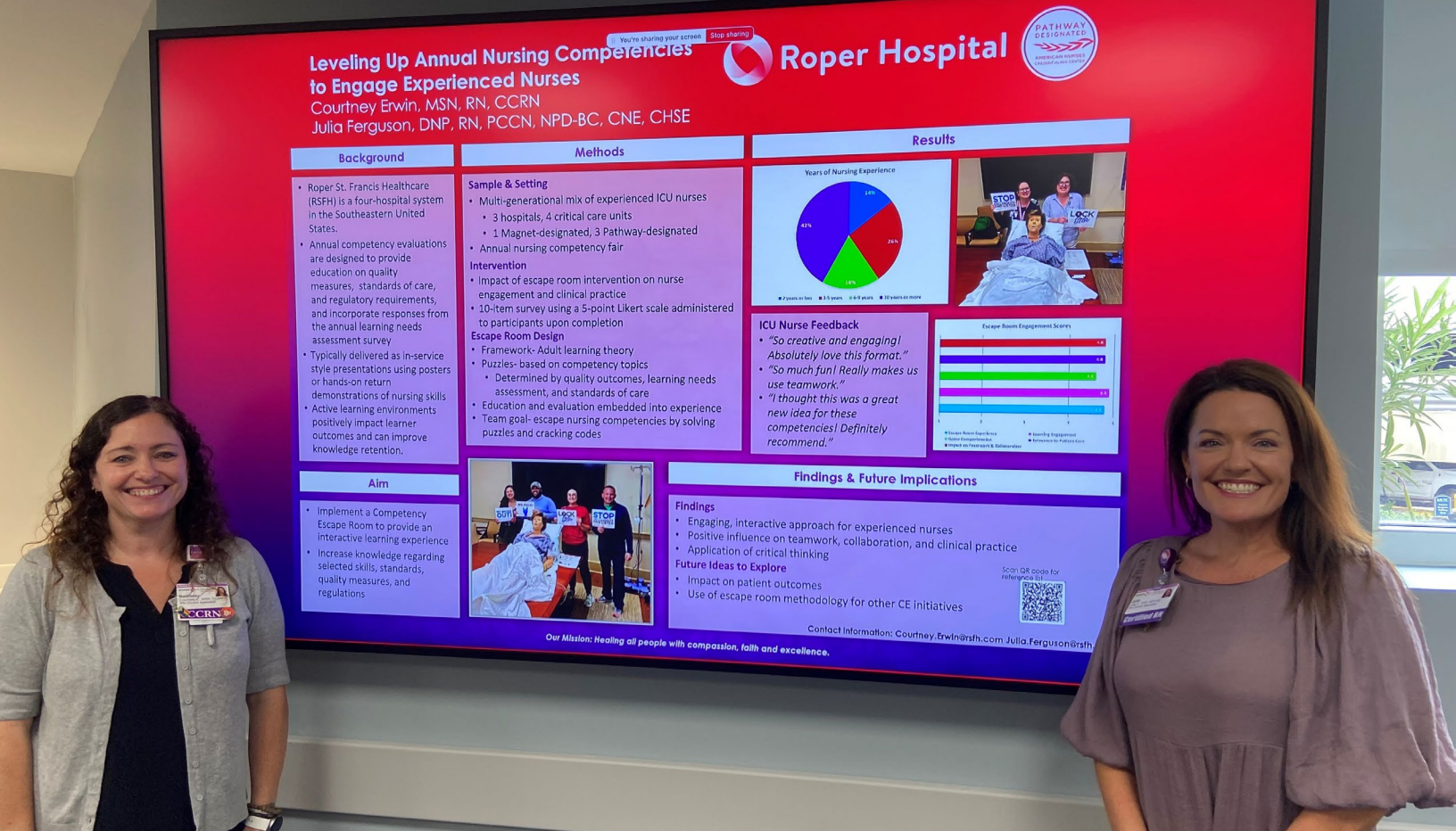
Sharing of Knowledge: All nurses who complete projects are encouraged to share the knowledge they've gained in the project process – either internally, externally or both.

Lowcountry Nursing Research Conference

In August, Roper St. Francis Healthcare nurses shared their expertise at the Lowcountry Nursing Research Conference (LNRC), presenting innovative projects and research that are shaping nursing practice. Through six podium presentations and seven poster presentations, our nurses highlighted work spanning workplace safety, clinical education, patient readiness, oncology care and professional engagement. Together, these presentations reflect a strong commitment to evidence-based practice, high-quality patient care and continued professional growth across our system.

PROJECTS PRESENTED

- Podium: Escaping Orientation: A Patient-Centered Escape Room to Increase Nurse Engagement by Cindy Cronin, MSN, RN, NPD-BC, and Julia Ferguson, DNP, RN, NPD-BC, CNE, CHSE
- Podium: Workplace Violence on an Acute Care Inpatient Unit by Keller Mays, BSN, RN; Daniel Micek, MSN, RN, CPPS, CPHQ; and Julia Gore, MSN, RN, MEDSURG-BC
- Podium: Bridging the Gap: Improving Overnight Nurse-Provider Communication by Pearl Paas, MSN, RN, CMSRN; Victoria Dingler, BSN, RN, PCCN; and Sarah Worrell, BSN, RN, SCRNI
- Podium: Care Design and Implementation of NAON-Based Comprehensive Preoperative Education Classes for Joint Replacement Patients by Amy Marcy, MHA, BSN, RN, NE-BC, and Shayesteh Hajizadehanari, PhD, MSN, RN, MEDSURG-BC



