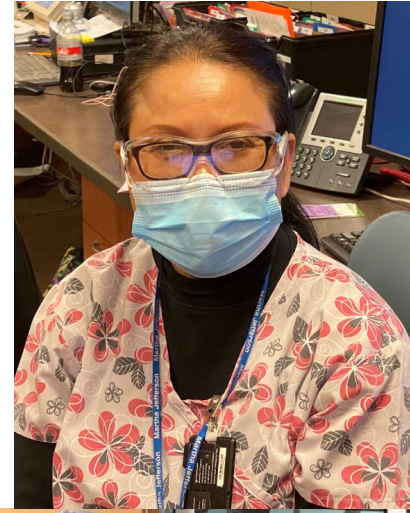


Sentara Nursing



# Sentara Martha Jefferson Hospital 2020 NURSING ANNUAL REPORT



YEAR OF THE  
**NURSE**  
2020

EXCEL • LEAD • INNOVATE

ANA  ENTERPRISE



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Johnsa Morris,  
MHCM, MBA, BSN, RN, NEA-BC

## A MESSAGE FROM OUR CNE

Dear Sentara Martha Jefferson Hospital Nursing Team,

At the start of 2020, we were embarking on what we believed would be a year-long recognition and celebration of our nurses; the year declared by the World Health Organization as the Year of the Nurse, coinciding with Florence Nightingale's 200<sup>th</sup> birthday. We started the year thinking of creative and meaningful ways to recognize our nursing teams in the spirit of the Year of the Nurse slogan "Excel, Lead, Innovate". How incredibly ironic that a few short months into this year, we would find ourselves in a time like nothing we have experienced before; facing challenges we have never seen; putting those very ideals that we were planning to celebrate to the test. "Excel, Lead, Innovate". Every day. Every patient. Every nurse.

How ironic that the birthday celebration we had planned for Florence Nightingale changed quickly from cupcakes and parties to an immersion in what she stood for; the basics that formed the bedrock of modern nursing. We had to re-envision how to provide care to patients ravaged by a virus we knew so little about, how to provide comfort and dignity to the dying who could not have their family with them, how to support family and friends who entrusted us with the lives of their loved ones while they waited for news from afar, how to keep ourselves and our colleagues safe, how to support our own families whose lives were turned upside down at home, how to keep our heads above water when we felt as if we were drowning.

In true nursing fashion, we dug down deep, we leaned on each other, we lifted our teammate when they couldn't lift themselves, and then they returned the favor. We cared for our patients. We cared for each other. We earned our community's trust and respect.

We were put to the test again when the murder of George Floyd returned a focus to the racial disparities that impacted us all both personally and professionally in various ways. We recognized a need to heighten our awareness of what we personally may or may not experience in our daily lives in order to support our friends, colleagues, patients, and community. Many of us felt compelled to take action to ensure our world recognizes the injustices and makes a path towards removing them. We still have a long way to go.

As we look to what we hope are brighter days ahead, I wish for each of you that you reflect on 2020. Your courage, compassion, and perseverance are what heroism is truly all about. I am honored to have participated in and witnessed all that has transpired over this year. It will surely go down as one of the most challenging and even devastating years of our lives, but also as one we will never forget for many positive reasons. May we never take for granted those things we are so grateful to be starting to return to. But, let us not lose sight of what we have gained. As our battle scars begin to heal, let us remember to focus the same care, compassion, and love that we gave and gave and gave throughout this year back onto ourselves. And as we leave 2020 behind us, we will continue to celebrate and recognize you with a sense of gratitude, pride, and awe.

Sincerely,

*Johnsa*

Johnsa Morris, MHCM, MBA, BSN, RN, NEA-BC

Vice President of Patient Care & Chief Nurse Executive



Genemarie McGee,  
MS, BSN, RN, NEA-BC

## A MESSAGE FROM OUR CNO

Dear Colleagues,

As I write this letter for our 2020 Nursing Annual Report, I am reminded 2020 was the Year of the Nurse. What a year it was for our profession. I am profoundly grateful for the flexible, adaptable professional nursing staff in our healthcare system. Few of us would have predicted the COVID-19 to do list that suddenly faced us in 2020. We have experienced a rise in patient acuity, patient deaths, and length of stay due to COVID-19. We have converted many non-clinical areas into patient care units. We have expanded to care for ICU patients outside of ICU. We rapidly implemented “just in time training” (JITT) for staff and nurse leaders for redeployment to clinical areas outside their expertise. We postponed elective procedures and surgeries. We experienced shortages of personal protective equipment and changes, sometimes daily, in infection control measures as recommended by the CDC (Centers for Disease Control). We saw a rapid rise in telehealth and home health to meet a wide range of health needs, again including the COVID-19 population. We orchestrated innovative communication between families as we limited visitors to keep everyone safe. We also were the directors of a beautiful orchestra when our patients survived and left our hospitals to be cared for at home by our colleagues in home health, and ambulatory nursing. We managed a 7 day-a-week call center for COVID-19, managed patients telephonically at home, and oh... how those occupational health RN's screened us all.

Throughout this crisis there has been uncertainty in information, in accuracy of information and projections of what would happen, and how long the pandemic would last. Managing through this ambiguity has been exhausting, for staff, providers, and leaders. I do believe, and know, we at Sentara and in nursing answered this challenge with grace and our best efforts. I am proud that I work for a healthcare company that spent millions to send jets to China to obtain PPE for our staff and providers. I am proud that I work with 8,000 nursing colleagues that rose to the challenge of caring for our patients, COVID-19 and non-COVID-19. I am also grateful to have communities who responded and supported our caregivers. What a year, what a team, what lessons we have learned.

I again say thank you to our clinical teams and support staff. I remind each of us to remember the lives that have been lost and saved. It has taken a toll on us all, please be kind to each other and take care of yourself.

