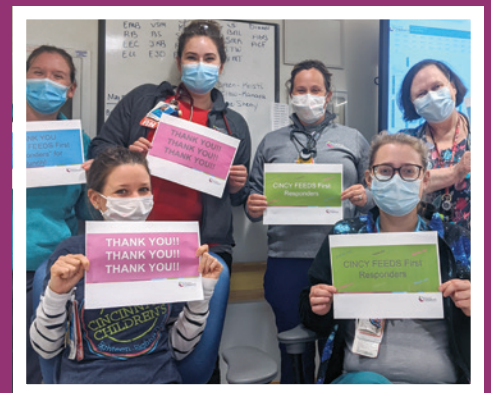
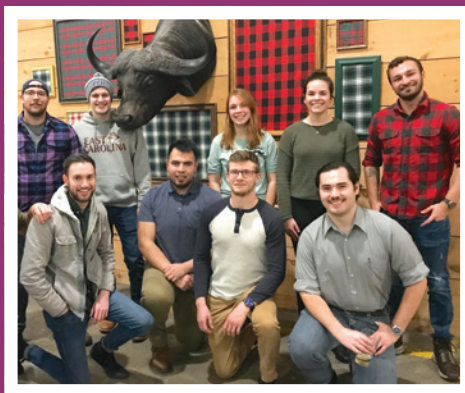




2020 Year of the Nurse



Special Greetings

We are honored to celebrate our nurses! This year, as a result of the COVID-19 pandemic, the world has gotten a deeper look at the extraordinary work nurses do. With awe, we have witnessed their exceptional skills, the patient advocacy that is embedded in their hearts, the emotional toll they face from a long, challenging shift, and the resiliency and courage they possess to get up and do it all over again the next day.

As more people came to appreciate the contributions of nurses, families in cities around the world began opening their windows at a designated time each day to applaud healthcare workers. In May, the Stinger Airmen from the Ohio Air National Guard flew over our medical center to salute those who tirelessly serve others. Letters of support from patients, families and volunteers came flooding in, as well as donations from numerous restaurants and food vendors to express gratitude and encouragement.

Our community was watching and cheering on our frontline workers, and so were we.

We are most grateful that our nurses choose to share their passion and expertise here at Cincinnati Children’s. With colleagues like this, we will be able to pursue our potential together, so all kids can pursue theirs.

Michael Fisher, President and CEO, Cincinnati Children’s Hospital Medical Center

Mark Jahnke, Chair, Cincinnati Children’s Board of Trustees

Jane Portman, Immediate Past Chair, Cincinnati Children’s Board of Trustees; Member, Board of Trustees

Beth Guttman, Chair, Cincinnati Children’s Patient Care Committee; Member, Board of Trustees

Table of Contents

Special Greetings	1
Welcome from the CNO	2
Meet Our Nurses	3
Looking Back: Wilma Anthony	5
A Nurse Takes Note: Jennifer Smith	6
Mental Health Matters: Brittney Jones	7
Tell Us Your Story	8
Night Shift	8
Vascular Access Team	9
COVID-19	11
Photos of Healthcare Heroes	11
Spotlight: Special Isolation Unit	13
Spotlight: Amber Antoni	14
Spotlight: Sarah Evans	15
Enhancing Our Voice Outside Our Walls	16
First Ladies Health Day	16
APRN HEROES	17
Heart Institute Summer Camp	18
A Day in the Life at the Juvenile Detention Center	19
Advancing the Profession	20
Nursing Profession Council	20
Men in Nursing	21
Innovation: VR Orientation	22
The Future of Nursing	23
Nurse Exchange Program	23
Nurses on Boards	24
Awards and Recognition	25

“Cincinnati Children’s is blessed with a dedicated and devoted team of nurses that make a difference in the lives of our patients and families every day. Thank you!”

— **Jana Bazzoli**, MBA, MSA, Interim Chief Financial Officer

Welcome from the CNO



Cincinnati Children's was absolutely thrilled to learn that the World Health Organization and American Nurses Association declared 2020 the International Year of the Nurse and Midwife in honor of the 200th anniversary of the birth of Florence Nightingale. **This year has been precisely that: the Year of the Nurse!**

It was Nightingale herself who said, **“Rather, ten times, die in the surf, heralding the way to a new world, than stand idly on the shore.”**

Our incredible nurses have been “in the surf” throughout the year, as COVID-19 came and turned our world upside down. Outside the hospital walls there were shortages of everything from hygiene supplies to cleaning and disinfecting solutions. Schools went to a virtual format and some parents began to home school. Many employees worked from home as their jobs allowed. Inside the hospital walls we had substitutions of patient care products as well as shortages of cleaning and hand sanitizer materials. Universal masking quickly became the norm as did temperature screenings. Social distancing necessitated reconfigured work spaces as well as meeting capabilities. We were living in a pandemic.

But our nurses never gave up. They brought their passion and boosted it into overdrive. They worked extra long hours taking care of the kids at Cincinnati Children's. They collaborated with our Emergency Management team to provide a voice for

our patients and frontline workers. They worked outside of their usual work areas to assure all our children were safely cared for. They offered emotional support to team members who were experiencing childcare challenges. They reassured families that they came to the right place and a safe place. They even managed to have fun at work! They were—and are—amazing. With our nurses' help, Cincinnati Children's not only rose to the challenge of the pandemic, but achieved so much, which is included in this celebratory edition.

This year has certainly tested us, but with flexibility, grace and compassion, our nurses have proven to be quite resilient, much like the kids we are so honored to serve. Congratulations to our 4,000-plus nurses! You are truly amazing and I am so proud of each of you.

With sincere gratitude,

A handwritten signature in black ink that reads "Barbara Tofani".

Barb Tofani, MSN, RN, NEA-BC
Chief Nursing Officer
Senior Vice President, Patient Services

“This is the Year of the Nurse, and it couldn't have come at a more appropriate year. Nurses everywhere have faced incredible challenges every day and made sacrifices in the service of others. There is a famous Maya Angelou quote, ‘People will forget what you said. People will forget what you did, but people will never forget how you made them feel.’ I wouldn't be surprised if she was thinking about nurses when she wrote it. Thank you!”

— **Steve Davis, MD, MMM, MS**, Chief Operating Officer

Meet Our Nurses

Kourtney Pickens, MS, MSN, RNC-NIC, CCM, APRN, NNP-BC



Area of Practice: Neonatology

How long at Cincinnati Children's:
1.5 years

Why Nursing?

My desire to become a nurse is directly attributable to the time I found myself as a patient. At the age of 7, I was hospitalized after experiencing severe pain in my side, which was subsequently

diagnosed as appendicitis. As such, the doctors performed a much-needed appendectomy. I am the daughter of two military veterans. At the time of my appendectomy, both of my parents were committed to serving our country. My dad was away on a temporary assignment in Hawaii, and my mom was busy with her military duties. During the period of my hospitalization, the nurses would often visit me in my hospital room, reassuring me that everything was going to be fine. The caring and nurturing I experienced from those professional nurses left a lasting impression.

Proud Moment: For my graduate capstone, I created a project on infant mortality in the African American community and its relation to trust in the healthcare system. I presented this project twice; once for Nursing Grand Rounds and again for a Cultural Competence in Healthcare symposium. After the presentation, an advanced practice provider shared how my presentation would change her approach with difficult parents and help break down walls that were built by distrust in the healthcare system. Knowing that I had an impact on at least one person's practice was an overwhelmingly proud moment.

Jenette Leigh Teves Tuada, BSN, RN



Area of Practice: Clinical Instructor, Pediatrics

How long at Cincinnati Children's:
13 years in the Gastrointestinal and Colorectal Unit as inpatient nurse. I also currently work as a Clinical Instructor as part of Good Samaritan College of Nursing. I take my group of students to our inpatient unit as part of their clinical

instruction to have hands-on experience.

Why Nursing?

To make a difference in each individual I come across with, all while being a steward of God's blessings. There's a Filipino joke that every parent wants their child to be a nurse. Joking aside, it was always something that I find that will give me joy in being able to help someone. I've worked with an awesome team of nurses, doctors and caregivers while being an inpatient nurse, and at the same time interacted with a diverse population even from outside the United States.

Proud Moment: When I received the Daisy Award from a family who appreciated all of the holistic care we provide at Cincinnati Children's.

Dan Henz, MSNA, CRNA



Area of Practice: Anesthesia

How long at Cincinnati Children's:
2 Years

Why Nursing?

My mom went back to school to support our family when I was 9 years old and became an LPN. A couple of years later, she returned to school become an RN, and this made a big

impact on me. During the summer between my sophomore and junior years of high school, my grandpa was diagnosed with cancer. My cousins, siblings and I helped care for him so that he could spend his final days at home. I started thinking of nursing as a possible career and even looked up different types of nursing fields and possible advanced degrees. This is also when I first read about nurse anesthesia and started making phone calls to programs to further explore nursing as a college degree. In high school, we were taught what it meant to be a "Man for Others" through service. I saw nursing as a profession that embodied the "Men and Women for Others" philosophy.

The last year has shown me what an amazing group of people I work with. Everyone has come together to make sacrifices so that we can continue to deliver the best possible care, all while keeping each other safe. Two hundred years after the birth of Florence Nightingale, and her words still are true to this day: "I am certain convinced that the greatest heroes are those who do their duty in the daily grind of domestic affairs whilst the world whirls as a maddening dreidel."

Carrie Romano, DNP, RN, CPN, CNL



Area of Practice: Ambulatory Services
Clinical Director for Gastroenterology, Hepatology, and Nutrition

How long at Cincinnati Children's:
31 years

Why Nursing?