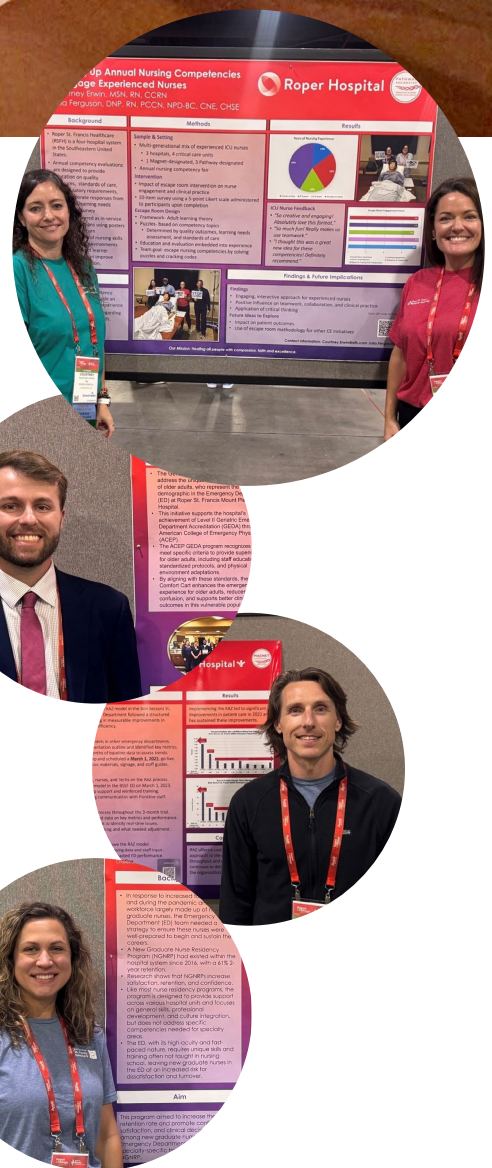
- Podium: Oncology Nurse Burnout Components, Facilitators, and Interventions Literature Review by Veronica C. Barber, BSN, RN, OCN
- Podium: A Retrospective Chart Review to Explore the Impact of Shift Change Admissions on Patient Variables by Alison Partridge, PhD, RN, NPD-BC; Kaitlyn Perkins, BSN, RN, MEDSURG-BC; and Tanya Lott, DNP, RN, NEA-BC, RN-BC
- Poster: Leveling Up Annual Nursing Competencies to Engage Experienced Nurses by Courtney Erwin, MSN, RN, CCRN, and Julia Ferguson, DNP, RN, NPD-BC, CNE, CHSE
- Poster: Screening for Cancer-Related Fatigue in Oncology Patients by Keri Fitzpatrick, DNP, RN, CNML
- Poster: Geriatric Care Cart by Pamela Allen, MSN, RN, CEN, and Jacob Page, BSN, RN
- Poster: Increasing Nursing Recognition Through DAISY Award Program Revitalization by Laurin Reeves, BSN, RN, MEDSURG-BC, and Ashley Mitchum-Chapman, BSN, RN, OCN, NE-BC
- Poster: Illuminating the Night: Nurse-Led Innovation from Night Shift Council by Keri Brame, MSN, RN, PCCN, and Amanda StremLOW, MSN, RN, PCCN, NEA-BC
- Poster: Post-Operative Non-Pharmaceutical Bundle for Patients Undergoing Laparoscopic Procedures by Nathan Lowe, MSN, RN, CPAN
- Poster: Leveling Up: Implementation of a Tiered Orientation Model to Promote New Graduate Nurse Clinical Judgment by Julia Ferguson, DNP, RN, NPD-BC, CNE, CHSE; Coury Clements, MSN, RN, CCRN; and Keri Brame, MSN, RN, PCCN



National Magnet & Pathway to Excellence Conference

PROJECTS PRESENTED

- Podium: Night Owls Unite: Building Connections in the Dark by Sharon Trotman, BSN, RN, MEDSURG-BC, and Elliott Jerideau, BSN, RN, MEDSURG-BC, PCCN
- Podium: Recognition in the Dark: Celebrating Night Shift Brilliance by Keri Brame, MSN, RN, PCCN, and Jessica Thiessen, BSN, RN
- Poster: Leveling Up Annual Nursing Competencies to Engage Experienced Nurses by Courtney Erwin, MSN, RN, CCRN, and Julia Ferguson, DNP, RN, PCCN, NPD-BC, CNE, CHSE
- Poster: Geriatric Comfort Cart by Jacob Page, BSN, RN
- Poster: Implementing and Sustaining a Rapid Assessment Zone in the Emergency Department by Brandon Martin, MHA, BSN, RN, CEN
- Poster: Improved New Grad Nurse Transition with ED Residency Track by Helen Russo, MSN, RN, CEN, CPEN





Wound Care Fair

The Roper St. Francis Healthcare Inpatient Wound, Ostomy and Continence (WOC) Nurse Team hosted its second annual Wound Care Fair, a four-day event focused on advancing skin health and strengthening clinical practice.

The fair provided hands-on education in pressure injury prevention, wound and skin care, and ostomy management. In collaboration with vendor partners, the WOC team showcased current products and best practices, supporting both day- and night-shift teams across hospitals.

Participation spanned disciplines, including nursing, therapy, clinical support and physicians. Education emphasized prevention of pressure injuries and skin breakdown related to immobility, moisture and pressure. WOC nurses reinforced use of the Braden Scale; scores below 18 in Epic trigger the Braden Order Set, enabling timely prevention interventions.

Launched in 2024 under the leadership of Associate Chief Nursing Officer Sherrel Smith, the initiative continues to equip care teams with tools to protect skin integrity and improve outcomes. Strong systemwide participation reflects a shared commitment to high-quality care.