Gratefully,  
Genemarie McGee

# QUALITY AND PATIENT SENSITIVE MEASURES

The National Database of Nursing Quality Indicators (NDNQI) provides national benchmarks for our nurse sensitive indicators. Benchmarking this data allows nursing units to compare their performance with nursing units of similar composition nationally. Eight quarters (two years) worth of data are presented for Magnet re-designation for falls with injury, hospital acquired pressure injury (HAPI), central line associated blood stream infection (CLABSI), catheter associated urinary tract infection (CAUTI). Additional indicators include new events of methicillin resistant staphylococcus aureus (MRSA) and clostridium difficile infections (CDI). Magnet organizations are expected to maintain outperformance of the national benchmark for the majority of units for the majority of the most recent 8 quarters. The tables below show that the majority of our nursing units are sustaining outperformance of their peers in the NDNQI database for the timeframe 1<sup>st</sup> Quarter 2019 – 4<sup>th</sup> Quarter 2020 for all outcomes except CDI. Due to COVID, one quarter of our HAPI Prevalence Study was deferred.

Inpatient	Falls w/ Injury	HAPIs $\geq$ Stage 2	CLABSI	CAUTI	CDI	MRSA
Cornell 1	4 out of 8	6 out of 7	8 out of 8	8 out of 8	3 out of 8	8 out of 8
Cornell 2	6 out of 8	6 out of 7	7 out of 8	8 out of 8	4 out of 8	6 out of 8
Cornell 3	8 out of 8	7 out of 7	8 out of 8	8 out of 8	4 out of 8	6 out of 8
Wendel 1	8 out of 8	7 out of 7	3 out of 8	2 out of 8	5 out of 8	7 out of 8
Wendel 2	5 out of 8	7 out of 7	7 out of 8	6 out of 8	6 out of 8	8 out of 8
Wendel 3	8 out of 8	8 out of 8	Not measured	Not measured	7 out of 7	7 out of 7
<b>Total Units Outperforming</b>	5/6	6/6	4/5	3/5	3/6	6/6

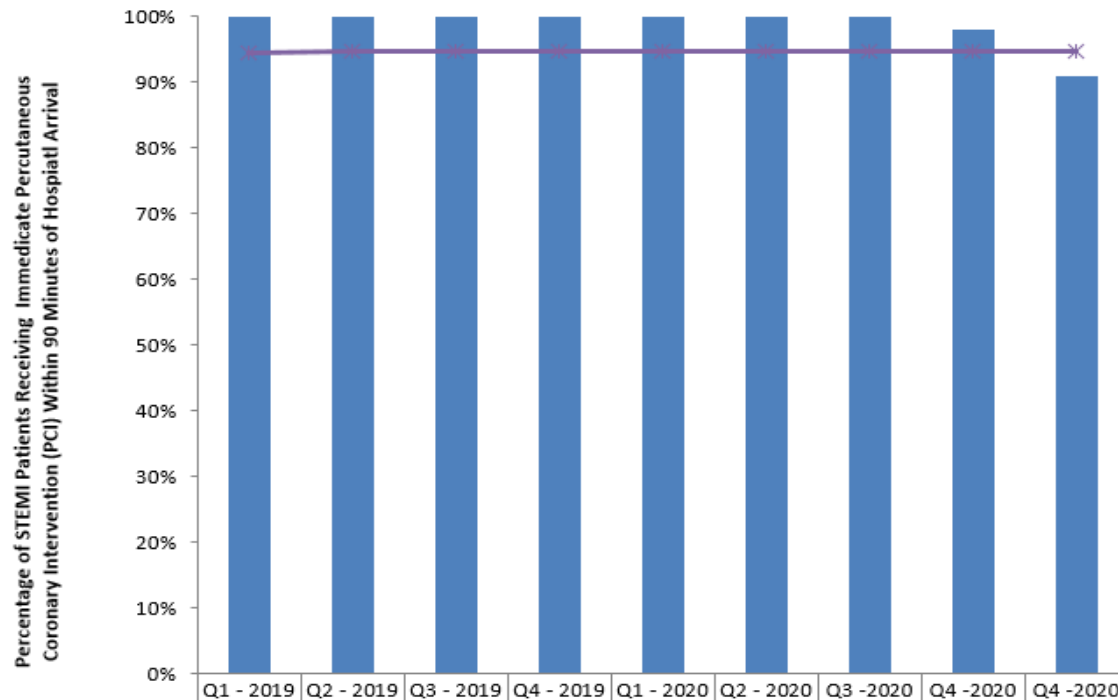
Ambulatory	Falls w/ Injury
Emergency Department	7 out of 8
Free Standing ED	8 out of 8
Interventional Radiology	8 out of 8
Endoscopy	8 out of 8
Cancer Center	4 out of 8
Cath/EP Lab	8 out of 8
Observation Unit	5 out of 5
PACU	8 out of 8
Heart Rhythm Center	5 out of 8
Admit/Recovery	8 out of 8
Outpatient Surgery Center	8 out of 8
Health and Wellness	



# QUALITY AND PATIENT SENSITIVE MEASURES

## Ambulatory Measures Door to Balloon (2019 Q1 – 2020 Q1)

### Percentage of STEMI Patients Receiving Immediate Percutaneous Coronary Intervention (PCI) within 90 Minutes of Hospital Arrival

