As I reflect on 2023, it is with immense pride and gratitude to highlight the year of excellence and achievement in nursing at Stormont Vail Health. In this annual Nursing Report, you will read about the many initiatives that the Stormont Vail Nursing team developed, collaborated on, led, and accomplished in the past year. I extend my heartfelt appreciation to each member of our nursing team, whose dedication and passion for creating and sharing innovation shines through each day and throughout this report.

Above all, recognizing the significant milestone achieved in 2023 is earning our fourth Magnet® designation from the American Nurses Credentialing Center (ANCC) for nursing excellence. Magnet is the pinnacle of recognition to the community and our healthcare industry of the excellence in nursing care provided by Stormont Vail. To have received Magnet for four consecutive terms – 2009, 2014, 2018, and 2023 – is extraordinary. This accomplishment stands as a testament to the remarkable contributions and exemplary efforts of each member on our esteemed nursing team.

The Magnet Recognition Program® continues to be a prestigious honor that celebrates organizations demonstrating exceptional nursing standards, innovations in practice, and outstanding patient outcomes. The designation requires an organization meet a number of quality, safety, culture, and leadership standards through the submission of a written document as the first step in applying for a designation. Stormont Vail first submitted a 2,500-page document, which included 85 written standards across 30 disciplines from the health system, 28 stories from ambulatory and 35 from inpatient settings, and involved 627 team members demonstrating the organizations commitment to patient care before earning a site visit from the ANCC.

In May, Magnet® appraisers visited Stormont Vail to meet with 403 team members, which included 379 nurses, spending time in specific work areas, reviewing processes and programs, and hearing presentations about innovation happening at the organization.

Stormont Vail has a rich legacy of excellence in care. Having Magnet surveyors, unfamiliar with our organization, come and validate how our amazing interdisciplinary team works together, with the patient at the focus of care, is something to celebrate. They saw how we care for our patients and our communities – and how our teams care for each other. They saw our efforts to create a seamless continuum of care, across our clinics and hospitals, which benefits each and every patient. They noted our academic partnerships and our support of future nurses and healthcare professionals. They saw how our nurses are empowered at the bedside and utilize best practices and can speak to quality data.

A couple months following the site visit, we received the exciting call that we earned this fourth Magnet® designation. This accomplishment reaffirms our position among the nation’s elite healthcare institutions, setting us apart as a beacon of nursing excellence and a leader in patient-centered care.

As we begin this new year, Stormont Vail will carry forward the spirit of collaboration, innovation, and excellence that has led us to this remarkable year of achievement. Let us continue to build upon our strengths, embrace new challenges, and set higher benchmarks with renewed determination, unity, and a shared vision of providing exceptional patient care delivery to those who we are privileged to serve.

With gratitude and admiration,

Carol Perry, MSM, BSN, RN, FACHE
Senior Vice President and Chief Nursing Officer
PHILOSOPHY OF CARE
Stormont Vail Health nurses center on key concepts of nursing: person, environment, and health. They focus on providing patient-centered, high-quality care. The Stormont Vail nursing philosophy is reflective of the organization’s mission, vision and values.

NURSING MISSION
The professional nurses at Stormont Vail are committed to providing the higher level of care and customer service to improve the health of our community.

NURSING VISION
Stormont Vail nurses actively support:
- Professionalism in relationships.
- Recognition for achievement beyond quality standards.
- Improving health in our community and throughout northeast Kansas.
- Distinguishing our organization above all other health care facilities.

"WE HAD HUNDREDS OF THE BEST SMALL MOMENTS DURING OUR VISIT."
-MAGNET SURVEYOR

"THIS ORGANIZATION IS COMMITTED TO THE COMMUNITY."
-MAGNET SURVEYOR

"THE TEAM THINKS THAT WHAT THEY DO IS ORDINARY, BUT IT IS EXTRAORDINARY."
-MAGNET SURVEYOR
Transformational LEADERSHIP

MAGNET MONDAY
In the pursuit of sharing the excellence of the Stormont Vail Health nursing team and in preparation for the Magnet® site visit, a new communication model emerged in the organization: Just Another Magnet Monday podcast. The weekly nursing excellence focused podcast with Chief Nursing Officer Carol Perry serves as a platform for insightful conversations with rotating nurses across the health system. Each episode offers a unique opportunity to learn about the latest developments in nursing practice, research, and education at Stormont Vail, as well as hear open and honest conversation regarding challenges and rewards of working in a fast-paced and rapidly evolving field.