DISSEMINATED PROJECTS

| Project Type | Title of Project | External Conference/ Journal Name | Teammate Presenter/Author |
|-------------------------|--|--|--|
| Quality Improvement | Preoperative Education for Joint Replacement | Lowcountry Nursing Research Conference | <ul style="list-style-type: none"> Amy Marcy, MHA, BSN, RN, NE-BC Shayesteh Hajizadehanari, PhD, MSN, RN, MEDSURG-BC |
| Literature Review | Oncology Nurse Burnout Review | LNRC | <ul style="list-style-type: none"> Veronica Barber, BSN, RN, OCN |
| Research | Shift Change Admissions Impact Study | LNRC, South Carolina Nurses Association Conference (SCNA) | <ul style="list-style-type: none"> Ali Partridge, PhD, RN, NPD-BC |
| Quality Improvement | Enhancing Annual Nursing Competencies | LNRC, Pathway to Excellence Conference | <ul style="list-style-type: none"> Courtney Erwin, MSN, RN, CCRN Julia Ferguson, DNP, RN, NPD-BC, CNE, CHSE |
| Evidence-Based Practice | Screening for Cancer-Related Fatigue | LNRC, SCNA | <ul style="list-style-type: none"> Keri Fitzpatrick, DNP, RN, CNML |
| Quality Improvement | Geriatric Care Improvements | LNRC, Pathway to Excellence Conference | <ul style="list-style-type: none"> Pamela Allen, MSN, RN, CEN Jacob Page, BSN, RN |
| Quality Improvement | Daisy Award Recognition Program | LNRC | <ul style="list-style-type: none"> Laurin Reeves, BSN, RN, MEDSURG-BC Ashley Mitchum-Chapman, BSN, RN, OCN, NE-BC |
| Quality Improvement | Night Shift Nurse Innovation | LNRC, SCNA | <ul style="list-style-type: none"> Keri Brame, MSN, RN, PCCN Amanda Stremlow, MSN, RN, PCCN, NEA-BC |
| Evidence-Based Practice | Post-Operative Non-Pharmacologic Bundle | LNRC | <ul style="list-style-type: none"> Nathan Lowe, MSN, RN, CPAN |
| Evidence-Based Practice | Tiered Orientation for New Graduate Nurses | LNRC | <ul style="list-style-type: none"> Julia Ferguson, DNP, RN, NPD-BC, CNE, CHSE |
| Quality Improvement | Fall Reduction Initiative | Academy of Medical-Surgical Nurses, South Carolina Nurses Association Conference | <ul style="list-style-type: none"> Catherine Carson, MSN, RN, MEDSURG-BC |
| Quality Improvement | Reducing CAUTI | BSMH Reliability and Performance Improvement Conference | <ul style="list-style-type: none"> Catherine Carson, MSN, RN, MEDSURG-BC |
| Evidence-Based Practice | RAZ Initiative | Magnet Conference | <ul style="list-style-type: none"> Brandon Martin, MSN, RN, CEN Helen Russo, MSN, RN, CEN, CPEN |
| Quality Improvement | TelemediQ Nightshift Support | Pathway to Excellence Conference | <ul style="list-style-type: none"> Sharon Trotman, BSN, RN, MEDSURG-BC, CN4 Elliott Jerideau, BSN, RN, MEDSURG-BC, PCCN |
| Quality Improvement | Shining Star Nightshift Program | Pathway to Excellence Conference | <ul style="list-style-type: none"> Jessica Thiessen, BSN, RN Keri Brame, MSN, RN, PCCN |
| Quality Improvement | ED Nurse Residency | Magnet Conference | <ul style="list-style-type: none"> Helen Russo, MSN, RN, CEN, CPEN |
| Quality Improvement | Culture of Well-Being Initiative | SCNA | <ul style="list-style-type: none"> Tanya Lott, DNP, RN, NEA-BC, RN-BC Sherrel Smith, DNP, RN, MEDSURG-BC, NC-BC, NPD-BC, NE-BC |
| Quality Improvement | Raising the Bar with BSR | Sigma Internal Conference | <ul style="list-style-type: none"> Brandon Martin, MHA, BSN, RN, CEN Helen Russo, MSN, RN, CEN, CPEN |



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:

- Veronica Barber, Clinical Ladder 4
- Kelly Callion, Clinical Ladder 4
- Phyllis Klagges, Clinical Ladder 4
- Anna Leigh Ostrander, Clinical Ladder 4
- Melissa Wright, Clinical Ladder 4

The following nurses advanced to CN 3 or CN4 on the Clinical Ladder:

- Melinda Capazzi, Clinical Ladder 4
- Bruce Chesson, Clinical Ladder 4
- Deanne Clark, Clinical Ladder 4
- Elizabeth McRae Hamer, Clinical Ladder 4
- Aron Hainline, Clinical Ladder 4
- Lauren Hott, Clinical Ladder 4
- Reba Hughes, Clinical Ladder 4
- Shelby Jackson, Clinical Ladder 4
- Nicole Klvana, Clinical Ladder 4
- Arielle Lewis, Clinical Ladder 4
- Jess Majewski, Clinical Ladder 4
- Hannah McCreary, Clinical Ladder 4
- Kaitlyn Perkins, Clinical Ladder 3
- Whitney Rushton, Clinical Ladder 4
- Sharon Trotman, Clinical Ladder 4
- Lindsey Turnmeyer, Clinical Ladder 4
- Harriet Wright, Clinical Ladder 4

Recognition of Nurses

We are proud of our dedicated, compassionate nurses. In the following pages, you'll find teammates who earned new nursing degrees and specialty certifications in 2025, along with recipients of DAISY Awards and other honors.

Our RNs have invested significant personal time and effort to achieve advanced degrees and certifications. We thank them for demonstrating exceptional competence and professionalism.