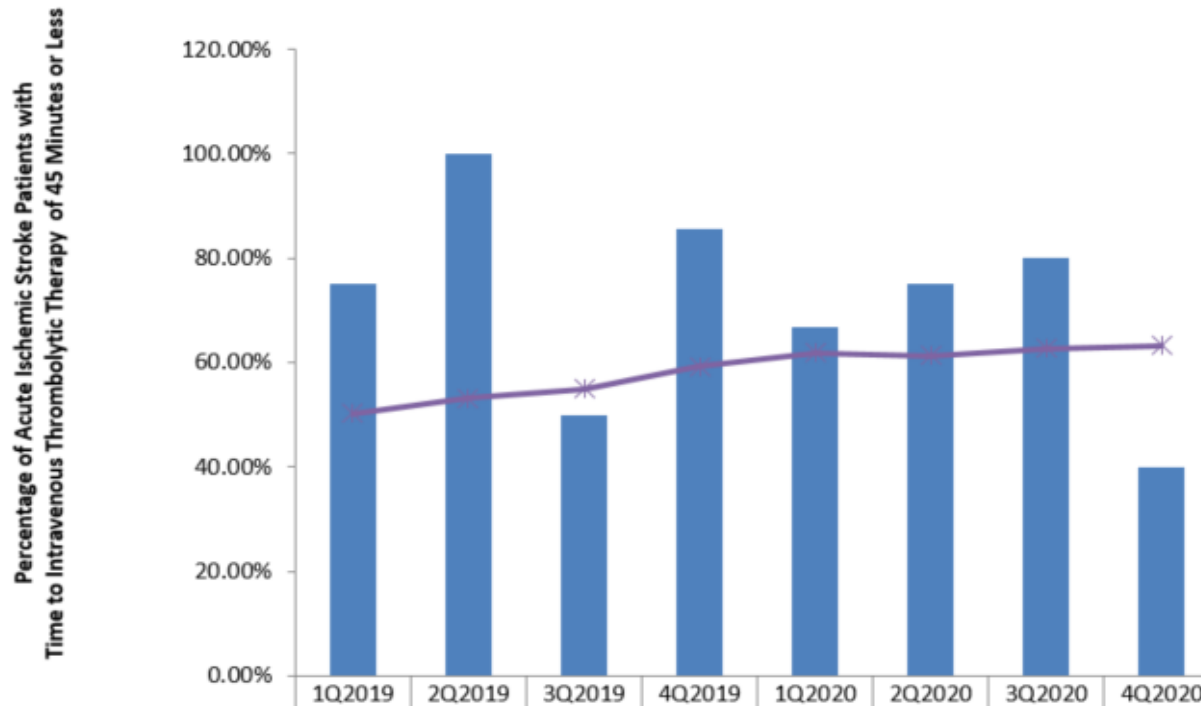


■ SMJH PCI Units	100%	100%	100%	100%	100%	100%	97.92%	90.91%
✱ CathPCI Registry, All registered hospitals, Median Percentage of STEMI patients receiving immediate PCI w/in 90 minutes	94.54%	94.75%	94.75%	94.64%	94.68%	94.81%	94.75%	94.75%

# QUALITY AND PATIENT SENSITIVE MEASURES

## Ambulatory Measures Door to Needle (2019 Q1 – 2020 Q1)

**Percent of Acute Ischemic Stroke Patients with Time to Intravenous Thrombolytic Therapy of 45 Minutes or Less**



■ SMJH tPA Units, % Time of 45 minutes or less	75.00%	100.00%	50.00%	85.70%	66.70%	75.00%	80.00%	40.00%
✱ AHA Get With the Guidelines, All hospitals, % Time of 45 minutes or less	50.20%	53.20%	55.00%	59.20%	61.90%	61.30%	62.70%	63.30%

# QUALITY AND PATIENT SENSITIVE MEASURES

## CPI Outcomes

We met the majority of our Clinical Performance Improvement (CPI) goals in 2020 as indicated below.

Metrics	SMJH Result for Measurement Period
Sepsis Mortality	Green
30-Day IP Mortality	Green
TCM Visits	Green
Treat & Release (ED)	Red
Treat & Release (FSED)	Green
Treat & Admit (Hospital)	Red
CAUTIs	Green
CLABSIs	Red
CDIFF	Green
HAIs (Total)	Green

## Additional 2020 SMJH Goals

Metrics	SMJH Result
Patient Satisfaction	Green
Readmission Rate	Green
Length of Stay Ratio	Green
HAPIs	Green
Falls with Injury	Red
OSHA Incident Rate	Green

## Patient Experience (Inpatient Goal: 79.0)

In 2020, despite the challenges of limited or no visitation, isolation, and PPE, our teams ensured the SMJH Caring Tradition was still part of every patient's experience. The SIPC and other ambulatory areas also made coordinated efforts to bring awareness of their department patient experience scores to leadership and staff in order to address opportunities for improvement.

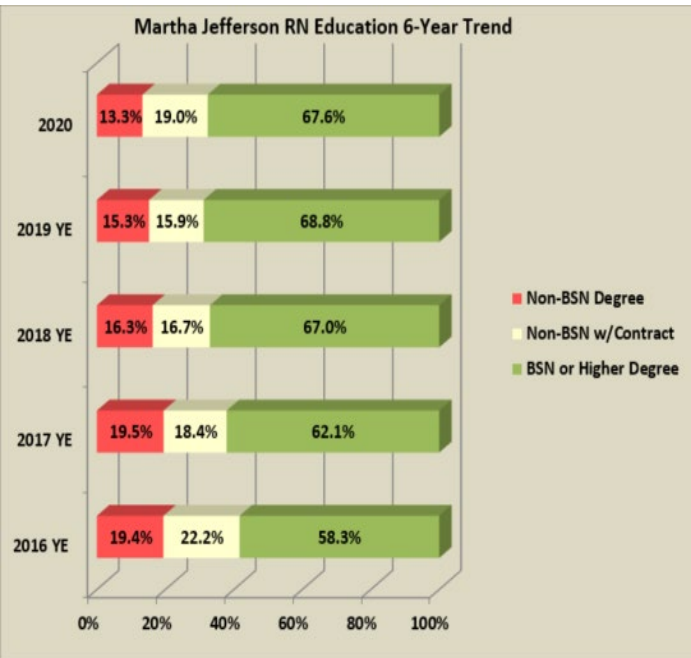
SMJH ED	2020 Result
ED	52.8
FSED	72.7

Unit	2020 Result
SMJH	79.0
Cornell 1	76.2
Cornell 2	77.3
Cornell 3	76.2
Wendel 2	78.1
Wendel 3	88.5