I've always felt called to care for others and the nursing profession never fails to provide a venue through which I

can serve. I also love the challenges that come with navigating complex, dynamic systems. Nurses are well positioned and well equipped to impact complex issues with a holistic perspective. We build relationships and we hold sacred the trust that our patients and families and our coworkers and peers place in us. I can't imagine more gratifying and fulfilling work. Even on the toughest days, perhaps especially on the toughest days, I am grateful that I chose nursing as my profession. We have an opportunity to make a difference every single day.

Proud Moment: I'm most proud of those moments when I know I've had a positive impact on my peers. I've taken advantage of the tuition reimbursement benefit to earn my BSN and participated in cohort programs to earn my MSN and DNP,

which were all moments of personal pride. These moments inspired me to help others also take advantage of those life-changing benefits. At a recent professional development activity with my team I asked each person to share how they felt during our closing circle. One of our team members simply replied, "I feel like I am somebody." For a leader, it just doesn't get much better than that!

Barbara K. Giambra, PhD, RN, CPNP



Area of practice: Currently, Research. I study the impact of communication between parents of children with chronic conditions and their providers on family management of the child's care. I also work as an APRN in the Teen Health Center/Asthma Innovation Lab.

How long at Cincinnati Children's: 21 years

Why Nursing?

My Mom kept a drawing I did in 2nd grade that said, "When I grow up I want to be a nurse and a mother." She had it framed for me for my graduation from nursing school.

Proud Moment: Every day that I have the opportunity to answer a child or family's questions, ease their anxiety about their health or improve their communication with providers is a proud moment. My career has been long and varied, and I have loved every position I've held, working for the Visiting Nurses Association, in a pediatrician's office, Dialysis unit, several intensive care units, as an ENT APRN, an EBP mentor and now, as a nurse scientist. I have enjoyed learning from each family and colleague I've met along the way, and I look forward to what I will learn in the future.

Scott Richard Greenwald, MSN, RN-BC



Area of practice: Clinical Informatics Specialist on the Informatics Team. Also worked in the Pediatric Intensive Care Unit as a bedside nurse for 10 years.

How long at Cincinnati Children's: 14 years

Why Nursing?

I grew up wanting to help others in need. As a nurse, I get to help so many different types of people — patients, their families, other clinical staff, etc. I have always been in tune with technology, and nursing has so many opportunities. With my Informatics role, I get to support bedside clinicians every day to help make their jobs easier and the patients safer.

Cincinnati Children's has been a great place to work. I have helped families cope with loss of loved ones and helped children overcome illness and injury. I have been able to be part of many projects that have made clinical care safer, cost less, and saved the clinician valuable time so they can spend more time with their patients. I am always amazed at how

many people work together, in all different roles, to make it the best and safest place for our patients.

Piper Leigh Coleman, MSN, MPH, RN, CPN, CPHON



Area of practice: Education Consultant, Center for Professional Excellence

How long at Cincinnati Children's: I started in 1999, but I left for 2 years for graduate school and then returned.

Why Nursing?

My mom said I always cared for my younger brother when I was little. My

mother developed end-stage renal disease when I was going into high school and received a kidney transplant in 1995. I believe going through all of those times led me to nursing. Although I am not a direct care nurse, my "patients" are the frontline providers. I try to advocate for them when I am in meetings. I try to develop and deliver education that is clear and concise while explaining why it is important.

Proud Moment: One night shift my patient was extremely agitated, fussy, and would not stop crying. After calling the provider several times, I remember going to her labs and looking up every abnormal lab the patient had. I eventually figured out the patient was in metabolic acidosis. I notified the provider who agreed and treatment was started.

Vanessa Haywood, APRN-PNP



Area of practice: Anesthesia PACC

How long at Cincinnati Children's: 16 years (1 year as Patient Care Assistant, 13 years as nurse, 2 years as nurse practitioner)

Why Nursing?

The reason I became a nurse was simply for purpose. I always wanted a career that would allow me to see my

purpose, something that I could feel proud of. I was torn between being a nurse and being a teacher. Then in 2002, my younger brother Chris passed away from Fanconi's Anemia here at Cincinnati Children's right before his 22nd birthday. In that minute I knew my purpose. Chris had always talked about being a nurse and was enrolled in nursing school when he died. He always wanted to give back to the kids what he was given over the years. He did not get to fulfill his final purpose, so I am here to do this in his honor.

Scan the codes with your smart device's camera to learn more about two of our nurses.



Jenette Leigh Teves Tuada



Dan Henz

Meet Our Nurses

Looking Back

A nurse executive reflects on her career at Cincinnati Children's.



Wilma Anthony, MSN, RN, Assistant Vice President of Patient Services.

Anthony oversees all Psychiatry, both residential and outpatient, at the College Hill campus, Green Township Partial Hospital Program and Lindner Center of HOPE. Her 27 years at Cincinnati Children's have included many changes, but her passion for improving child

health remains unchanged. She indulged us in a stroll down Memory Lane.

What role did you start out in?

Patient Care Assistant/technician in the Emergency Department. Once I passed my NCLEX, I was hired into the Specialty Resource Unit (SRU) as a float nurse.

What other positions have you had here?

PCA/tech, charge nurse, nurse manager, nursing director

In what areas have you worked?

SRU included all inpatient units, adult hospice, geriatric and adult psychiatry at other hospitals part-time, agency nursing (in home care and a chemical addiction treatment center), case manager for Ohio Workers Comp, and adjunct clinical instructor for Mount Saint Joseph University.

Why did you want to be a nurse?

I was an adult learner and completed nursing school in my early thirties. I took a career assessment test and scored high in the healthcare professions. My Aunt, a retired licensed practical nurse, encouraged me to return to school and become a nurse. I wanted to become a geriatric nurse to take care of my ailing mother, but when I started my clinicals at Cincinnati Children's, it was love at first sight.

Tell us about a pivotal moment in your career and its significance.

I worked an evening shift with a new nurse who did not know much about our unit or our patients. I had to assume the role of mentor, educator, coach, preceptor and role model. All of



this while performing the task of charge nurse. Needless to say, we rocked it; we had no safety incidents, no unexpected outcomes, no restraints, seclusions or uncomfortable challenges. I found out later this nurse was our new boss, working to get an understanding of our division. He later called me (I was working PRN at the time) and asked me to apply for the charge nurse position at the new College Hill campus. First impressions can change your life.

What is one of your favorite stories of your bedside nursing days?

I purposely worked with a patient who verbalized certain prejudices and bias that he had been taught about black people throughout his life. My goal was to introduce to him a vibrant, positive, loving and resilient culture. He was an angry teenager who had a lot of misconceptions. By the time he was discharged, we built a very strong, constructive relationship and his views changed tremendously.

What kept you going during your hardest shifts?

My faith and belief that all things are possible. My mother use to say, "Nothing beats a failure but a try. If you are trying, you will never fail." Failure is not an option. My motto is, "What you are is God's gift to you. What you do with yourself is your gift to God." Life is too precious to waste on negativity!

A Nurse Takes Note

A patient reminds clinicians that mental illness can't be seen.

When **Jennifer Smith** saw the tightly-folded piece of paper on the floor of the Nephrology clinic late one afternoon, her gut told her to open it before throwing it away. Her instinct was right, as she discovered when she read the note that had been dropped by her teenage patient who left 15 minutes prior. The handwritten words said, "I am suicidal . . . I am really desperate and scared of what I might do to myself. Please help me."

Smith, RN, BSN, Nephrology and Ambulatory Services, said there were no noticeable signs of depression when she screened the patient just minutes earlier. That patient sat with their mother, smiled, made eye contact with Smith, and calmly described the health issue at hand. As Smith read the words of the note, she knew she had to get the patient back to the hospital. Within minutes she was able to reach the parents and instruct them to get back to the hospital, contact Social Work, and notify the Emergency Department and the Psychiatric Intake Response Center.

Thanks to Smith, the patient was signed into the Emergency Department, and later admitted and treated for depression with suicidal ideations. They admitted that if the note wasn't found, they had a plan to commit suicide the next day when they were alone.

Smith says this experience changed several things in her practice in the ambulatory care setting. "During my intake, I include not only the safety questions and abuse screening that are a part of every intake, but I also now ask if they have any thoughts of wanting to hurt themselves or others or any plans to harm themselves or others," she says. "I now ask the parent if they have any safety concerns for their child. I also do not assume that depression has a certain look or appearance. This patient had no certain look, did not act depressed or express this to me verbally or non-verbally. Yet [patient] left me a note that I thankfully found an opened."

Because of this nurse's intuition and crucial safety catch, the hospital established and implemented a new guideline, "Potential Suicide Patients in the Outpatient Ambulatory Setting." It is now part of the nursing practice.

"It really touched me and changed my life," said Smith. "I hope it makes us all more aware of all children and teens at risk of suicide and suffering from depression."



Between 2007 and 2018, the national suicide rate among persons aged 10–24 increased 57.4%

— National Vital Statistics Reports, Centers for Disease Control, September 2020

If you are in crisis, call the toll-free National Suicide Prevention Lifeline at 1-800-273-TALK, available 24 hours a day, 7 days a week.

Meet Our Nurses

Mental Health Matters

Advocating for adolescents' behavioral and emotional wellness is Brittney Jones' purpose.



Brittney Jones, MSN, RN, began her nursing career as a passionate advocate for adolescents with mental health and behavioral challenges at Cincinnati Children's College Hill Campus in 2013. She quickly demonstrated her leadership in assuming the role of charge nurse and is now a clinical manager for the inpatient adolescent behavioral health

units. Her advancement has groomed her into a valuable resource for staff.

"Helping a nurse to discover their own potential has always been one of my favorite aspects of the job," she says. "In my current position, I get to help staff on a larger scale discover this as well."