New Nursing Degrees: BSN, MSN, DNP

- Amanda Behrouzjou, BSN, RN, CMSRN (Acute Care Hub)
- Rachael Beacham, BSN, RN, PCCN (SICU)
- Julia Barnhart, BSN, RN (3MedSurg)
- Holly Blum, MSN, RN (ED)
- Hayen Calabrese, BSN, RN (OR)
- Melinda Capazzi, BSN, RN, MEDSURG-BC, CN4
- Sara Carter, BSN, RN (PACU)
- Nicole Chester, BSN, RN (Short Stay Surgery)
- Mandy Corbett, MSN, RN, MEDSURG-BC (MRP)
- Melissa Criscitiello, MSN, RN (ICU)
- Brittany Daily, BSN, RN (ICU)
- Shavon Daniels, BSN, RN (SPCU)
- Anna Davis, BSN, RN (Mother/Baby)
- Shelby Davis, BSN, RN, CEN (ED)
- Kyle Dement, BSN, RN (OR)
- Taylor Elrod, BSN, RN (OR)
- Lacey Ervin, BSN, RN (MRP)
- Keri Fitzpatrick, DNP, RN, CNML (5S & 3E)
- Laura Heyman, BSN, RN (3North MEDSURG)
- Jo Hollenbeck, BSN, RN (IMC)
- Tori Holmes, MSN, RN, OCN (Oncology)
- Brittany Jones, BSN, RN (ACU)
- Angel Jordan, MSN, RN, PCCN (4W)
- Ed Kelly, BSN, RN (ED MRP)
- Abbie Kee, BSN, RN (SICU)
- Brittnay Koester, MSN, RN (RH ED)
- Jennifer Klinkel, BSN, RN (Oncology)
- Nicole Klvana, BSN, RN, CCRN (ACU)
- Lisa Manahan, BSN, RN (Pre-op)
- Lisa Martin, BSN, RN (3SL)
- Lisa Milliman, BSN, RN (OR)
- Tanesha Mitchell, MSN, RN (PCU)
- Steven Morgan, BSN, RN, CEN (ED)
- Melodie Mueller, BSN, RN (ICU)
- Tracy Mcvay, BSN, RN, MEDSURG-BC (PCU)
- Daija Nelson, BSN, RN (2M)
- Arran Parker, BSN, RN, MEDSURG-BC (MRP)
- Lisa Richardson, BSN, RN (PCU)
- Seth Riggle, MSN, RN (IMC)
- Mary Rittenberry, BSN, RN, MEDSURG-BC (3South PCU)
- Alicia Rodman, DNP, RN, IBCLC (Lactation)
- Julia Rowe, MSN, RN, AGACNP-BC (VAT)
- Shante Rivers, BSN, RN, CEN (NW ED)
- Rachel Scheffer, BSN, RN (Radiology)
- Rachel Scheffer, BSN, RN (IR)
- Liz Scheurle, BSN, RN, CCRN (ICU)
- Ian Scheffer, BSN, RN, CCRN (VAT)
- Stephanie Smith, BSN, RN, CCRN (CVICU)
- Tiffany Sutter, BSN, RN (ED)
- Cassy Thompson, MSN, RN (ED)
- Samantha Tolan, BSN, RN (OR)
- Shelley Wika, MSN, RN, MEDSURG-BC (MRP)
- Lisa Williams, BSN, RN, CEN (ED MRP)
- Susan Wragg, BSN, RN (ED)

New Specialty Certifications

- Ashlei Adams, ADN, RN, MEDSURG-BC (MRP)
- Nina Abrams, MSN, RN, SCR (RSFH Quality)
- Kate Annesi, BSN, RN, CEN (RH CVICU)
- Lindsay Atkins, BSN, RN, MEDSURG-BC (RH 7W)
- Keagan Ashalintubbi, BSN, RN, CCRN, CMC (RH SICU)
- Jenna Avant, BSN, RN, CRRN, MEDSURG-BC (RH 5E)
- Mo Babb, BSN, RN, MEDSURG-BC (BSSF IMC)
- Catherine Bagby, BSN, RN, MEDSURG-BC (MRP)
- Kylie Baker, BSN, RN, MEDSURG-BC (RH 7W)
- Matt Baker, BSN, RN, CCRN, CSC, CMC (RH CVICU)
- Charly Banick, BSN, RN, MEDSURG-BC (MRP)
- Bryan Bennett, BSN, RN, NE-BC (RH 3HVT)
- Molly Berg, BSN, RN, RNC-MNN (RSFH RN Navigator)
- Emily Best, BSN, RN, RNC-OB (BH L&D)
- Zach Boden, BSN, RN, CEN (RH ED)
- Jamesina Bowman-Carroll, MSN, RN, PCCN (MPH 3North and ICU)
- Kyoko Briceno, BSN, RN, MEDSURG-BC (MPH 3North MEDSURG)
- Caroline Briggs, BSN, RN, MEDSURG-BC, PCCN (RH 6E)
- Mikayla Capps, BSN, RN, CCRN (MRP)
- Mackenzie Cain, BSN, RN, MEDSURG-BC (BSSF SCN)
- Felita Chandler, MSN, RN, MEDSURG-BC (BH 3MedSurg)
- Emily Chapman, BSN, RN, MEDSURG-BC (RH 7W)
- Ashley Mitchum-Chapman, BSN, RN, OCN, NE-BC (RH BMT)
- Kimberly Charpia, BSN, RN, CAPA (BSSF ACU)
- Jay Cooley, BSN, RN, CCRN (BSSF ICU)
- Victoria Cogar, BSN, RN, MEDSURG-BC (MRP)
- Emily Compton, MSN, RN, CNL, OCN (BSSF Oncology)
- Hannah Corbett, BSN, RN, MEDSURG-BC (BSSF SPCU)
- Madelyn Corbin, BSN, RN, CCRN (BSSF ICU)
- Marlene Contreras, BSN, RN, MEDSURG-BC (BSSF NSC)
- Caroline Crowder, BSN, RN, MEDSURG-BC (RH 7W)
- Mae Cunanan, BSN, RN, CCRN (BSSF ICU)
- Melissa Edwards, BSN, RN, RNC-MNN (BH Mother Baby)
- Michael Friend, ADN, RN, MEDSURG-BC (MPH 3South PCU)
- Kimberly Flake, MSN, RN, C-ONQS (BH L&D)
- Tameeka Garrett, BSN, RN, MEDSURG-BC (RH 6S)
- Jalissa Green-Edwards, BSN, RN, NE-BC (RH 5E)
- Lindsay Greene, BSN, RN, RNC-OB (BSSF L&D)
- Aron Hainline, BSN, RN, OCN (BSSF Oncology)
- Amy Hash, BSN, RN, RNC-OB
- Ashley Helms, BSN, RN, MEDSURG-BC (MPH 3South PCU)
- Molly Hubbard, BSN, RN, RNC-OB (BH L&D)
- Brooke Huffer, ADN, RN, MEDSURG-BC (MPH 3South PCU)
- Michelle Ijeoma, BSN, RN, RNC-MNN (BSSF 2M)
- Sam Jones, ADN, RN, MEDSURG-BC (MRP)
- Jen Klein, BSN, RN, MEDSURG-BC (BH 3MedSurg)
- Kadeshia Kilungya, ADN, RN, PCCN (MRP)