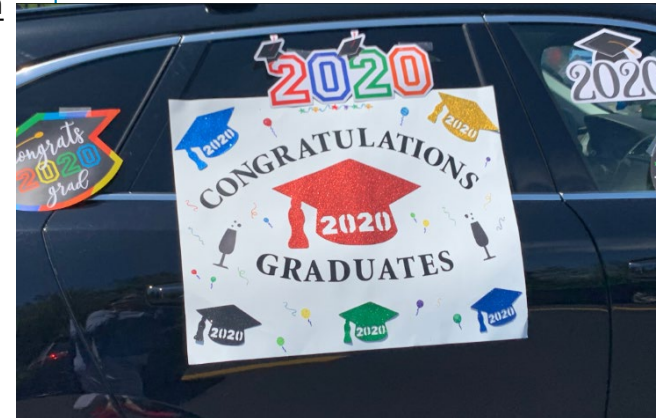
# PROFESSIONAL DEVELOPMENT

SMJH nurses continue to engage in professional development by returning to school to advance their nursing degrees and by obtaining specialty certifications. At the end of 2020, 67.6% of SMJH nurses held a BSN or higher degree. We continue to strive towards increasing that rate with an additional 19% of our nurses expected to achieve their BSN. Congratulations to the nurses listed who advanced their education degree in 2020. We celebrated our graduates with quarterly recognitions in Nursing Leadership and a parade when conventional graduation ceremonies were cancelled or modified due to COVID-19.



## RNs achieving or advancing degrees in 2020:

- Colleen Marchant, RN (Obs)
- Kari Zacharias, RN (C1)
- Morgan Vick, RN (C1)
- Shianne Rankin, RN (Cornell 2)
- Courtney Martin, RN (Cornell 2)
- Karen Hutter, RN (Cornell 2)
  
- Megan Stokes, BSN, RN (C3)
- Felicia Martin, BSN, RN (W1)
- April Burns, BSN, RN (C1)
- Shawna Stokes, BSN, RN (Infusion Center)
- Camry Leake, BSN, RN (Infusion Center)
- Chelsea Wood, BSN, RN (Wendel 1)
- Alex Williams, BSN, RN (Wendel 2)
- Rebecca Conley, BSN, RN (Cornell 1)
- Emma Woods, BSN, RN (Cornell 1)
  
- Kevin Proctor, MHA, BSN, RN (FSED)
- J.J. Peacock, MSN, RN, RN-BC (Practices)
- Debbie Argon, MSN, RN (Cornell 1)
  
- Abby Denby, DNP, MSN, RN, NE-BC (Nursing Admin)



Graduation parade

# PROFESSIONAL DEVELOPMENT

Congratulations to the following RNs who obtained a new specialty certification in 2020:

- Debbie Seusy, BSN, RN, VA-BC (VIR)
- Olivia Payton, BSN, RN, WOCN (Wound Care)
- Jennifer Wray, MSN, RN, NE-BC (Wendel 3)
- Luis Morales, RN, CCRN (Wendel 1)
- Amanda Griffith, BSN, RN, RN-BC (Cath Lab)
- Tee Goyer, MSN, RN, CNOR, RNFA, FNP-BC (OR)



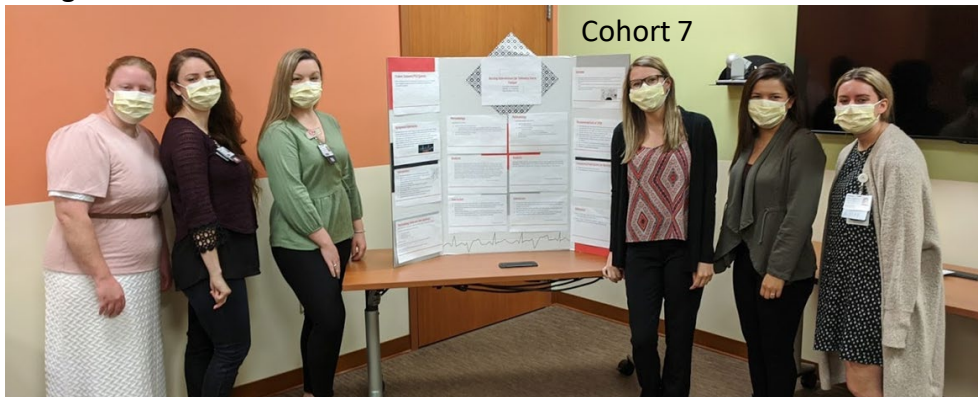
32.4% of SMJH eligible nurses hold a specialty certification





# PROFESSIONAL DEVELOPMENT

Based on the Institute of Medicine (IOM) Future of Nursing Report's recommendations for health care organizations to provide a transition-to-practice program in order to support new nurse graduates when they are transitioning into new clinical practice areas, Sentara Martha Jefferson Hospital provides the following transition-to-practice programs: Nurse Residency Program (NRP), ED Internship, and Periop 101; with a new ICU intern program being developed under the direction of Amber Campos, BSN, RN, CCRN. All new grads are automatically enrolled into these programs to provide them support during their first year of clinical practice. We had two cohorts (Cohorts 7 & 8) graduate from the NRP in 2020.



# PROFESSIONAL PRACTICE

## MAPP

MAPP is Sentara Martha Jefferson Hospital's clinical ladder program. Nurses start at level I and progress up to level V. Financial incentives are provided to nurses at each level and for maintenance within levels. The MAPP levels are a reflection of 4 nursing competencies: clinical practice, education, leadership, and evidence based practice. The MAPP levels are:

*Clin 1 – Novice*

*Clin 2 – Advanced Beginner*

*Clin 3 – Experienced*

*Clin 4 – Proficient*

*Clin 5 – Expert*



Clinician III	
Tamsey Dillenbeck	Cancer Services
Shane Sims	Cath/EP/VIR
Kable Pluger	Cornell 2
Karina Guinn	Cornell 2
Lori Burnett	Cornell 2
Gabriel Henderson	FSED
Josh Landis	FSED
Brandy Maxton	Infusion Center
Camry Leake	Infusion Center
Shawna Stokes	Infusion Center
Patricia Kearns	Infusion Center
Amber Eanes	Obs Unit
Sarah Garmey	OSC
Aurora Durkee-Warren	Palliative Care
Sarah Silverman	Radiation/Oncology
Allison Woodside	SIPC Admit/Recovery
Kelly Ritz	SIPC Admit/Recovery
Kendall Crusse	SIPC Admit/Recovery
Linda White	SIPC Admit/Recovery
Paula Alberts	SIPC Admit/Recovery
Roben Boyd	SIPC Admit/Recovery
Susan Barnard	SIPC Admit/Recovery
Susan Wheeler	SIPC Admit/Recovery
Lucie LaFontaine	SIPC PACU
Regina Perkins	SIPC PACU
Vanessa Lawson	SIPC PACU
Felicia Martin	Wendel 1
Nina Dennis	Wendel 1
Rebekah Critzer	Wendel 1
Esther Lozano	Wendel 3
Samantha Spiker	Wendel 3
Crystal Adcock	Wendel 3

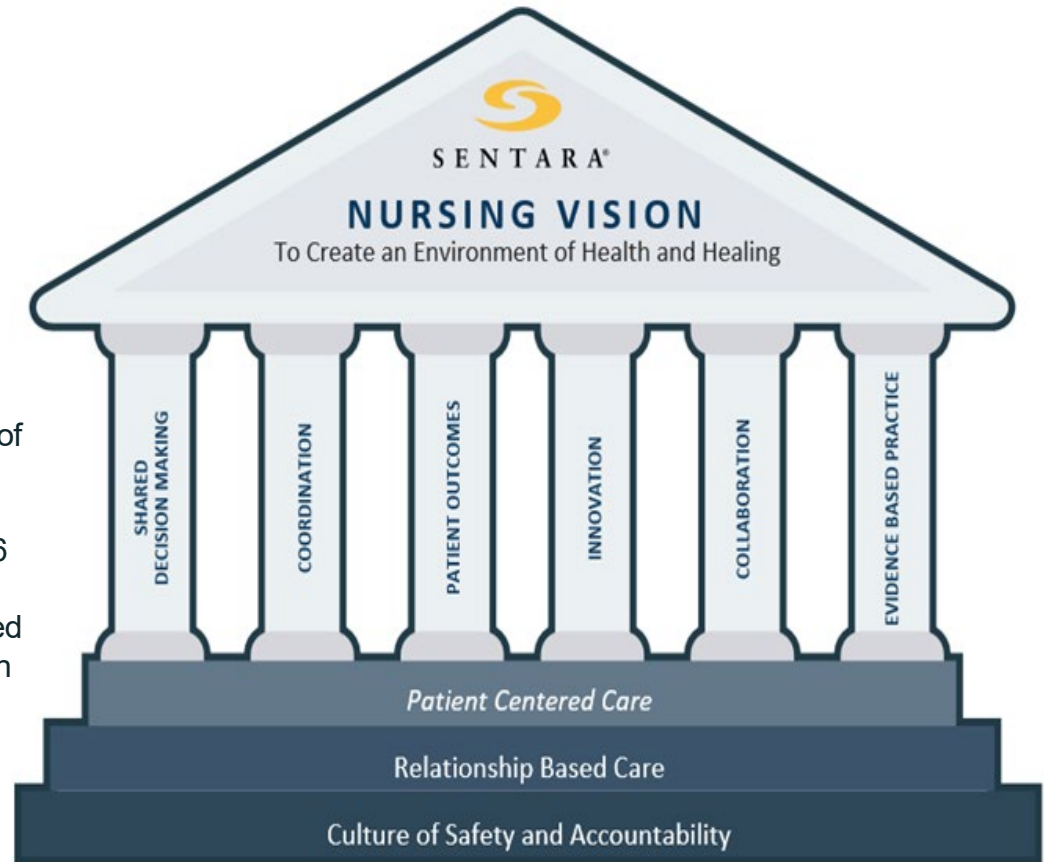
Clinician IV	
Michele Bascle	Cancer Services
Bowman, Amy	Cath/EP/VIR
Kathryn Butler	Cath/EP/VIR
Roy Tomlin	Cath/EP/VIR
Brittany Drumheller	Cornell 2
Cari Squire	ED
Kathy Krevansky	ED
Tammie Smith	ED
Kevin Proctor	FSED
Stacey Riccardi	FSED
Heather Kunk	Heart Rhythm Center
Becca Hoover	Obs Unit
Tamara Talley	Obs Unit
Amy C Brown	PASS
Barbara Petrella	SIPC Endoscopy
Etta Toliver	SIPC Endoscopy
Heidi Anderson	SIPC OR
Kait Young	SIPC OR
Emily Peterson	Wendel 1
Sara Morris	Wendel 1
Shannon Welch	Wendel 2
Elaine Shinsky	Wendel 3
Heidi English	Wendel 3
Laura Matheny	Wendel 3
Crystal Rowe	SIPC Endoscopy
Clinician V	
Deborah Brown	Cornell 2
Patricia Sawyer	OSC
Joy Rosson	SIPC Admit/Recovery
Marcia Arnold	SIPC OR
Heather Noble	SIPC PACU
Allison Michaels	Wendel 3
Jennifer Gaines	Wendel 3
Kristin von Thelen	Wendel 3



# PROFESSIONAL PRACTICE

In 2020, our RN Event Peer Review Committee continued to review cases referred to them. This committee of clinical nurses from different departments throughout the hospital that review events as they are referred in order to evaluate the nursing care provided by their peers. This evidence-based best practice is meant to maintain standards of nursing practice in a non-punitive manner while encouraging peer support and evaluation in order to improve patient care. The committee has reviewed 6 cases since it began in 2019. The committee is comprised of the following members and was pleased to welcome two new members this year: Kelly Brown and Victoria Melander.