Helping adolescents realize their own potential and focus on their mental health is one of her aspirations too. "I believe that society as a whole is recognizing how vitally important mental health is to living a truly healthy, well-balanced life," says Jones. "From our ability to function in day-to-day activities to how our bodies heal from illness — there isn't a single thing we do that isn't affected by how our minds function. How we perceive our reality determines how we behave, relate and respond to the world around us," she said. "If our thoughts and behaviors are unhealthy, it makes even the most basic of functioning difficult."



This is especially true for today's children. "They are being exposed to so much more of the world around them through the Internet and social media that now, more than ever, we have to teach them the importance of a healthy mindset and strong sense of self," Jones said. "While children are resilient, it is important for them to learn to develop the healthy skills and habits needed to navigate the world around them now to better support them throughout their lives."

Jones said she feels privileged to care for the children of the Greater Cincinnati community. "The families of the children we serve entrust us with the lives of their most prized possession. I think when you work with children in any capacity, it's imperative you know the lasting effects your interactions will have in their lives. The things I do to better the lives of others will help plant the seeds for healthier living and stronger sense of self in our kids. It is a weighty responsibility, but it's one I am honored to have the opportunity to do here at Children's."

"Children are being exposed to so much more of the world around them through the Internet and social media that now, more than ever, we have to teach them the importance of a healthy mindset and strong sense of self."

"I believe that people who chose nursing as a profession are not simply choosing a job, they are answering a call.

To become a nurse is an active choice to care for others—as my mother would say, to be 'other' focused. There is something extra special about Cincinnati Children's nurses. It's an active choice to care for children and therefore carries with it an extra special responsibility. Cincinnati Children's nurses deliver on that responsibility day in and day out—delivering care to our most precious assets, our children. Thanks for all that you do, every day."

— **Beth Stautberg, Esq.**, Senior Vice President, General Counsel, Legal & Public Affairs

Tell Us Your Story

In the Wee Small Hours of the Morning

A late schedule brings balance to one nurse's life.

Night shift. For some nurses, the idea of working these hours can cause stress and anxiety. Working nights can be challenging in terms of developing a good sleep schedule and balancing demands of work and home. In addition, there can be a perception that there is less support and resources around for those working nights. However, others have discovered and embraced the benefits that this schedule can offer. For **Eric Fries, BSN, RN, CPN**, night shift has provided career opportunities that have supported him both personally and professionally, and there is no other shift that he would rather work. "Night shift is where my people are," he says.

Upon graduating from the University of Cincinnati, Fries took a position at Cincinnati Children's as a nurse in the Specialty Resource Unit (SRU). According to him, being a SRU nurse has "far exceeded" his expectations. In this role, he is able to provide care across 17 inpatient units. In addition, after gaining skills and experience, Fries joined a specialty team within the department, known as the SRU Trauma Core Nurse team, where he responds and provides care during trauma activations in the Trauma Bay of the Emergency Department. He has been able to achieve this, and more, all while working nights.

As a nurse on night shift, he recognizes both the benefits as well as challenges that come with working these hours. "I feel that working night shift allows for a more close relationship

with my patients," he says. "During the day there are so many different ancillary staff who, while absolutely necessary, can divide the patients' time and you may miss one of the bonding opportunities presented. Night shift also tends to be a more calm experience for staff and patients alike."

This "calm" can also allow for more time to refine clinical skills. It can be especially helpful for new graduated nurses who are developing their practice. The slower pace offers uninterrupted time to ask questions as well as to review practices and policies. For Fries, working nights also has created a balance between his work and home life, giving him more time with his family.

As for the challenges, such as accessing certain services and/or supplies that can be limited overnight and maintaining good sleep habits, many units have worked to address them. SRU has focused on creating a strong network of support that is maintained both on and off the clock.

"As a group, we reach out to each other for help when approached by either difficult or new scenarios," Fries says. "We also try to coordinate and eat lunch together on a unit we've floated to. One of my favorite ways we stay connected and socialize is the SRU Breakfast Club. Whenever we can, we meet up at a local breakfast spot after our shift to decompress after a long night. This has been particularly helpful in allowing newer SRU nurses get acquainted with others."



"In all of the unexpected twists and turns of 2020, one constant was our nurses' commitment to our patients. Thank you for going above and beyond every day!"

— Marianne F. James, Senior Vice President, Information Services, and Chief Information Officer

Tell Us Your Story

A Family Affair

Vascular Access Team nurses' children follow in their footsteps.

Vascular Access Team (VAT) nurses **Darcy Doellman, Adam Neu, Karen Rosenbalm and Jamie Webb** have had incredible and influential nursing careers. Throughout the years, you may have worked alongside them in the Neonatal Intensive Care Unit (NICU), Operating Room, or even read a story or two about their nursing skills and ability to place an IV in a famous hippopotamus calf, Fiona. Aside from their practice, these nurses have something unique in common. Through their love and passion for nursing, they all inspired their children to follow in their footsteps. Teri Fetters, while not a VAT nurse, shares a similar situation as she inspired not one, but two of her daughters to become nurses—one of whom happens to serve on the VAT. For these parents, not only did their children pursue a career in nursing, they all joined the Cincinnati Children's family as well.

Karen Rosenbalm and Brittany Robinson



Karen Rosenbalm, Vascular Access Team
21 years at Cincinnati Children's

Brittany Robinson RN, BSN, CPN, Same Day Surgery
10 years at Cincinnati Children's

What did you see in your mom that made you know that you wanted to pursue Nursing?

Brittany: "I loved hearing stories from the NICU about little babies who were so sick and learning about what was done to help them. I thought it was so amazing to know how to help someone in such a profound way. The older I got, the more I realized the impact nurses have on these families in their most desperate times. And what a gift to hand them back their child whose life you played a part in saving or bettering. It's a calling, for sure, but mostly it's an honor and privilege to serve our patients and their families."

Humorous moment as told by Brittany:

"I spent my first 8 years at Cincinnati Children's working in Specialty Resource Unit (SRU). I frequently precepted new nurses and whenever we would run into my mom, she loved introducing herself to them as my sister. A few times she snuck that intro in when I was not around to correct her. She always got a good laugh out of it and it usually embarrassed my orientee a little when they finally figured it out."

Jamie Webb and Mallory Webb



Jamie Webb, MSN, RNIII, VA-BC, Vascular Access Team
19 years at Cincinnati Children's

Mallory Webb, BSN, RNII, CPN, A7C1 (Endocrine and Complex Airway), 5 years at Cincinnati Children's

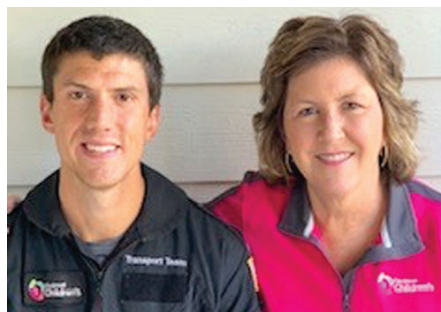
What made you want to go into nursing?

Jamie: "I went into nursing because I love to take care of others. I specifically went into pediatrics because children are so resilient, tough, and say the funniest things!"

If you could give advice to your daughter, what would you say?

Jamie: "I would say keep reaching for more, and keep growing in your nursing career. Encourage others to do the same. The field of nursing is always advancing and improving. Keep going to school and learning new skills."

Darcy Doellman and Chad Doellman



Darcy Doellman, MSN, RN, CRNI, VA-BC, Vascular Access Team
37 years at Cincinnati Children's

Chad Doellman, BSN, RN, Transport Team
10 years at Cincinnati Children's

What does it mean to you to have Chad follow in your footsteps?

Darcy: "It makes me very proud of his accomplishments and knowing that Chad will continue to use his knowledge and skills to make an impact that truly matters for patients and families."

Why did you choose nursing?

Chad: "Hearing the impact nurses make on a daily basis made me want to pursue a career in the profession."

McKenzie Deeds, Teri Fetters and Molly Duzan



McKenzie Deeds, BSN, RNC, Vascular Access Team
5 years at Cincinnati Children's

Teri Fetters, MSN, RN, CPN, Care Management (CBDI)
29 years at Cincinnati Children's

Molly Duzan, BSN, RNII, BSN, CPN, HNB-BC, CCRN-N,
Transport Team
6 years at Cincinnati Children's

Why did you choose nursing?

Molly: "When I was born, I had to spend some time in the NICU at Cincinnati Children's. Growing up, my mom would tell me stories about how the nurses would take care of me. Ever since I can remember, I have always wanted to be a nurse and care for others the way my nurses cared for me. The Cincinnati Children's Transport Team transferred me from my birth hospital to the NICU. When I graduated nursing school, my first job as a nurse was in the NICU and now I currently work on the Transport Team. In short, the two departments where I have worked as a nurse at Cincinnati Children's, I was also a patient!"

What makes working with your children so special?

Teri: "We have a unique story as McKenzie is not only a nurse at Cincinnati Children's, but also a cancer survivor. Not once, but three times. She was diagnosed with Hodgkin's Lymphoma (treated at Cincinnati Children's) at 19, and has relapsed several times requiring a bone marrow transplant. Her bone marrow donor was her identical twin, Molly. As a family, we have spent countless hours/days/weeks/months at Cincinnati Children's, not only receiving care, but giving the exceptional care back that was given to our family."

On Twinning:

McKenzie: "Some of the bedside nurses think that I work on both the Vascular Access Team and the Transport Team since Molly is a Transport nurse. They will make comments saying, "How do you have time to work on both teams?" It always makes me laugh to see their reactions when I tell them that I have an identical twin who works on the Transport Team."

Adam Neu and Ryan Neu



Adam Neu, RN, BSN, Vascular Access Team
28 years at Cincinnati Children's

Ryan Neu, Emergency Department
6 years at Cincinnati Children's

On Nursing:

"I didn't grow up even knowing that nursing was a job option for males. I don't think I ever saw a male nurse until I was in my twenties. My kids grew up seeing me in the career and it feels good that what Ryan saw influenced him into becoming a nurse. It's good to know that when he goes to work, he is able to take care of people who need his help."