- Brandi Livingston, BSN, RN, CNOR (BH OR)
- Lindsay Martin, RN, RNC-MNN (BH Mother Baby)
- Steve Marsden, BSN, RN, CCRN (MRP)
- Courtney Mckenzie, BSN, RN, MEDSURG-BC (BSSF SPCU)
- Maddisyn Metcalf, BSN, RN, RNC-MNN (BSSF 2M)
- Jenny Meyer, ADN, RN, MEDSURG-BC (MPH 3South PCU)
- Jean Moody, BSN, RN, OCN (BSSF Oncology)
- Raymond Monnet, BSN, RN, MEDSURG-BC (BH IMC)
- Crystal Muir, ADN, RN, MEDSURG-BC (MPH 3South PCU)
- Danielle Murray, ADN, RN, MEDSURG-BC (MPH 3South PCU)
- Jessica Oliver, BSN, RN, CAPA (BSSF ACU)
- Katie O'Flaherty, BSN, RN, MEDSURG-BC (MPH 3South PCU)
- Arran Parker, BSN, RN, MEDSURG-BC (MRP)
- Alison Partridge, PhD, RN, NPD-BC (RSFH Nursing Excellence)
- Rachele Pike, MSN, RN, NE-BC (RSFH Acute Care Hub)
- Kelsey Pinkerton, ADN, RN, SCRn (BSSF ED)
- Alyssa Ray, BSN, RN, CCRN (RH CVICU)
- Shante Rivers, BSN, RN, CEN (RH NW ED)
- Carolan Roets, ADN, RN, CRRN (RH Rehab)
- Julia Rowe, MSN, RN, AGACNP-BC (RH VAT)
- Whitney Rushton, BSN, RN, OCN (BSSF Oncology)
- Liz Scheurle, ADN, RN, CCRN (BSSF ICU)
- Harley Seel, ADN, RN, C-EFM (BSSF L&D)
- Erin Silvers, BSN, RN, IBCLC, RNC-OB (BSSF Lactation)
- Carla Silzer, MSN, RN, NPD-BC (RSFH Professional Development)
- Kelly Smith, BSN, RN, RNC-MNN (BH Mother Baby)
- Stephanie Smith, BSN, RN, CCRN (RH CVICU)
- Kathy Spirk, ADN, RN, RNC-OB, C-EFM (BSSF L&D)
- Nickey Teghtmeyer, BSN, RN, PCCN (RH Cardiac Post)
- Amanda Thomas, ADN, RN, PCCN (BSSF SPCU)
- Renae Towcimak, BSN, RN, MEDSURG-BC (BSSF 3SL)
- Jen Van Dyk, DNP, MBA, RN, NEA-BC, RNC-OB (BSSF WIC Float Pool)
- Christina Varao, BSN, RN, PCCN (RH MRP)
- Autumn Vanderhorst, BSN, RN, MEDSURG-BC (BSSF WIC MRP)
- Ashley Walker, BSN, RN, CAPA (BSSF ACU)
- Sarah Watson, BSN, RN, MEDSURG-BC (BSSF NSC)
- Megan Weck, BSN, RN, OCN (BSSF Oncology)
- Glenda Wickizer, ADN, RN, CPAN (BSSF PACU)
- Christina Windham, BSN, RN, OCN (BSSF Oncology)
- Macy Wolf, BSN, RN, CEN (BSSF ED)
- Sarah Worrell, BSN, RN, SCRn (BSSF RRT)



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 2025 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.

- Terri Price, BSN, RN, OCN, Bon Secours St. Francis Hospital
- Laurie Harvey, BSN, RN, CNOR, Roper Hospital
- Thomas P. O'Brien, Jr., BSN, BA, RN, CCRN, NE-BC, RSF Berkeley Hospital
- Ruxandra Taylor, BSN, RN, RSF Mount Pleasant 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.

- Victoria Holmes, BSN, RN, OCN, CN4, Bon Secours St. Francis Hospital
- Donnel Jones, BSN, RN, CRRN, CBIS, CN4, Roper Hospital
- Shanna Bernhard, BSN, RN, MEDSURG-BC, RSF Berkeley Hospital
- Brooke Lindell, BSN, RN, RSF Mount Pleasant 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.