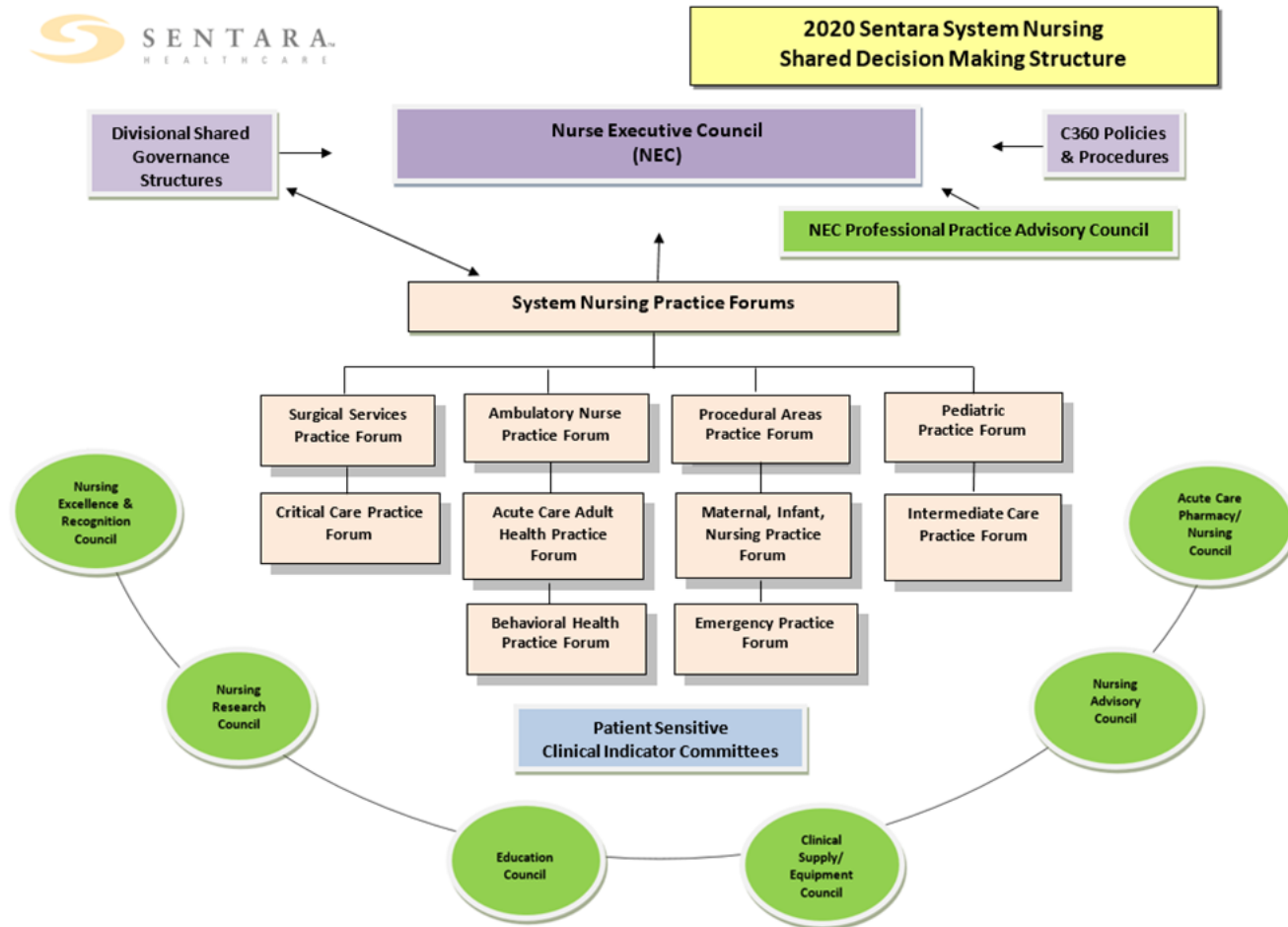
*Cornell 1: Kelly Brown*  
*Cornell 2: Kable Pluger (Chair)*  
*Wendel 1: Edie Markowski*  
*Cath Lab: Amanda Griffith*  
*VIR: Hayden Whitworth*  
*PACU: Victoria Melander*  
*Infusion Center: Shawna Stokes*  
*ED: Josh Wright*  
*Sponsors: Abby Denby/Kelly Via*  
*Resource: Rachel Brooks*



# PROFESSIONAL PRACTICE

## Shared Governance Structure

Sentara Martha Jefferson nurses participate in shared decision making at the unit, hospital, and system level. Below is the structure for the Sentara system nursing councils, committees, and forums.