How did your Dad inspire you to become a nurse?

Ryan: "Growing up, I was able to listen to the stories my dad told about his work. I remember feeling inspired by the impact he seemed to be able to make on the families he worked with, and hearing how rewarding and interesting his work was. He was able to see and experience new and exciting things every day."

Cincinnati Children's strives to provide family-centered care.

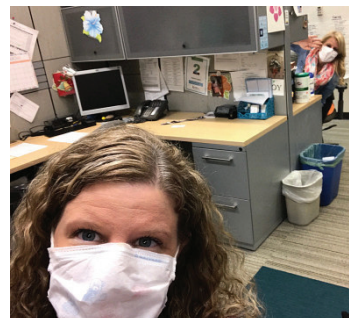
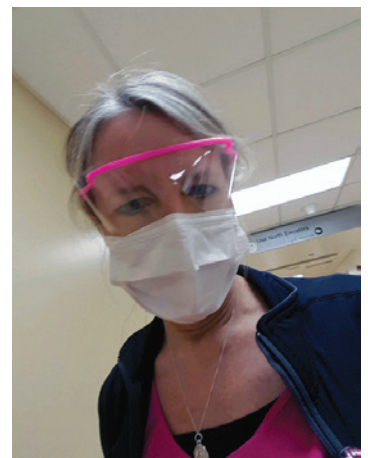
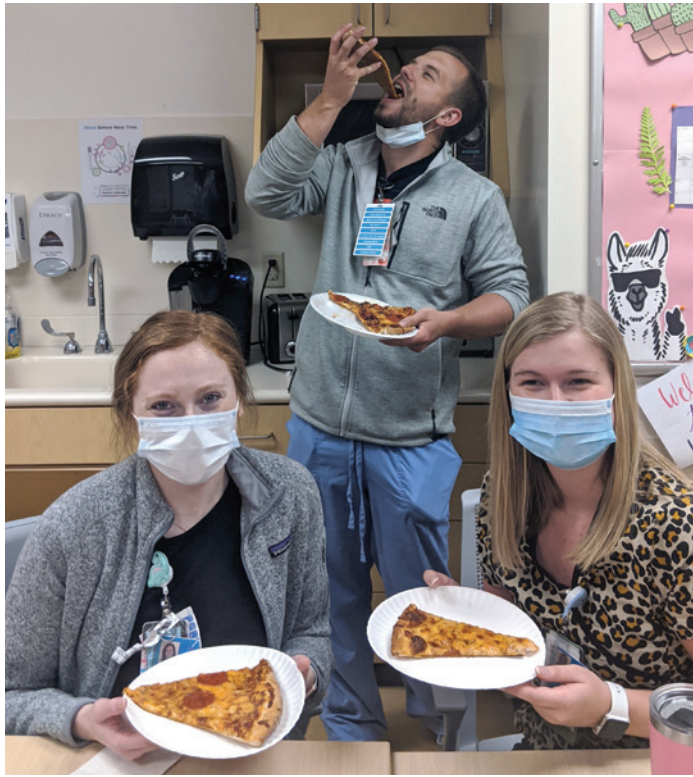
For these families, and many others, that phrase holds even more meaning. For these parents and their children, they are now working as peers, cheering each other on, and walking beside one another as they continue to change the outcome, together.



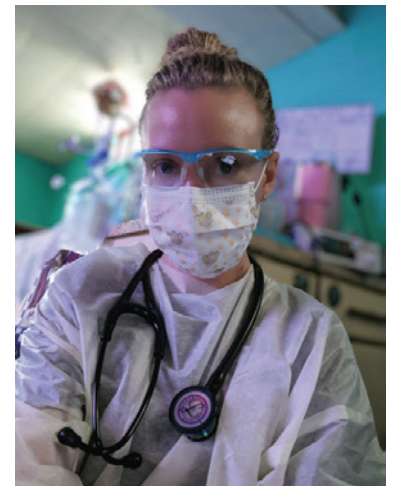
Scan this code with your smart device's camera to learn more about two of our families—Brittany Robinson and Karen Rosenbalm and Adam and Ryan Neu—in a video.

Working Through a Pandemic

Healthcare Heroes



Scan this code with your smart device's camera to watch our 2020 Nurses Week video.



“Our nurses reflect the true spirit of our value to make a difference. Throughout this year they have been dedicated to compassionate care despite the unprecedented circumstances. I am grateful for their commitment and service to our patients and families every day.”

— **Nerissa Morris**, Senior Vice President and Chief Human Resources Officer



Working Through a Pandemic

Better Together

Saluting the heroes of the Special Isolation Unit

On March 15, **Julie North, MSN, RN, CPN**, clinical manager of the Specialty Resource Unit (SRU), and **Van Romer, RN**, educator, SRU, were helping get everything ready to launch the Special Isolation Unit (SIU). Its story is one of agility, problem-solving—and most of all, selfless teamwork.

“It occurred to us to throw together half a page of guidelines to make things easier for our staff,” said North later in April. “And now it’s just a few weeks later, and we’ve worked through nearly 15 pages of it! That is how many things we’ve quickly figured out together. It’s really amazing.”

The area that became the SIU used to be an Interim Placement Unit (IPU), an area used for patient overflow when census is high and bed spaces are tight. But before the area could become the SIU, senior leadership had to figure how to transform the unit to negative pressure isolation in order to help contain potentially infectious particles, and how quickly they could do it. To make that happen, Christy White, MD, associate chief of staff-inpatient, facilitated and reported conversations every day with senior leadership.

Initially, only one of the rooms on IPU fit that requirement, but the unit had the capability to transform all the rooms. This also proved to be a logistical challenge, as the unit had to be completely vacated of patients for this to happen. “That’s quite a feat when you’re just over census,” said Lori Puthoff, BSN, MSN, RN, clinical director for SRU, Managers of Patient Services, and flow coordinators.

The next hurdle to address was Personal Protective Equipment (PPE), what to wear and when to wear it. The SIU team spent hours working with Infection Control and Occupational Health and Safety to identify the proper protocols. Sara Cooper, manager of operations, was instrumental in making this happen. She worked with everyone to ensure that all the correct PPE was there for the people who needed it.

Then, the team quickly pulled together videos and posters and provided training for super-users to help ensure everyone was wearing the correct PPE. Within days, more than 60 staff members had volunteered to become super-users.

The success of the SIU’s launch can be attributed to the agile team of dedicated employees who have stepped up and brought it to life in a very short period of time. “Within a few days of getting a team together, we scheduled a conference call,” said North. “We had at least 40 or 50 people on the call—and it’s because they all wanted to be there, get on the same page, and do the right thing. Everyone has been adaptable and flexible. It’s really been a team effort.”

Looking Out for Each Other

The team took everything in stride, working closely together to provide optimal care to patients while also ensuring they were keeping one another as safe as possible. “Their willingness to come back the next day, ready to take on anything that comes their way, is admirable,” said North.

This seamless teamwork and work ethic positively influenced the patient experience as well. “I have had several patients on the SIU for COVID evaluation and want to call out the staff’s outstanding care, professionalism, and compassionate support of patients,” said John Perentesis, MD, FAAP. “They convey excellence and reassurance.”

The team has worked through growing pains with a collective goal to make this the best possible experience for patients, families and their peers. “It truly is an honor to work with this amazing crew,” said North.



Some of the members of the SIU (l-r): Rachel Thompson, health unit coordinator; Kristen Kellogg, RN; Kylee Denker, RN; Joanna Matheny, RN; Kristina Taylor, RN; and John Pfeffer, respiratory therapist

Nurse Leader Promotes Readiness and Responsibility

Emergency Management played a major role in 2020



Amber Antoni, MSN, RN knows how to handle a crisis. Just ask anyone who's worked with her during the COVID-19 pandemic. Cincinnati Children's director of Emergency Management previously served as the regional healthcare coordinator for The Health Collaborative, where she worked with all of the hospitals in eight counties of Southwest Ohio, Northern Kentucky and Indiana.

Along with that experience, she brings a deep knowledge of the medical center, where she began as a nurse in the Pediatric Intensive Care Unit in 2005. She advanced to charge nurse, then to the Managers of Patient Services (MPS) staff.

"My interest in emergency management was sparked as an MPS," said Antoni. "So when a position opened up at The Health Collaborative, I applied. My duties there included administering healthcare preparedness grants via the Office of the Assistant Secretary for Preparedness and Readiness (ASPR) and working with the Ohio Department of Health on statewide and local preparedness exercises."

A Different Approach

Historically, emergency preparedness has been described in terms of disasters—tornadoes, fire, epidemics, chemical spills—where the damage is acute and widespread. But, as we saw with the COVID-19 pandemic, it's more than that. Antoni is concerned with anything that impacts the medical center's normal operations, including issues that could adversely affect its reputation.

"It's a continuous cycle of mitigation," Antoni explained. "Ideally, we are mitigating to a point where our risk is minimal to nonexistent. But we're also preparing for and responding to events and then focusing on recovery. Much of my role is serving as a liaison and a resource to empower leadership and staff to continue the cycle on their own."

Defining Goals

Since her return to Cincinnati Children's last year, Antoni has been visiting with multiple teams to assess the emergency preparedness processes and identify strengths and opportunities for improvement. Her main message for staff is ownership.

"Emergency preparedness applies to you—even if you think it doesn't," she said. "It's important to know your evacuation routes, your resources and what types of precautions apply to your area so you can be prepared."

She urges staff to stay educated, since processes can change over time, as they have with the pandemic. "Keep up with your operations plan and what you, as an individual, should do," she said. "It's part of our 'Safer Together' culture to ask questions and to speak up when something feels unsafe. Emergency preparedness is a team concept, especially when it involves a large-scale event."