- Jennifer Moore, ADN, RN, CMSRN, Bon Secours St. Francis Hospital
- Laurin Reeves BSN, RN, MEDSURG-BC, Roper Hospital
- Ericka Prokop, BSN, RN, RSF Berkeley Hospital
- Cristina Garcia, BSN, RN, PCCN, RSF Mount Pleasant 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 Rawlings, BSN, RN, MEDSURG-BC, CN4, Bon Secours St. Francis Hospital
- Brandt Sword, ADN, RN, PCCN, CN3, Roper Hospital
- Magen Tomasic, BSN, RN, RSF Berkeley Hospital
- Gina Jamison, BSN, RN, MEDSURG-BC, RSF Mount Pleasant 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.

- Jackie Ong, ADN, RN, Bon Secours St. Francis Hospital
- Molly Guerrero, ADN, RN, Roper Hospital
- Isabella Weight, ADN, RN, RSF Berkeley Hospital
- Sarah Crump, BSN, RN, RSF Mount Pleasant 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.

- Jayden Porter, Bon Secours St. Francis Hospital
- Zoe King, Roper Hospital
- Jasmine Williams, RSF Berkeley Hospital
- Latavia Simmons, RSF Mount Pleasant 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.

- Ronald Knipp, Bon Secours St. Francis Hospital
- Catherine Parler, MDiv, BA, BCC, Roper Hospital
- Jennifer Dangerfield, AD, RSF Berkeley Hospital
- Dylan Hinson, AD, RSF Mount Pleasant Hospital

Preceptor of the Year

Tech Preceptor of the Year

- Tamara Duggins, PCT, Roper Hospital

Nurse Preceptor of the Year

- Cindy Roberts, RN, Bon Secours St. Francis 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.

- Allyson Colvin, MSN, RN, MEDSURG-BC, Roper St. Francis Healthcare





Pathway Nurse of the Year Award

Roper Hospital's **Donnel Jones, BSN, RN, CRRN, CBIS**, was named 2025 Pathway Nurse of the Year for Well-Being & Professional Development by the American Nurses Credentialing Center (ANCC). The Pathway Nurse of the Year award is given to only three nurses worldwide in the categories of "Shared Decision-Making & Leadership," "Safety & Quality" and "Well-Being & Professional Development," a direct reflection of the six essential Pathway to Excellence standards.

The award recognizes nurses who exemplify the Pathway to Excellence program's highest standards of leadership, safety, quality and well-being in the workplace. Jones, a charge nurse at Roper Rehabilitation Hospital, was celebrated for her leadership in advancing evidence-based care, mentoring peers, fostering collaboration and creating innovative well-being initiatives that support nurse resilience. Jones has led several initiatives that have strengthened both patient safety and staff well-being. Through an interprofessional collaboration, she helped implement the Agitated Behavior Scale for patients with brain injuries — an evidence-based tool that allows nurses to recognize agitation early and intervene proactively. The project led to a 35 percent reduction in patient falls, a 15 percent decrease in restraint use and a measurable improvement in nurse safety and satisfaction.

Recognizing the emotional toll of healthcare work, Jones also spearheaded the creation of "Lavender Lockers" — designated wellness stations stocked with calming items and stress-relief tools to help staff recharge during difficult shifts. The simple, heartfelt project quickly became a favorite among nurses and inspired similar efforts across the hospital.





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 2025 honorees from Roper St. Francis Healthcare were:

- Star Austin
- Julia Ferguson
- Khrystye Morales
- Kimberly Barrineau
- Lyzabeth Hoffer
- Jann Malone Murrell
- Drake Bastin
- Phyllis Klagges
- Patricia Peterson
- Susan Bennett
- Charon Manigault
- Helen Russo
- Catherine Carson
- Brandon Martin
- Jessica Thiessen

Beacon Award

Berkeley Hospital’s adult Intensive Care Unit was honored in late 2025 with the American Association of Critical-Care Nurses (AACN) Silver-Level Beacon Award for Excellence. Berkeley Hospital’s ICU joined the ranks of Roper Hospital’s CVICU and Bon Secours St. Francis Hospital’s ICU, which have earned Gold-Level Beacon Awards.

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 2025, three 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.

- Kimberly Barrineau, MSN, RN, NE-BC, Clinical Manager, Berkeley Hospital ICU
- Charon Manigault, MSN, RN, NE-BC, Clinical Manager, Mount Pleasant Hospital ICU
- Kari O'Coin, MHA, BSN, RN, NE-BC, Clinical Manager, Bon Secours St. Francis Hospital 3rd Vincent

Clover Award

The Clover Award was launched in 2019 and named in honor of Clover Annabel Harrold, the daughter of two of our teammates' 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 in 2025:

- Petra Heres-Mayo, ADN, RN
- Molly Minasi, BSN, RN
- Sarah Cianci, BSN, RN
- Kirsten Mohr, BSN, RN, MEDSURG-BC
- Shamin Hampton, AGNP
- Morgan Ferrance, BSN, RN
- Alison Jones, BSN, RN
- Rebecca Clark Dreverman, BSN, RN
- Jared Farmer, RN
- Angel Jordan, MSN, RN, PCCN
- Melissa Criscitiello, MSN, RN
- Terrah Lonsberry, ADN, RN
- Cat McAlister, BSN, RN
- Tiffany Sutter, BSN, RN



DAISY® Award

The DAISY Award celebrates nurses who consistently demonstrate compassion, understanding and caring to patients and families, and excellence in the delivery of individualized patient care. The nurses listed below were selected by their peers in 2025 to receive this honor.