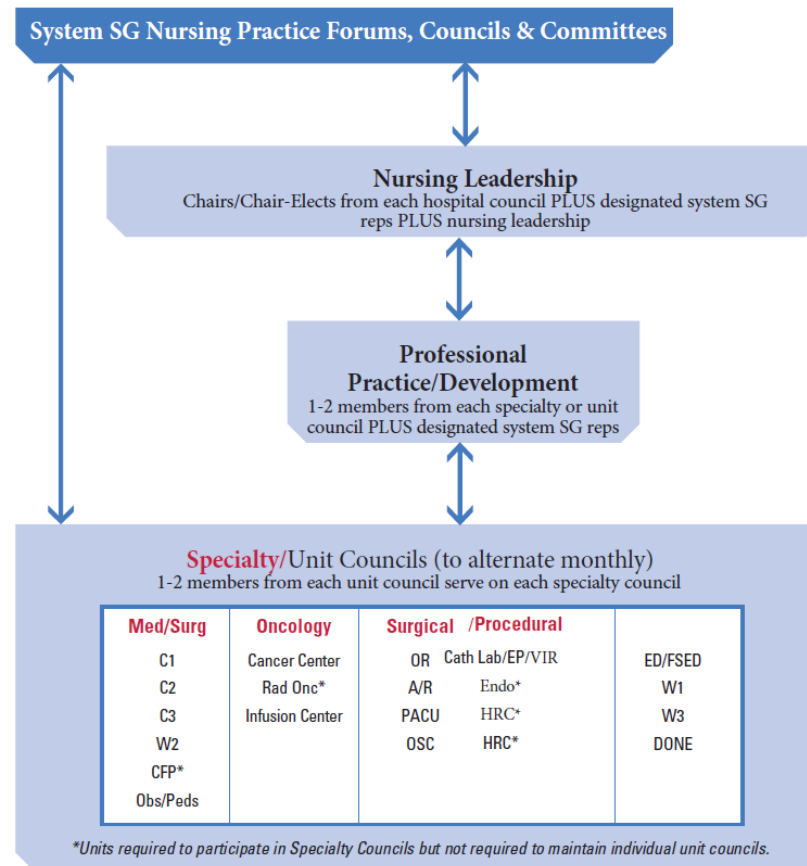


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# PROFESSIONAL PRACTICE

In 2020, in order to sustain shared governance and maintain structures that supported our nurses' engagement in practice through COVID, Sentara Martha Jefferson Hospital consolidated our hospital Professional Practice and Professional Development committees into one. Although 2020 was a challenging year and structured meetings were not always possible, we maintained prioritization of the nurses' voice in practice decisions in various unique ways.

## SMJH Shared Decision-Making Structure



# PROFESSIONAL PRACTICE

## Scholarly Dissemination

Posters				
Year	Author/Authors	Subject Title	Place of Presentation National (N) Regional (R) Local (L)	Hospital Affiliation
May 20, 2020	Tess E Bilyeu, Abby S Denby, Jessica F McHone, Karen M Richendollar, Susan A Winslow	Impact of a virtual system-wide Nurse Manager Mentorship program on Mentors	Sentara Nursing Leadership Symposium (R)	SMJH
Fall 2020	Allyson Michaels, MSN, RN, IBCLC	Breastfeeding during the COVID-19 pandemic: a review of the literature	Sentara Martha Jefferson Hospital Annual Poster Session (L) (Virtual)	SMJH
Fall 2020	Abby Denby, DNP, RN, NE-BC	The Impact of Life-Like Robotic Cats and Dogs on Patients with Dementia in the Acute Care Setting	Sentara Martha Jefferson Hospital Annual Poster Session (L) (Virtual)	SMJH
Fall 2020	Kaitlin Young, BSN, RN, CNOR	RN to RN Handoff	Sentara Martha Jefferson Hospital Annual Poster Session (L) (Virtual)	SMJH
Presentations				
Year	Author/Authors	Subject Title	Place of Presentation National (N) Regional (R) Local (L)	Hospital Affiliation
March 28, 2020	Amanda Deinlein, Pamela DeGuzman, Susan Winslow, Mina Ford	Acceptability and Usability of Quick Response Codes to Access Just-in-Time Training for Low-Frequency Nursing Procedures	Nursing Education research Conference, provided by Sigma and NLN, Washing DC, March 26-28, 2020 (N)	SMJH
April 2020	Kait Young	Improving RN to RN Handoff	Association of periOperative Registered Nurses (AORN) National Conference 2020 (N) (Virtual)	SMJH
September 24, 2020	Abby Denby, DNP, RN, NE-BC	Jimmy's PetPals – Second Place Award Winner	Commonwealth Council on Aging's 2020 Best Practices Awards Celebration (R) (Virtual)	SMJH



# HEALTHY WORK ENVIRONMENT

## MAGNET

The Magnet Recognition Program® was developed by the American Nurses Credentialing Center (ANCC) to recognize healthcare organizations that provide nursing excellence and to disseminate successful nursing practices and strategies. The Magnet® program is recognized as the gold standard of nursing excellence. SMJH celebrated its first Magnet designation in 2006.

On October 1, 2020, we submitted our document with 84 examples of nursing excellence to the Magnet Program Office with the intent to achieve a site visit as we pursued our 4<sup>th</sup> consecutive Magnet designation.



# HEALTHY WORK ENVIRONMENT

## Awards & Recognitions

Our Electrophysiology Lab was granted accreditation by the Intersocietal Accreditation Commission (IAC) in Cardiac Electrophysiology in the area(s) of Testing and Ablation and Device Implantation. Accreditation by IAC indicates that Sentara Martha Jefferson Hospital Electrophysiology Lab has undergone an intensive application and review process and is found to be in compliance with the published *Standards*. Comprised of a detailed self-evaluation followed by a thorough review by a panel of medical experts, the IAC accreditation process enables both the critical operational and technical components of the applicant facility to be assessed, including representative case studies and their corresponding final reports.



The Lactation IBLCE Award recognizes hospitals and community-based facilities that have demonstrated that their staff promote, protect and support breastfeeding and the lactation consultant profession. This is the fifth recertification award by IBLCE for SMJH; each recertification is for two years. Our hospital will continue to be listed on the [IBCLC Care Award Directory](#) and website. Congratulations to our lactation team for an established track record of award-winning success!



**IBLCE**  
International Board of  
Lactation Consultant Examiners



A QUALITY PROGRAM  
of the AMERICAN COLLEGE  
OF SURGEONS



Designated  
**BlueDistinction**  
Center+  
Bariatric Surgery

Sentara Martha Jefferson Hospital is designated as a Blue Distinction Center+ for Bariatric Surgery by Anthem Blue Cross Blue Shield, an independent licensee of Blue Cross Blue Shield Association.





# HEALTHY WORK ENVIRONMENT



Our 2020 DAISY Nurse-Led Team Award was presented to the “COVID Crew”. This interdisciplinary team worked together to transform the Observation Unit into our first COVID Unit and were the first team members to care for these patients at Sentara Martha Jefferson Hospital.

Kristin Booker

Victoria Carter

Mark Chambers

Amber Eanes

Lindsey Fletcher

Paula Fowler

Carol Garman

Brianna Harris

Lindsey Shifflett

Christine Hottinger

Katelyn Seay

Victoria Leurs

Colleen Marchant

Megan Phillips

Kim Sharpe

Tamara Talley

Jennifer Yowell

Mary van Clief

Mark Mandichak

Jen Lyons

Abby Denby

Will Knight



Patti Scott, BSN, RN, RN-BC, Manager of Cornell 2, was recognized with the DAISY Nurse Leader Award.