The podcast was originally created to help in preparation for the Magnet® site visit, but ended up being an outlet for dynamic discussion not only showcasing collective dedication to excellence in patient care but also the collaborative spirit and innovation happening each day at Stormont Vail. These uplifting conversations provide inspiration and reinforcement of the commitment Stormont Vail fosters in creating a culture of excellence and shared learning within our organization.

NATIONAL ANCC MAGNET CONFERENCE
In October, Stormont Vail Health sent 20 nurses to attend and represent our organization at the annual ANCC Magnet Conference in Chicago. The conference was part of the Stormont Vail Magnet Designation Celebration where our team walked across the Magnet stage and celebrated this accomplishment with over 13,000 nurses worldwide. The Magnet Conference provided a platform for nurses like Kelly Menke, RN, Pain Management Navigator, to see how cutting-edge Stormont Vail is.

“Attending the ANCC National Magnet Conference was refreshing, invigorating, and reinforced how innovative nurses are at Stormont Vail,” said Kelly Menke, RN.

It also allowed her to bring back her Conference Big Ideas, such as an Ambulatory Practice Council. As a nurse who has worked in the ambulatory setting for most of her career, Kelly found it refreshing to see how other Magnet organizations incorporate ambulatory care nurses into ambulatory practice councils and encourage certifications. Kelly has met with nursing leaders to bring an Ambulatory Practice Council to Stormont Vail.

Professional Governance

leadership COUNCIL
Mission: To empower Professional Governance Councils to ensure clinical decisions are communicated, implemented, and carried out, providing material resources.

2023 Focus
• Support a structure where clinical nurses and nurse leaders collaborate for an empowered work culture.

EMPOWERMENT

The American Nurses Credentialing Center (ANCC) requires that Magnet designated hospitals demonstrate the presence of transformational nursing leaders throughout the organization.

professional development COUNCIL
Mission: To support a patient-focused paradigm while fostering professional growth, development, and leadership opportunities for nurses at Stormont Vail Health.

The American Nurses Credentialing Center requires that Magnet organizations demonstrate evidence that nurses throughout the organization are involved in decision-making structures and processes that address opportunities for improvement.
2023 Focus

- Professional Certification Support: Council Members developed certification fliers for nursing specialty certifications to provide information on organizational support such as certification reimbursement.
- Preceptors: Council members performed an A3 Project on the Preceptor Process and expanded preceptor training to include clinics and multidisciplinary team members.
- Professional Development: Council Members developed the 2023 Nursing Symposium with the themes of nursing pipeline and nursing retention at Stormont Vail. The successful event featured Mayo Speakers, Stormont Vail Speakers, and Poster Presenters.
- Recognition: Celebrated Nurses Week and Healthcare Week throughout the healthcare system.

practice COUNCIL

Mission: Be a resource to the organization in implementing evidence-based practice into nursing policy to guide safe and quality patient care.

2023 Focus

- Made policies more accessible by developing the "Lippincott & Document Central Key Word Document" for frequently used policies and procedures.
- Completed multidisciplinary review of best practices for each PCS policy and transitioned each policy, procedure, and standard work review to Document Central or adoption of Lippincott Procedures.
- Reviewed Evidence-Based Practice and recommended practice changes including IV tube labeling, Alcohol Impregnated Caps, and CVAD placement checklist.

communication COUNCIL

Mission: To empower nurses and staff of our organization to cultivate relevant communication strategies that support the vision and purpose of Stormont Vail Health.

2023 Focus

- Improved transparency of council initiatives with updates to the Professional Governance SharePoint Site.
- Created robust and innovative Nursing Now Newsletters for organizational distribution.

research and evidence-based practice COUNCIL

Mission: The Research and Evidence-Based Practice Council is a multidisciplinary team established to promote the generation of new knowledge, innovation, and health improvement.

2023 Focus

- Established a Research Scholar Program that provides organizational support for nursing research.
- Developed a Research Idea QR Code Flyer to support nursing team members interested in research.

new KNOWLEDGE, INNOVATIONS AND IMPROVEMENTS

New Knowledge & Innovations

STORMONT VAIL NURSES DISSEMINATE BEST PRACTICES INTERNALLY AND EXTERNALLY

Nurses at Stormont Vail Health have taken significant steps to disseminate best practices within the organization and to external regional, state, and national audiences. One notable example of this effort is the work of Thaina Dos

Magnet-recognized organizations integrate evidence-based practice and research into clinical and operational processes that support innovations in patient care, nursing, and the practice environment. Nurses are involved with designing and implementing technology and workflow improvements to enhance the patient experience and nursing practice.
Santos Jensen and Jenny James, who collaborated on a quality project about the Emergence Agitation in the PACU.