Since the COVID-19 outbreak, Antoni has had more opportunities to see and share her expertise with staff. She wants everyone to have the tools they need to be the safest they can be.

"My goal is that Cincinnati Children's will be the safest place for our staff and families," she said, "and that, during any event, we will be able to provide optimal care to our patients."

"Throughout my career nurses have been invaluable partners in patient care and have contributed greatly to my education on the caring and compassion that are at the core of our profession. During the pandemic they have exemplified leadership, courage and expertise from their senior most leader to their frontline staff. We are extremely fortunate to have such a talented nursing staff here at Cincinnati Children's."

— **Dan von Allmen, MD.**, Surgeon-in-Chief and Senior Vice President, Surgical Services

Working Through a Pandemic

Thinking Creatively During COVID-19

One home care nurse revamped daily tasks and improved outcomes in the process

Our nurses have demonstrated, especially during a global pandemic, that crucial healthcare work frequently takes place beyond the hospital walls. And when those environments beyond the walls are uncontrolled, such as those of a home care nurse caring for various complex patients, the nurse operates in a highly vulnerable position. **Sarah Evans, BSN, RN III**, Home Care Agency, regularly puts herself on the frontlines of the Greater Cincinnati community, but during this uncertain time she stepped up and provided leadership and direction without hesitation—all for the sake of improving child health.



Evans was awarded a Mount Saint Joseph University Leadership in Nursing Award in October.

“We really are trying to work as a team, especially in Home Care, because we are outside the hospital. We’re trying to bridge the gap between hospital and the home and make sure those patients can stay home and be safe,” she says.

During the pandemic Evans made a significant positive impact on patient care and the nursing profession by ensuring expert pediatric nursing care was uninterrupted for complex pediatric patients at home. Visiting multiple patients per day to administer home infusion and provide central line care, she made infection control practices her number one priority, mitigating the potential transfer of COVID-19 across home settings and ensuring the safety of patients and their families.

She went above and beyond during this unprecedented time to assist clients, colleagues, and Cincinnati Children’s by successfully orienting a new nurse to the Home Care Agency field nurse role without any increase in orientation time. Even more challenging was the communication barrier that masking presented for the orientee’s hearing impairment. Ever the

problem solver, Evans modified her teaching to accommodate the nurse’s learning needs. Social distancing prohibited the new nurse and her from driving to home visits together, a time that is typically used for teaching and follow-up training. Evans proactively ensured the new nurse was acclimated to needed patient experiences while maintaining the new nurse’s safety. This successful onboarding revealed her top-notch leadership, compassion, and outstanding organizational skills.

She also brings resourcefulness to positive patient outcomes. The Home Care Agency often serves patients for whom it is difficult to start a peripheral IV. These patients typically need ultrasound or other technology available in the hospital to obtain access. During the pandemic, she understood that patients prefer to get their infusions at home in a place where they feel safe and less exposed to potential transfer of COVID-19. Thinking creatively and utilizing every resource to achieve good patient outcomes, Evans used a Wee Light Transilluminator, typically used on infants, to place an IV on an older pediatric patient. She thought the Transilluminator, although designed for infants, may help her see the veins better, and she was right. Her innovative thinking proved to be successful, and she obtained access. Evans also had an orientee with her for this visit, to whom she provided teaching and coaching while modeling nursing vision.

From the outset of the COVID-19 pandemic, the Home Care Agency continued to see patients in their homes; in fact, their nursing services were increased to accommodate care transferring from the inpatient and ambulatory setting to the home. Concurrently evolving knowledge of COVID-19 resulted in changes in PPE requirements, infection control practices and risk assessments prior to beginning home visits, as well as increased staff concerns for their own health and wellbeing as they moved through the community providing care. Evans remained a positive force during the entire experience. She rallied the team to stay positive and focused on the Home Care mission, “Because kids belong at home.”



Scan this code with your smart device’s camera to learn more about Sarah in a video.

Outside the Hospital Walls

Looking Out for the Community

Nurses volunteer administering flu shots to the public

It's a year that could have easily put a pause on the **First Ladies annual Family Health Day**. Instead, on an early October Sunday, hundreds of families turned out to protect themselves from the flu in the midst of a pandemic. Addressing health disparities and connecting children and families to critical health services, the First Ladies Health Day is a collaborative event by Cincinnati Children's, the First Ladies for Health Initiative and a host of health organizations making a huge health impact to the community.

The First Ladies is a group of women representing Cincinnati area churches and the wife of Cincinnati Mayor John Cranley, focused on health and wellness in underserved communities. The events are typically held in area churches, providing the opportunity for congregations to receive a flu shot during the worship service. Of course, the COVID-19 pandemic required the groups to find an alternative plan. Health Day was hosted in nine locations in greater Cincinnati, including elementary schools, recreation centers and churches, and more than 350 shots were administered. Cincinnati Children's partnered again with Kroger to offer flu shots at no cost, for anyone who wanted one.



Previous Family Health Day volunteer **DeAnna Hawkins, DNP, RN, NEA-BC**, Assistant Vice President of Patient Services and a nurse for 23 years, knows that in order to improve child health, we must consider the social determinants of health.

"Health and wellbeing is an important part of our day-to-day lives and our communities, as is faith and place of worship being an important pillar in the community," she said. "This initiative is important because it allows Cincinnati Children's to provide education and vaccinations for the annual flu shot in our communities. These strong community partnerships help promote and achieve health and wellbeing in our communities."

This year's event also included drive-up COVID-19 testing. "We identified neighborhoods with especially high COVID-19 positivity rates and made sure we were there," said Cranley. "We not only got people from the targeted neighborhoods but were able to draw people from Indiana and Kentucky. So we expanded our reach. It was a great day."

In many cases this year, families with children of all ages showed up and waited to get a flu shot. "There were no in-person church services," said Barbara Lynch, co-chair, First Ladies for Health. "We didn't have the built-in audience that we normally have on Health Day. The people who came had to make a special trip, and that was meaningful."

"Promoting health and health equity as healthcare professionals, particularly as nurses, is essential to improve the culture of health and wellbeing of individuals, communities and populations," said Hawkins. "I reach back to give back because I am a proud product of our Cincinnati communities."



"Cincinnati Children's pediatric nurses are especially appreciated, as they take care of both the children we serve and their families as well."

— Beth Guttman, Chair, Patient Care Committee

Outside the Hospital Walls

Super HEROES Among Us

Advanced practice providers partner with EMS to save the day for complex care patients.



At Cincinnati Children’s, we encounter superheroes every day — superheroes of all sizes, ages and backgrounds. From the patients and families we treat to the staff who care for them, it doesn’t take long to encounter magic within our walls. So it is no surprise that our teams work to expand their superhero reach to help improve care beyond the hospital walls when they see a need arise.

Such was the case when the Children’s Home Environment Readiness Outreach for Emergency Services (HEROES) program was established in 2017. The program was created to help provide collaboration and support between Cincinnati Children’s providers and community Emergency Medical Services (EMS) providers who help to take care of some of the hospital’s Children with Special Healthcare Needs (CwSHN).

Providers at Cincinnati Children’s, including **Mark Washam, APRN**, noticed that our “hand-off” process for patients didn’t reach everyone it needed to. “I realized that we spent time handing off patients to other providers who would care for them and we told families to call 911 for emergencies, but no hand-off was given to EMS,” he says. “EMS has limited pediatric training/experience and nearly none with complex needs.” Washam and others from the Cincinnati Children’s team, including Katherine Hilligoss, APRN, were able to develop a



program that focused on providing specialized training and education while opening the lines of communication and building trust between these community teams and families.

One of the original team members, Hilligoss saw how impactful and important the HEROES program could be for patients. “These kids are so medically complex that it isn’t a matter of if they will have to call 911, but when they will have to call 911. By establishing this line of communication and providing important patient information prior to an emergency, we can truly impact the outcome for these patients and families.”

Over the past few years, the HEROES program has taken off and developed even further. Even with a global pandemic, Hilligoss says that the team is continuing to change the outcomes for patients through innovative ways. “With the pandemic we were forced to move to a virtual platform, and honestly it couldn’t have gone better. I think it has allowed us more flexibility with the visits and the response has been excellent from families and EMS.”

Both EMS and community providers have expressed how helpful this program has been in reducing their stress and anxiety around the care for our highly complex patients. “It’s very rewarding and uplifting to extend Cincinnati Children’s into the community and to help ensure positive outcomes for all of our complex kids,” says Hilligoss.

As any superhero can tell you, no task is too big or too small when someone is in need.



Happy Campers

The Heart Institute's summer program allows patients to get outside and be kids.

Summer camp is a place filled with laughter, community, friendship and, for Cincinnati Children's Camp Joyful Hearts, an abundance of shaving cream. For more than 15 years, the Heart Institute's annual retreat has given both patients and staff a chance to get outside and bond beyond the bedside.

Each year, more than 150 cardiac patients from all across the country gather for a fun-filled week of activities such as swimming, high ropes, campfires and the ultimate shaving cream war. Many of the healthcare team members from Cincinnati Children's, who care for these patients throughout their lives, volunteer each year to help staff the program.

For many nurses, like **Mackenzie Newman, RN**, it is the highlight of their year. "My favorite part of the week is getting to see so many connections begin – first time campers exchanging information to keep in touch, parents meeting other parents and creating family bonds that last for years, and campers that grow up to be counselors and leaders for this tight-knit community," she says.

A pediatric cardiologist and pediatric cardiology nurses are on-site 24/7 to help ensure all care needs are met and that the kids can just be kids. Gina Osterbrock, RN, has cared for many of these children during their toughest battles in the Cardiac Intensive Care Unit (CICU). For her, the camp experience not only lets her bond with the campers, but helps her to gain new perspective and appreciation for her role in their life. "After being at camp and going back to the CICU, you really understand more about what these kids need to get back to their baseline. We can see what their life is like outside of the hospital and how we can rehabilitate them inpatient based on that knowledge."