“Patti has passion and compassion in everything she does. She is high energy and outgoing. She is willing to support hospital initiatives any way she can. She has a questioning attitude and would NEVER leave her wingman. She not only supports the patients and their family but of every one of her team members as well. She expects the same of her entire team. She inspects what she expects.”

Patti goes above and beyond to ensure exemplary care is delivered not only on Cornell 2, but within the entire organization. Patti is one of the most engaged managers we have.”



# HEALTHY WORK ENVIRONMENT

## 2020 DAISY Honorees



Trish Lacey, BSN, RN  
ED



Sara Morris, BSN, RN,  
RN-BC Wendel 1



Nikki Eppard, BSN, RN  
Cornell 2



Mary Van Clief, BSN, RN  
Wendel 2



Luis Morales, BSN, RN  
Wendel 1



Imelda Solis, RN, RN-BC  
Physician Practice



Kate Chorzempa, RN  
Wendel 1



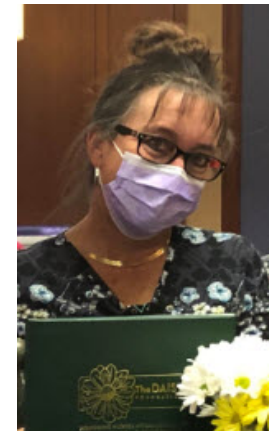
Edie Markowski, BSN,  
RN, CCRN Wendel 1



Susan Barnard, BSN, RN  
Admit/Recovery



Sierra Willis, BSN, RN  
Wendel 3



Wendy Maughan, RN  
Wendel 2



Lindsey Shifflett, RN  
Wendel 2



# HEALTHY WORK ENVIRONMENT

## Annual Nursing Awards

In 2020, we did not miss the opportunity to recognize outstanding nurses and support staff for exceptional work with our annual nursing awards that were presented as follows:

**New Graduate or Inexperienced RN of the Year: Charles Jackson (Wendel 1)**

**Preceptor of the Year: Jamie Patterson (BRIM)**

**Experienced RN of the Year: Mary Beth Revak (Cancer Services)**

**Holly Metz: Julie Hoback (OR)**

**Technical Support Staff of the Year: Danielle Mawyer (Wendel 1)**

**CNE Shining Star: Amber Campos (Wendel 1/Cornell 1)**



Danielle Mawyer, Charles Jackson, Amber Campos  
Wendel 1



Mary Beth Revak  
Cancer Services



Jamie Patterson  
BRIM



Julie Hoback  
OR

# HEALTHY WORK ENVIRONMENT

## The Haden Nursing Institute

The Haden Nursing Institute is an investment in one of the single most important aspects of great care and outstanding outcomes—the expertise and compassion of the nurses who serve our patients. Made possible by the generosity of our community through the Martha Jefferson Hospital Foundation, the Haden Nursing Institute advances professional development opportunities for our nurses and achieves improved outcomes for our patients.

With over \$14 million contributed towards this multimillion-dollar initiative, the Haden Nursing Institute fosters nursing excellence by providing scholarship funding with a special focus on at least 80% of all nurses having Bachelors of Nursing degree; nursing research and evidence-based practice fellowships and practice innovation; support for our clinical education and simulation center; award, recognition and mentoring programs for nurses; and resiliency programs to support the physical health and emotional wellness of our team.

Below is a summary of several of the nursing initiatives that are generously supported through financial contributions from the Haden Nursing Institute:

- 183 scholarships awarded to date, including 42 nurses currently on scholarship
- Magnet® designation
- DAISY nurse recognition program
- Nurse Residency and Student Internship Programs
- Professional conference attendance
- Research and Evidence Based Practice Fellowships
- Our Clinical Education and Simulation Center
- Staff Resiliency Programs

For more information, please contact the Martha Jefferson Hospital Foundation at [mjhfoundation.org](http://mjhfoundation.org) or 434-654-8052.





# HEALTHY WORK ENVIRONMENT

## Intentional Caring: A Nurturing Tradition

Through the leadership of Esther Lozano, Allison Crawford, and Johnsa Morris and with the support of the Martha Jefferson Hospital Foundation, the Intentional Caring program continued to grow in 2020.

**MISSION: To support the integration of resiliency and self-care practices in the clinical setting.**

Compassion and high quality care, core to the Caring Tradition, is made possible through clinician well-being and resiliency. Intentional Caring is a program designed to offer resiliency opportunities to our team at Sentara Martha Jefferson Hospital.

This FREE staff well-being and resiliency program includes:

### PHASE I:

- Weekly roving offerings
  - Massage
  - Mindful Movement
- Virtual Workshops/Trainings
- Virtual Lecture Series
- Interactive Art displays
- Virtual Support Groups
- Monthly Outdoor Walks

### PHASE II:

- Resiliency Room
- Expansion to other areas of the hospital and campus



## Sentara Martha Jefferson Hospital Caregiver Center

### Our Mission and Goal

The Caregiver Center is dedicated to supporting the needs of the Caregiver- individuals who are a source of providing care for their ailing family member or friend in a caring, compassionate, and non-judgmental way. We are a resource for all Caregivers-whether caring for a loved one who is admitted to SMJH, an outpatient of the Hospital, or simply a community member.

Understandably, the primary focus of the hospitals and staff is the care of the patients. However, often next to the patient are the family caregivers providing support and reassurance to their loved one and who are often in need of their own support and comfort.

As caregiver partners, our goal is to make a connection with the Caregiver. Using all senses and cues, verbal and nonverbal, we make a quick assessment of what is needed at that moment, so the caregivers feel supported.

We created a Caregiver Center, an oasis with the main focus to be a place for counseling, guidance on how to navigate the medical system and where the challenges of being a Caregiver are understood.

We deliver our services within our Caregiver Center, as well as our visits to the inpatient units of our Hospital.

This program is funded by the generous philanthropic support of our community through the Martha Jefferson Hospital Foundation.





# HEALTHY WORK ENVIRONMENT