Emergence agitation continues to pose significant challenges for patients during the recovery phase, and the PACU team faces substantial difficulties in assessment and treatment. By increasing awareness and understanding of this phenomenon, standardized models of care for patients can be developed and implemented.

The team presented their findings at the Stormont Vail Nursing Symposium, regionally at the Missouri-Kansas PeriAnesthesia Nurses Association (MOKAN PANA) Conference in Kansas City, and the Magnetizing Kansas City Symposium. They also submitted abstracts for presentations at the upcoming ASPAN National Conference and the Magnet National Conference in 2024. Thanks to the diligent efforts of nurses like Thaina and Jenny, best practices are being disseminated and implemented at all levels of the healthcare industry.

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**Dissemination**

- **Partners For Success: Improving the Relationship Between Preceptor and Preceptee to Foster Growth in Our Future Nurses**
  Stephanie Saunders, MSN, RN, and Monica Damman, BSN, RN
  Magnetizing KC Podium Presentation, SVH Nursing Symposium
  Podium Presentation

- **Identifying Potential Violent Patients Across the Health System**
  Angela Mendez, MSN, RN, SCRN, Justin Barnes, BSN, RN
  Magnetizing KC Podium Presentation, SVH Nursing Symposium
  Podium Presentation

- **Prescriptive Food Pantry**
  Ashley Florez, BSN, RN; Julie Johnson, BSN, RN, CDCES; Stephanie Robb, RN; Dana Blindt, MSN, RN; and Amy Kincade, MBA, BSN, RN
  Magnetizing KC Podium Presentation, SVH Nursing Symposium
  Podium Presentation

- **Restorative Circles for Nursing Retention and Satisfaction**
  Ashley Seematter, MSN, RNC-OB; Kate Burns, MFS, BS; Paula Sanders, MSN, RN; Dena Brake, Nate Hollingshead, and Salena Gillam MBA, BSN, RN, NE-BC
  Magnetizing KC Podium Presentation, SVH Nursing Symposium
  Podium Presentation

- **Increasing Access and Availability for SANE training**
  Sarah Evans Simpson, MSN-FN, RN, TRRN, SANE-A, SANE-P, and Morgan Stebens, RN, MSN-FN, SANE-A, The University of Kansas Hospital
  Magnetizing KC Poster Presentation

- **Emergence Agitation in the Post Anesthesia Care Unit**
  Thaina Dos Santos Jensen BSN, BS, RN, and Jenny James BSN, RN, CPAN
  Magnetizing KC Poster Presentation, Missouri-Kansas PeriAnesthesia Nurse Association Conference Poster Presentation, SVH Nursing Symposium Poster Presentation

- **I OCS Utilization in Cesarean Section Deliveries**
  Kim Dick, BSN, RNC-OB, Melinda Theis, MSN, RNC-OB, Presenter Melissa Jones, BSN, RNC-OB
  Magnetizing KC Poster Presentation, SVH Nursing Symposium Poster Presentation

- **Improving Orthopedic Add-On Case Requests**
  Ashley Berroth, BSN, RN, and Katie Martinek, MBA, BSN, RN
  Magnetizing KC Poster Presentation, SVH Nursing Symposium Poster Presentation

- **Nurses leading capacity management through the progression of care rounds**
  Richelle Rumford, MSN, RN, CEN, Emily Padilla, MSN, RN, and Shelly McMaster, BSN, RN
  Magnetizing KC Poster Presentation, SVH Nursing Symposium Poster Presentation

- **The Journey to MC WINGS: Development of a Maternal-Child Nurse Residency Track**
  Bonnie Jackson, MSN, RNC, C-EFM, and Lindsay Moore, MBA, RRT
  SVH Nursing Symposium Poster Presentation

- **Project SONIC: Self-Care Planning for Oncology Nurses to Improve Compassion Fatigue**
  Robin McKay, DNP, APRN, AOCNP, and Corey Schliep, PhD, LCMFT
  SVH Nursing Symposium Poster Presentation

- **Quantitative Blood Loss at Vaginal and Cesarean Section Deliveries**
  Nicole Graham, BSN, RN, CLC
  SVH Nursing Symposium Poster Presentation

- **Therapeutic Uses for Cannabis**
  Deborah A. Mathias, DNP, RN, CNE
  SVH Nursing Symposium Poster Presentation

- **Trauma Services Geriatric Guidelines**
  Tamine Gogel, APRN-C, and Katherine Trejo, BSN, RN
  SVH Nursing Symposium Poster Presentation

- **Treatment of a patient with intractable Painful DPN and Raynaud Syndrome using high concentration capsaicin 8% topical system: case report**
  Gary Graf, APRN
  SVH Nursing Symposium Poster Presentation
You Spoke, We Listened

The You Spoke, We Listened Initiative increases trust and transparency of problem-solving for direct care nurses from across the organization.