The nursing and healthcare volunteers are the behind-the-scenes backbone that allows these complex patients to get the most out of their experience. "We are organizing medications for 20 to 30 campers, sometimes giving 10 to 15 pills at a time," says Osterbrock. "We are chasing down campers in the pool to take afternoon medications. We get calls in the middle of the night because pumps are beeping in the cabin."



For others such as **Leah Mousa, RN**, that work is nothing compared to the benefits of seeing these kids form new friendships, build confidence and feel comfortable in their own skin. "It doesn't get much sweeter than seeing these children laugh, challenge themselves, feel included and feel seen for something other than their health conditions," Mousa says.



Camp Joyful Hearts truly lives up to its name for those who attend. For many of our Cincinnati Children's staff, it is an opportunity to take a step back and really remember why we do what we do, to help change the outcome for every child and family for whom we have the privilege to care.

Outside the Hospital Walls

A Day in the Life

Detention center nurse sees her purpose in area youth.



Holly Norman, LPN, Division of Adolescent and Transition Medicine, has worked in Juvenile Corrections for 23 years and her passion to be connected to the youth in the community has kept her in this specialty. She is trusted and respected by both correctional officers and medical colleagues, but more importantly by the youth she cares for.

Norman fosters that trust through relationship building that starts with the initial intake assessment. This assessment takes place within the first few hours after the child arrives at the Hamilton County Juvenile Court Youth Center. During this time, she evaluates and screens for medical history, family history, drug or alcohol use, sexually transmitted disease, suicide potential, medication use and risk of harm to oneself or others. Norman thrives on providing a friendly and open environment for the youth in her care. She serves as an advocate through her interactions with parents, court services and lawyers. She is known to wear many hats at one time, but care, compassion and advocacy are in the forefront.

After becoming a nurse aid, she enrolled in the Cincinnati Public School of Practical Nursing. Upon graduation, she found employment with the Hamilton County Juvenile Court system, providing care to the youth who were spending time at the detention center. Over time, the medical and nursing care transitioned from Hamilton County to Cincinnati Children's.

Norman takes pride in the care she provides the youth of Cincinnati. She knows the impact she is having when she sees changes in the kids, especially outside the facility walls in the neighborhood. "The kids know who is there to help them, those who are genuine in their compassion," she says.

Her love for this work and environment is felt in every word she expresses and every action she takes. She knows that she is meant to be a community nurse. The youth of the city are in great hands under the care of Holly Norman.



"I cherish the relationships I have built with nurses during my tenure here at Cincinnati Children's. They have taught me, tolerated me, guided me and supported me in so many ways. I am grateful for the tremendous dedication they have for all of our patients and their families."

— **Patty Manning-Courtney, MD.**, Chief of Staff

Advancing the Profession

Enhancing the Voice of the Nurse

Nursing Profession Council fosters collaboration on improvements to the nursing field.

Nurses are strong, resilient and essential, as we have seen without a doubt in 2020. The profession is also essential and an ever-evolving field with a variety of roles with diverse qualifications and responsibilities that span the continuum of care. Cincinnati Children's Nursing Profession Council (NPC) has been an essential space for nurses, integrating the Interprofessional Practice Model (IPM) in decision making, coordinating care and advocating for patients, families, colleagues and the nursing profession. The NPC provides a forum for nurses to be catalysts for comprehensive, multi-faceted, systematic change, and to practice according to professional standards.

The profession-specific council is comprised of a mix of frontline nurses and nursing operational/educational leadership from all service lines that collaborate on improvements to the nursing profession with a goal of promoting the advancement, retention and recognition of nurses, as well as providing guidance for nurses to uphold the strong foundation of the profession.

NPC Clinical Nurse Chair **Jodi Owens, BSN, RNII**, describes NPC's impact on her professional development. "NPC has allowed me to grow, both professionally and personally," she says. "It has been a privilege and an honor to be a part of, and has allowed me to step into a leadership role. I have learned so much from my peers—leaders, mentors, professors, practitioners, managers, directors, administrators, educators, consultants, scientists, ethicists—dozens of specialties, titles and work environments—who have each in their own unique ways contributed to my growth as a nurse leader. I have gained a far greater understanding of the health care system than I ever would have without my participation in NPC."

By being included in the Shared Governance structure within Cincinnati Children's, nurses are given the opportunity to lead efforts on behalf of their cohorts that advance healthcare across the organization and into the communities in which we serve.

NPC's goal is to have registered nurses practice at the top of their licensure, and for this reason NPC is responsible for reviewing the American Nurses Association (ANA) Code of Ethics and the ANA Scope and Standards of Practice annually to ensure compliance within the organization. With 50% of frontline nurse representation, NPC is also the forum used to review and revise the Cincinnati Children's Nurse Staffing Plan to maintain compliance with the Ohio Safe Nurse Staffing Law.

As a leader of NPC, Clinical Director Chair **Lori Puthoff, MSN, RN, NMF, NE-BC**, shares this advice for her peers in the nursing profession: "To improve health care, we have to think about nursing delivery much differently, and that begins with each of you."

To promote the professional practice of nurses and to support retention, NPC manages nursing awards such as Daisy, Daisy Nurse Leader, B. Robison Sporck and the Susan R. Allen Leadership Awards, as well as makes plans for the annual Nurse Week celebrations.

According to NPC's Clinical Manager Chair **Brenda Mott, BSN, RN, BMTCN**, "The future of NPC will continue to promote and guide the essence of the nurse. The nursing profession has been a respected career, but this year has shown the world that nurses are stronger than ever."



"Our nurses have done an amazing job and risen to many challenges over the past several months. They have maintained a high level of care and compassion for patients, families and each other."

— **John McAuliffe III, MD**, Anesthesiologist-in-Chief

Advancing the Profession

Band of Brothers

Two men bond through a professional male nurse organization, which also shapes their paths.

Sometimes the stars align and you are in the right place at the right time to meet people who can affect the course of your life and set you on a path for success. This is what happened for two nurses who had the good fortune to meet through their involvement in the American Association of Men in Nursing (AAMN). AAMN is an organization that has sought to shape the practice, education, research and leadership for men in nursing while promoting issues related to men's health. For **Benjamin Miller, RN, BSN**, and **Matt Bryson, RN, BSN**, it has provided friendship, along with personal and professional growth opportunities. These opportunities have impacted the care they provide at the bedside as well as their ability to positively influence the experience of other men in the profession. Currently both Miller and Bryson are on the Board of the Greater Cincinnati Chapter of AAMN.



Benjamin Miller, RN, BSN, and Matt Bryson, RN, BSN, at the AAMN Conference.

Bryson's involvement in AAMN started early in his career, after he began working at Cincinnati Children's as a nurse in Psychiatry in 2018. The friendship and mentorship he has found within AAMN have left a lasting impact on his career. This encouragement has led him to seek professional growth opportunities, which have included a transition to a nursing position on the Neuro/Trauma Unit, recently obtaining his Bachelor of Science in Nursing from the University of Cincinnati, as well as planning to pursue further education in a Master's program.

Similar to Bryson's experience, Miller's involvement in AAMN began early on. As a nursing student at Eastern Carolina University, he joined the university's chapter of AAMN,



eventually becoming chapter president. "It creates great networking and educational opportunities, and it empowers nurses to cultivate a diverse and more representative workforce for our patients," Miller says. It was this opportunity to network that led him to attend the 2018 AAMN Conference. At this event he crossed paths with Bryson, who was working a Cincinnati Children's booth. The connection Miller made with Bryson and others from the Cincinnati Chapter of AAMN ended up changing the trajectory of his career and life.

Following the conference, Miller was recruited to Cincinnati Children's, where he accepted a position in the Cardiac Intensive Care Unit (CICU). This opportunity in Cincinnati also led him to meet the woman who became his wife. Miller continues to be involved in AAMN and is currently the Chair of Social Media and Outreach for the Greater Cincinnati chapter.

For both Miller and Bryson, involvement in AAMN led them to make professional and personal connections that are fulfilling pieces of their career paths as they work to shape the future of the profession.

Learn more about AAMN at <https://www.aamn.org>.

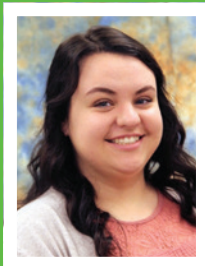


Scan this code with your smart device's camera to learn more about our male nurses in a video.

Innovation: VR Orientation

Enhancing RN Orientation with Technology

Virtual reality helps a new nurse learn the ropes.



For **Andi Taney, RN, BSN**, the journey to becoming a Cincinnati Children’s nurse in the Transitional Care Center started as a young child. During grade school and high school her grandmother lived with her family. Through the years, her grandmother’s health declined and she had many trips to the hospital, to the rehabilitation facility,

and then back home again. When she was home, Taney would be the one to help her with day-to-day activities and medications. She enjoyed being able to provide this care for her, and it was rewarding to be someone that her grandma could depend on. There were times when her grandmother would spend weeks at the hospital, and the one thing she always told Taney was how one nurse could change her entire day.

Part of being able to make a difference as a nurse is being able to gain the knowledge, skills and experience that will empower them to provide safe and effective care at the bedside. During her orientation, Taney was able to participate in a study using virtual reality that has positively impacted her learning as well as given her confidence and skills that have prepared and empowered her to make that difference in the lives of her patients.

The study Taney participated in was facilitated by nurse educator **Keith Israel, MSN, RN, NPD-BC, CPHON**. As a nurse for 19 years, Israel began his career at Cincinnati Children’s working on the Hematology/Oncology unit and caring for patients and families who were going through some of the toughest times of their lives. Now an educator, he seeks to positively impact the care of patients through the education and training of new nurses. A recent project he undertook was becoming co-investigator of a study looking to address the practice gap seen in new graduate nurses, specifically surrounding situational awareness. This study aimed to see if the use of virtual reality could lead to earlier recognition and response to pediatric respiratory distress and respiratory failure.