Roper Hospital

- Kristen Kinahan, BSN, RN, PCCN
- Aaron Tyler, BSN, RN
- Nikki Nelson-Gibbs, ADN, RN
- Judy Burbage, BSN, RN, CWCB

Bon Secours St. Francis Hospital

- Gail Machado, BSN, RN
- Sarah Worrell, BSN, RN, SCRNP
- Suzi Ruble, BSN, RN, C-EFM

Mount Pleasant Hospital

- Cameron Stenger, ADN, RN

Berkeley Hospital

- Starla McGorty, BSN, RN, RNC-LRN, IBCLC



Just Catch Award

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

The following teammates received at least one Just Catch Award in 2025:

- Adrienne Agee (Pharmacy)
- Danielle Ahrens, RN
- Savannah Eve Alexander, RN
- Rachel Adams, RN
- Caroline Anderson, RN
- Julie Anderson, RN
- Lindsay Atkins, RN
- Faith Barrineau (Pharmacy)
- Veronica Barber, RN
- Leila Balthazar, PCT
- Jillian Baker, RN
- Morgan Bell (Radiology)
- Kelly Bessinger (Transport)
- Josh Berrian, RN
- Matthew Blue, MD
- Gabby Bohn, RN
- William Boineau (Pharmacy)
- Hannah Boyd, RN
- Amanda Bowman
- Shelby Bowlen, RN
- Renee Bourgeois, RN
- Samantha Brabham, RN
- Melody Branham (Pharmacy)
- Taylor Brinkman, RN
- Brettany Buetow
- Krystal Burch, RN
- Teresa Burks (Pharmacy)
- Kendall Burke (ED Tech)
- Lydia Capps, RN
- Maddy Chamness, RN
- Callie Christensen, RN
- Siobhan Christensen, CCA
- Nick Clark, RN
- Grace Clark, RN
- Casey Colp, RN
- Claire Conner (Transport)
- Victoria “Tori” Cogar, RN
- Christina Cox, RN
- Megan Coxwell, RN
- Sarah Crump, RN
- Hailey Curl, RN
- Nicole Davis (Lab)
- Kattie Dangerfield, RN
- Ruthann Deen, RN
- Kendal Demaree, PCT
- Brandon Deal
- Rigo Deleongovea, RN
- Holly Diaz, RN
- Megan Dixon, RN
- Jeff Dixon, RN
- Jacob Dompierre, RN
- Nhu-Nguyen Do, RPH
- Catheryne Epps, RN
- Victor Felix, RN
- Helen Fischer, RN
- Courtney Fisher, RN
- Chelsea Flynn, RN
- Robert Foiles, RN
- Joyce Flowers, RN
- Allison Ford (Pharmacy)
- Emily Froebrich (Lab)
- Leighton Fravel, RN
- Michael Friend, RN
- Erica Fusco, RN
- Makala Gates, RN
- Tameeka Garrett, RN
- Whitney Giavelli, RN
- Aisha Gilliard, PCT
- Erica Gibbs (Pharmacy)
- Nicole Godfrey, RN
- Kevin Greene, RN
- Karen Green (Pharmacy)
- Kyleigh Gregg, RN
- Sandy Gruber, RN
- Katie Gruszka, RN
- Colleen Gurda (Pharmacy)
- Dana Haban, RN
- Sandra Halpin, MLT
- Brenden Hamilton, RN
- Tiffany Hammond (Transport)
- Eleanor Harrell, RN
- Ingrid Harris, RN
- Ashley Hash, RN
- Lisa Hauff, RN
- Erica Hayes, RN
- Allie Heustess (Pharmacy)
- Maggie Hilderbrand, RN
- John Hinton (Pharmacy)
- Amanda Holbrook, CST
- Jo Hollenbeck, RN
- Theodora “Teedo” Hollifield, RN
- Victoria “Tori” Holmes, RN
- Kelly Hook (Radiology Tech)
- Casey Holder (Radiology)
- Sarah Hurd, RN

- Moura Hussey (Pharmacy)
- Jason Hulett, RN
- Noriko Ishibashi, RN
- Laura Jackson, RN
- Shelby Jackson, RN
- Alison Jones, RN
- Trina Johnson (EVS)
- Julie Johnson-Bowers (Pharmacy)
- Ashley Kaczmarek, RN
- Jenna Kelley, RN
- Krisitin Kinahan, RN
- Melissa Knowles, CRNA
- Rebecca “Faith” Lane, RN
- Erin LaRoche, RN
- Christy Leshowitz, RN
- Hannah Macchio, RN
- Phebe Mack, RN
- Melanie MacDonald, RN
- Maureen “Moe” MacManus, RN
- Mary Martin, PCT
- Hester Marshall (Registration)
- Chip Mathis (Pharmacy)
- Sarah Matthews, RN
- Carlen Massey, PCT
- Kimberly Medlin, RN
- Shelby Meek, RN
- Sarah Miller, RN
- Stacey Mitchell, RN
- Heather Mizzell (Respiratory Therapy)
- Amanda Morley, RN
- Jana Morrow, RN
- Tara Morrissey, RN
- Lindsay Moten, RN
- Phillip McDowell (Pharmacy)
- Meghan McDowell, RN
- Katherine McDonald (Respiratory Therapy)
- Mindy McCormick
- Daryn McMillan (Radiology)
- Lauren Tallent, RN
- Logan Tallent, RN
- Anna Porter, RN
- Jennifer Polon, RN
- Bernadette Quattlebaum, RN
- Andrea “Andi” Reagan, RN
- Olivia Renedo, RN
- John “Drake” Rhodes (Pharmacy)
- Seth Riggle, RN
- Marie Robbins, RN
- Sarah Robertson, RN
- Carolan Roets, RN
- Deidre Romines, RN
- Dylan Ross, RN
- Cari Sedgwick, RN
- Rebecca Seigmund, RN
- Ryan Sherwood, RN
- Haley Singer, RN
- Myah Singleton, RN
- Stephani Sclesky, RN
- Shadequa Sloss, RN
- Tia Smalls, RN
- Will Smith (Materials)
- Marian “Jeanie” Smith, RN
- Beth Speidel, RN
- Taylor Sparling, RN
- Matthew Steele (Radiology)
- Matthew Steele, RT
- Mollyanne Steinauer, RN
- Sundae Stelts (Pharmacy)
- Emma Wood, PCT
- Katie Wright, RN
- Harriet Wright, RN
- Matthew Wright, PA-C
- Ashley Wright, RN
- Betty Swan, RN
- Julie Taylor, Surgical Tech
- Kalani Taylor, RN
- Jecel Tayko, RN
- Alexis Tecosky, RN
- Peyton Vinci, RN
- Natcha Vicente-Lopez (Pharmacy)
- Brianna Vaughn, RN
- Veronica Valentin (Registration)
- Michael Washington (Dietary)
- Mandi Waters, OT
- Charika Weston, EDT
- Christina Westberg, RN
- Isabella Weight, RN
- Haley Williams, RN
- Christina Windham, RN
- Madison Young, RN
- Moseetta Yates (Transport)
- Miranda Zehring