Taney feels that she has benefitted from her engagement in the study and the use of virtual reality as a learning tool. “It allowed me to get a feel for what it would be like in a situation inside a patient’s room, which made me more comfortable when having to do this in real life,” she says. “This also allowed me to work through different situations with patients and do things like I would really do if I was actually in the patient’s room. As a new nurse and not knowing what to expect, this was a very educational experience for me.”



“As physicians, we are only as good as the nurses we work with, who are constantly at the bedside working with our patients. I am grateful for the tremendous nursing support I have been afforded during my 25 years at Cincinnati Children’s.”

— **Hector R. Wong, MD, Professor and Interim Chair of Pediatrics**

The Future of Nursing

A Change in Scenery

Nurse Exchange Program enhances clinicians' practice.

Cincinnati Children's is known for being the best at getting better—always striving to provide the best possible care to our patients, our families and our community. With supporting relationships among pediatric medical centers nationwide, we continue to improve our nursing practice, which in turn, keeps us all safer together.

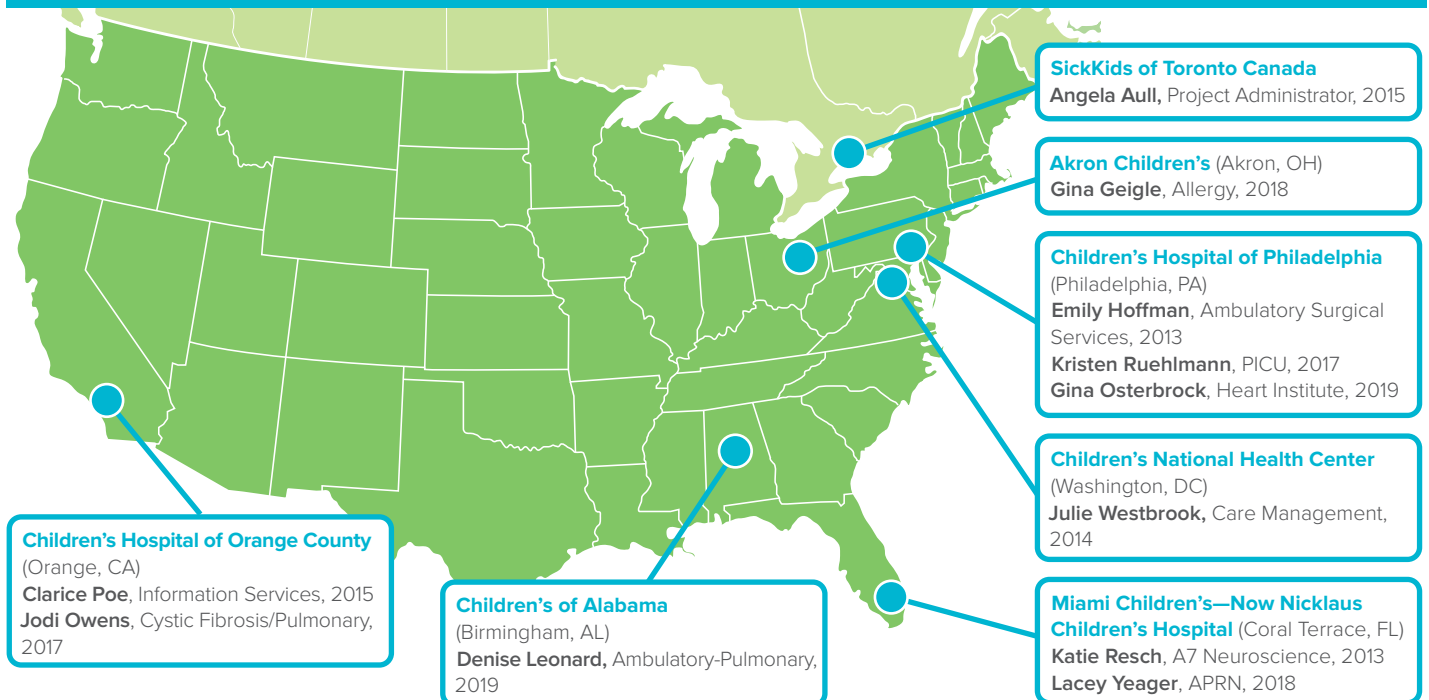
One way that the nursing profession has contributed to this continued growth of knowledge is through the Nursing Profession Council's Nurse Exchange Program. The Nurse Exchange offers exciting opportunities for nurses to share their expertise with colleagues from pediatric hospitals around the nation as well as obtain and share new best practice discoveries with their peers.

The idea is for experienced nurses to grow by learning different perspectives and practicing in a new environment. Learnings have been reflected in the adoption of a best practice on initiatives such as resiliency and retention, an improvement science project or further investigation of research at the unit or organizational level. Utilizing this time and space, participants have been able to take a deeper dive into the nursing governance models and evidence-based practice initiatives.

"Taking part in the Nurse Exchange program was an invaluable experience that allowed me to see how nurses work in a similar setting but at a different hospital," says exchange participant **Kristen Ruehlmann, MSN, RNIV, CCRN**. "Being able to tailor the experience to my individual interests by writing my own objectives made the experience one that I was both excited and passionate about." Ruehlmann's visit to the Children's Hospital of Philadelphia (CHOP), a well-respected and integral component in pediatric healthcare, allowed her to further discover her individual objectives of looking at reliability within the safety culture, nursing retention and ICU patient flow through facilitated networking, conversations and observations.

Inspired by her visit to CHOP, Ruehlmann returned to Cincinnati Children's with a goal of building a bridge between home life and work life for her peers in the Cincinnati Children's Pediatric Intensive Care Unit (PICU). Modeled after the CHOP PICU's "Share our World" program, Ruehlmann began developing the now successful Cincinnati Children's event known as the "PICU Open House," which helped staff members' families connect with the complexities of an intensive care setting so they can begin to comprehend the level of stress experienced daily by their loved ones in the nursing profession.

Nurse Exchange Participants' Locations



“I feel indebted to the Nurse Exchange Program in terms of what it allowed me to see and experience with this trip,” Ruehlmann says. “I was able to learn so much about the similarities and differences between Cincinnati Children’s and CHOP as a whole, but also the commonality among our nursing cohorts. The empowerment I gained from this experience has allowed me to not only increase my understanding of our profession but also strive to increase and improve the outcomes for nurses here at Cincinnati Children’s.”

Jodi Owens, Cystic Fibrosis/Pulmonary, visited Children’s Hospital of Orange County in 2017



Nurses on Boards

Getting a seat at the boardroom table to promote change and advance health.

In 2014 the Nurses on Boards Coalition formed and announced its goal to help ensure that at least 10,000 board seats were filled by nurses in 2020 as a strategy to increase the number of nurse leaders in key decision-making roles on boards and commissions that work to advance health in America. At time of printing, 8,735 were counted. Cincinnati Children’s nurses know that their voice belongs at the table, and it is a symbiotic relationship.

Jackie Hausfeld MSN, RN, NEA-BC



Vice President, Patient Services, with primary focus on Inpatient Operations
Years of Services at Cincinnati Children’s: 36 years

Initial attraction to nursing:

I babysat for three kids every Saturday (for 50 cents an hour) whose mom was a nurse and I was drawn to her description of the nursing role/work and the various stories of making a difference for patients and families.

My sisters and I were also inspired by our father to go to college, have a career and never be financially dependent on anyone else. I wanted to graduate with a degree that provided a clear career path so I chose nursing.

Boards served on:

The Southwest Ohio Make A Wish Board (7 years and currently serving). I am also a Wish Granter and in 2014 won the Make A Wish Strength Award. Today I just helped support a Rush Wish for a 3-year-old child who is transitioning to Hospice with the Wish of celebrating a holiday each day starting next

Monday. Our Board members all divided out the specific request and are purchasing and delivering all the requested items—holiday inflatables for the lawn (all seasons), inside holiday decorations, a real tree, holiday movies, Paw Patrol themed toys, gingerbread houses to make, etc.

What it means to serve in this capacity:

I administratively worked with The Cancer and Blood Diseases Institutes and a large number of cancer patients and others from Cincinnati Children’s received Wishes. I was a natural fit in my administrative role for the work they do. It is very rewarding seeing the excitement during the Wish journey and then the exhilaration when the Wish actually happens and knowing you have played a part. Our board really focuses on fund raising so we can grant as many Wishes as possible. We exceeded our financial goals for 2019 and are currently reimagining the Wish journey since travel, the number one request, is on hold. We have approved over 12 campers in the past three months.

Any advice to other nurses regarding serving on a Board?

I had access to classes through the YWCA Rising Star program, so I attended their course on what it means to be a board member and what you need to ask and understand when you are considering participation. I think it was good and also important to understand very clearly the kind of board you’re joining and related expectations of participation and financial contributions. Make a Wish has individual targets for giving to the organization or getting through fund raising. You need to make sure the timing is right for you and your family.

It has been a great experience, and most everything with kids is a pretty easy sell. I have incorporated family and friends into supporting the mission and my daughter has been a Wish Granter as well. It is very rewarding on a monthly basis seeing how this organization and those involved are making a difference.

Wendy Ungard, DNP, RN, NEA-BC



Clinical Director, Hematology/
Oncology

*Years of Services at Cincinnati
Children's:* 17 years

Initial attraction to nursing:

My grandma was a nurse until she was 80 and I use to go to her office. I loved everything she did, so I knew I was going to be a nurse early on. I have always had a desire to help others and I truly believe one person can change the world.