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 or providers were recognized as Stroke Warriors in 2025:

- Betty Swan, RN
- Bryce MacDonald, RN
- Alison Ozyurt, RN
- Evelyn Bello, RN
- Megan Clarkin, RN
- Andrea Rillorta, RN
- Hannah Burns, RN
- Olivia Holley, RN
- Jillian Baker, RN
- Marina Kissinger, RN
- Charika Weston, EDT
- Jeanne Moran, RN
- Matt Rudy, RN
- Christina Petit, OT
- Dr. Christopher Line, ED
- Dr. Macdonell Stanford, Neurohospitalist

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 in 2025:

- Logan Agnew
- Shaneque Alexander
- Elizabeth Ayers
- Hunter Bickel
- Christine Bladen
- Morgan Bowling
- Betsi Boyce
- Erin Brannigan
- Mary Grace Brendel
- Taylor Brinkman
- Amelia Brown
- Callie Brown
- Erin Brown
- Jessica Brown
- Ava Burdette
- Jordan Burney
- Kae Catallo
- Maddy Chamness
- Sarah Cianci
- Angelica Conway
- David Cooley
- Latoya Coram
- Blair Corbin
- Anabell Cordell
- Brit Corder
- Kaitlyn Cotov
- Anna Crosby
- Sarah Crump
- Nickey Cunanan
- Grace Daniels
- Tyleashia Davis
- Savannah Dick
- Maria Diosteanu
- Alayna Dorbert
- Mary Dorsey
- Emma Douglass
- Catherine Dwyer
- Catheryne Epps
- Catherine Farris
- Taylor Garland
- Emily Gibbs
- Roddarria Gibbs
- Heather Gouthro
- Tiffany Green
- Karina Greene
- Kevin Greene
- Mary Gregorie
- Jennifer Guintivano
- Alexandra Guntner
- Maggie Harper
- Karina Hinrichs
- James Holtz
- Virginia Hutto
- Morgan Irhin
- Laura Jackson
- Bennie Johnson
- Mary-Quinn Johnson
- Stephanie Johnson
- Elizabeth Jourdain
- Colby Judd

- Khara Kadonsky
- Kendra Keaton White
- Nora Kelly
- Zoe Ladson
- Christine Lam
- Chelsea Lindsay
- Madeline Lindsey
- Terrah Lonsberry
- Julia Luna
- Ashley Madry
- Adrianna Martin
- Samuel Martin
- Ashley Massey
- Alicia Maxwell
- Shelbi Mazyck
- Sara McAlister
- Kelly McDermott
- Tiffany McDowell
- Margaret McElheny
- Amanda McManigal
- Ann McQueen
- Olivia Millard
- Angela Molina
- Edson Moya
- Ashton Muschek
- Ami Nakagawa
- Delayne Nickles
- Konasha Nix
- Meghan O'Connor
- Emily O'Neill
- Amelia O'Malley
- Jackie Ong
- Jessica Praigg
- Makia Qualls
- Haylee Rapp
- Cerys Reach
- Claudia Regensburger
- Vera Richardson
- Casey Ricker
- Jessica Robins
- Hannah Rogers
- Leigh Ruffin
- Emily Runey
- Shelby Sad
- Kayleigh Simons
- Lauren Smith
- Marian Jean Smith
- Nivia Smith
- Rebecca Smith
- Octavia Snipe
- Taylor Sparling
- Annalynn Stein
- Mollyanne Steinauer
- McKenzie Suggs
- Logan Tallent
- Makenzie Tobin
- Shyra Tollerson-Young
- Lauren Towne
- Liz Vandavelde
- Lisa Vargo
- Olivia Vasenda
- Fernando Ventura
- Rochelle Wagner
- LaShonda Walker
- Timicka Washington
- Ashley Waters
- Jolie Jane Wells
- Alicia Werden
- Christina Westberg
- Kaisha White
- Breana Wilken
- Jacob Willis
- Ava Wilson
- Eleanor Wright

Student Nurse Externs

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

The 2025 cohort included 10 externs from nursing programs across the state:

- Nicole Adams
- Alexus Anderson
- Shae Baldwin
- Jasmine Bryant
- Emma Cohn
- Riley Cota*
- Jenna Kaul
- Riley Lair
- Anna Catherine Sosebee*
- Emily Wilson

Riley Cota and Anna Catherine Sosebee were named to the 1789 Society Nursing Scholars Program from the Medical Society of South Carolina and were hired as RNs by Roper St. Francis Healthcare after graduating from nursing school.