Boards served on:

I have served on a few nursing boards, including Ohio Organization for Nursing Leadership (OONL, currently) and Greater Cincinnati Chapter of OONL. I also currently am a board member of UpSpring, a nonprofit organization that helps children experiencing homelessness.

What it means to serve in this capacity:

To be able to give back to others is very important to me. I grew up without much and I now have two children and we are very blessed. To be able to teach my children the importance of helping others is what is important. Being able to help children who need it is what helps fill my bucket.

The mission of UpSpring is to empower children experiencing homelessness in Cincinnati and Northern Kentucky by providing opportunities through education and enrichment. Over the past six years, we have expanded our services and impacted many children. This past summer, during the COVID pandemic, we had to think outside the box to help children who would normally attend our camps. We were able to provide all the children with iPads so they could participate virtually. UpSpring has an amazing leadership team and board members and we continue to expand what we do so we can continue to impact as many children as possible.

Any advice to other nurses regarding serving on a Board?

Nurses have an amazing voice and should be proud to sit on any board and offer our expertise to help make our communities healthier. There are many boards who have needs and I would suggest reaching out to organizations in areas that interest you for the best fit.

Get Involved

Find resources at www.nursesonboardscoalition.org.

Daisy Award

January: **Lisa Adamson**, A7NS

February: **Lucy Marcheschi**, Otolaryngology

March: **Kailyn Sickel**, NICU

April: **Christina Enzweiler**, A6C

May: **Karlee Jackson**, BMT

June: **Meghan Doolittle**, A7N

July: **Deborah Reeves**, Urology

August: **Anna Conrad**, NICU

September: **Lena Riley** (Urology)

October: **Amanda Robinson** (SRU)

November: **Sam Girgash** (NICU)

December not awarded at press time

Daisy Leader Award

April: **Eric Fries**, SRU (See page 8)

October: **Kassie Stenger**, SRU

Nurse Week Awards

Susan R. Allen Leadership in Nursing Award: **Michelle Coleman, MSN, RN, CPN**, Clinical Quality Specialist, James M. Anderson Center for Health Systems Excellence

B. Robison-Sporck Award: **Katie Cabrera-Thurman, RN**, Emergency Department

Mount St Joseph University Nurse Hero Award

Sarah Evans, BSN, RN, Home Health Agency (see page 15)

Managing Success Award **Julie North, MSN, RN, CPN**,

Specialty Resource Nursing (see page 12)

Carol McKenzie Award for Excellence

Lynette Fenchel, MSN, APRN, FNP, Hematology

March of Dimes Mission Nurse of the Year

Kim Burton, MBA, MSN, RNC-NIC, Fetal Care Center

March of Dimes Patient Care 20+ Years Award

Teresa Ohara, RNIII, Pulmonary Medicine

West Chester/Liberty Chamber Alliance Women of Excellence 2020 Heroes of Healthcare

Crystal Bradley, MSN, RN, Liberty campus Observation Unit

RN Residency Program Receives Accreditation

Cincinnati Children's RN Residency Program has been accredited with distinction as a practice transition program by the American Nurses Credentialing Center's (ANCC) Commission on Accreditation in Practice Transition Programs. What's more, our program's accreditation with distinction is the highest recognition awarded by the ANCC, lasting through January 30, 2025. There are now a 178 accredited programs across the United States.

ANCC's Practice Transition Accreditation Program (PTAP) sets the global standard for residency or fellowship programs that transition registered nurses into new practice settings. It is part of the new Magnet® standard and means that our new nurses are better prepared for their roles.

Cincinnati Children's was awarded Magnet® designation for the third consecutive cycle in 2018.

Enhancing the Nursing Profession

Publications

- **Rogers, G.**, Using Telemedicine for Pediatric Preanesthesia Evaluation: A Pilot Project. *Journal of PeriAnesthesia Nursing*, Feb 2020; 35(1): 3-6.
- **Hartley, K., Ryan, P., Brokamp, C., Gillespie, G.**, Effect of greenness on asthma in children: A systematic review. *Public Health Nursing*, May/Jun2020; 37(3):453-460.
- **Storey, J.** Postpoliomyelitis Syndrome and Reversal with Sugammadex: A Case Report, *AANA Journal*, October 2020, 88 (5).
- **Brown, A.** Implementation of Targeted Point of Care HIV Testing in a Pediatric Emergency Department. *Pediatric Quality and Safety*: January 2020.
- **Curry, P.** Early Developmental, Behavioral and Quality of Life Outcomes Following Abusive Head Trauma in Infants. *Child Abuse & Neglect*. 108 (October 2020).
- **Paff, Z.** Improving Timely Recognition and Treatment of Sepsis in the Pediatric ICU. *Joint Commission Journal on Quality and Patient Safety*. May 2020.
- **Heinzman, C.** Antibiotic stewardship through standardized diagnosis and treatment of small bowel bacterial overgrowth in pediatric patients with short bowel syndrome reduces antibiotic exposure and improves cost of healthcare. *Journal of Doctoral Nursing Practice*. Jun 16, 2020
- **Gerrein, B., Sauser, J.** Primary Placement of a Low-Profile Gastrostomy Button Is Safe and Associated With Improved Outcomes in Children. *Journal of Surgical Research*. 249, 156-162. May 2020
- **Brumbaugh, C., Vitolo, S.** Efficacy of commercial nasal bridge use in reducing feeding tube dislodgements in pediatric patients following double stage laryngotracheoplasty. *International Journal Pediatric Otorhinolaryngology*. May 2020.
- **LeCates, S., White, S., Miller, M., Weberding, J.** The Profile and Prognosis of Youth with Status Migrainosus: Results From an Observational Study. *Headache: The Journal of Head and Face Pain*. February 2020.
- Shears, E.A., Henkel, P.G., Mayhaus, D., **Bedinghaus, C., Hawkins D., Aull A.**, Sparks K.M., Britto M.T. Quality Improvement for Rapid Development and Scale-Up of Covid-19 Related Screening Processes. *Pediatrics*. 2020 Nov 20.
- **Amy Wiseman, Ashley McGill, Karen Leonard, Martha Willis**, “Improving the Outpatient Pediatric Syncope Patient Experience with Comprehensive Nursing Treatment” 23rd Annual Update on Pediatric and Congenital Cardiovascular Disease - Cardiology 2020, Children’s Hospital of Philadelphia. Lake Buena Vista FL., February 2020
- **Kristen Ruehlmann, Natalie Mitchell, Sonya Persky**, “The Road to Resilience: Introducing Work Life to Home Life.” Cincinnati Children’s Interprofessional Inquiry Day, May 2020.
- **Rebecca Neichter, Denise Bach, Jennifer Mattei**, “Interventions to Support Staff Caring for Pediatric Behavioral Health Patients in the Emergency Department.” Cincinnati Children’s Interprofessional Inquiry Day, May 2020.
- **Amberly Schmaltz, Sara Hughes, Katie Haller**, “Engagement, Energy, and Education through Escape.” Cincinnati Children’s Interprofessional Inquiry Day, May 2020.
- **Lynne O’Donnell, Lucy O’Quinn**, “Empowering Home Care Nurses to Implement Best Nursing Practice.” Cincinnati Children’s Interprofessional Inquiry Day, May 2020.
- **Elizabeth LaTulippe, Christina Chambers, Brianne Lacy, Courtney Cassidy, Suzette Reid, Michelle Coleman**, “NICU and Beyond: Standardizing Transfer from the ICU Setting to the Specialty Floor.” Cincinnati Children’s Interprofessional Inquiry Day, May 2020.
- **Marsha Blount, Denise Barnet, Michelle Coleman, Robert Combs, Katherine Hilligoss, Tameka Larkin, Heather Rieselmann, Jessica Roach, Victoria Stroud**, “Chronic Ventilator Wean Protocol: A Standardized Approach to Patient Liberation from the Ventilator.” Cincinnati Children’s Interprofessional Inquiry Day, May 2020.
- **Keith Israel, Kelly Ely**, “Envision: Accelerating Practice with Virtual Reality.” Association for Nursing Professional Development, September 2020. Virtual presentation.
- **Stephanie Herber**, “Hospital Acquired Infection Prevention.” Tristate Nursing Excellence Symposium, September 2020. Virtual presentation.

Presentations

- **Martha Willis**, “Implementing and Evaluating a Pediatric Syncope Algorithm”; National Association of School Nurses 52nd Annual Conference, Las Vegas, NV, June 30-July 3, 2020, virtual oral presentation.
- **Alicia Rice, Melissa Kimball, Brenda Williams, Elisa Marcuccio**, “Standardizing Patient Room Setup for Emergencies on the Acute Care Cardiology Unit Using In-Situ simulations”, 23rd Annual Update on Pediatric and Congenital Cardiovascular Disease - Cardiology 2020, Children’s Hospital of Philadelphia. Lake Buena Vista, FL. February 2020.
- **Angela Brown, MSN, APRN, CNP, CCHMC Patient Services** Research Grant Recipient. “Recognizing Commercial Sexual Exploitation of Children in the Pediatric Emergency Department.”
- **Nicole Inman, APRN**, Cincinnati Children’s Institutional Review Board research study. “Telemedicine Visits for Urology Patients.”
- **Sharmila Ballal, RN, BSN**, Cincinnati Children’s Institutional Review Board research study. “PICC Migration.”
- **Erin Riehle**, Project SEARCH, NIH award for “Vocational Fit Assessment and Employment Status in People with Intellectual Disabilities” (\$202,232) & Institute of Education Sciences award for “Effect of a 9-Month Soft Skills and Work-Based Employment Training Program in Improving Transition Students’ Success: A Randomized Controlled Trial Study” (\$3,000) & Ohio Development Disabilities Council Grant: “Healthy Lifestyles for People with Disabilities” (\$103,000).



www.cincinnatichildrens.org