At the beginning of the year, clinical nurses had the opportunity to sit down with nursing leaders and voice their ideas for positive organizational change. The leaders took these ideas and created the You Spoke, We Listened initiative. The first issues solved improved the workplace experience by extending the coffee shop hours from 6 a.m. - 2 p.m. to 6 a.m. - 6 p.m. and bringing back the famous Stormont Vail ranch dressing in the cafeteria.

You Spoke, We Listened goes much deeper into quality initiatives as well. Department Directors, Nurse Managers and Quality Program Managers (QPM) have taken a collaborative approach to issues to make tangible changes. The initiative's success has now been incorporated into monthly department rounding, where staff can bring additional needs to attention and leaders can communicate feedback on improvements. For example, the Emergency Department team asked for skills education. As a result, at October staff meetings, the Rapid Response team was gracious enough to provide arterial line education.

“We plan to include some interactive education topic for each staff meeting going forward,” said Casey Monthey, RN, Quality Program Manager for the Emergency Department.

Another successful topic came from the Ambulatory Clinics. Haleigh Kammerer, RN, Quality Manager for the Medical Specialty Clinics, addressed her concerns about the clinics having adequate equipment to ease human error after it was brought to her attention that some clinics didn’t have Dinamap Monitors available. Once addressed, Brooke Oxandale, CNL, brought this to an interdisciplinary meeting with Respiratory Services, where it was discovered that a grant would cover the need for each clinic to receive an additional Dinamap and more if the need was indicated.

Improving Practice in Preventing Central Line Infections

Clinical Nurses at Stormont Vail are experts in process improvement and evidence-based practice. In July, a project was initiated to appraise the role of alcohol-impregnated caps in infection prevention measures. As a dedicated IV Therapy team member, Sierra Torres, RN, CCRN, and TCRN, appraised evidence using OVID databases and specialty practice recommendations from the Infusion Nurse Society (INS). Sierra completed an annotated bibliography that showed a positive impact of alcohol-impregnated cap use in reducing CLABSI rates.

Next, Sierra collected unit data about infection rates, standard caps, and active disinfection practices such as scrubbing the hub. She Collaborated with Director, Jana Tenbrink, RN, Nurse Manager, Nicole Bath, RN, and Quality Program Managers for data collection and project presentations to the Professional Governance Practice Council. The Admin Value Analysis committee reviewed her professional recommendations. This grand effort of best practice appraisal, data review, and teamwork led to the approval of alcohol-impregnated caps as an infection prevention measure on November 8, 2023.

Sierra looks forward to continued collaboration with project implementation and striving to provide the safest care for our patients.

Prescriptive Food Pantry

Nurses throughout Stormont Vail are committed to Exemplary Professional Practice, promoting effective and efficient care services, interprofessional collaboration, and high-quality patient outcomes.

The Care Transformation Department works to identify and address social determinants of health. Access to healthy food is a significant problem in America. Food insecurity, a lack of consistent access to enough food, challenges our community members. As part of a three-year project, nurses and the multidisciplinary team developed a robust prescriptive food pantry aimed to enhance the management of diabetes mellitus by addressing the social determinant of health.

The program has proven successful and has been expanded within the region. Over the last year, patients enrolled in the program have had an average A1C reduction of 2.4%.
nursing RECOGNITION AND ACHIEVEMENTS

DAISY Award

The DAISY Award is an international recognition program that honors and celebrates the skillful, compassionate care nurses provide every day. DAISY stands for Diseases Attacking the Immune System. The family of J. Patrick Barnes established the DAISY Foundation after he died from complications of the auto-immune disease ITP in 1999. It was started at Stormont Vail Health in 2016 as a way for patients and families to recognize the care received and say “thank you” to extraordinary nurses.

Sonja Pressgrove, RN
Neonatal Intensive Care Unit

Chelsea Stanwix, RN
6 South Post-Surgical

Cheyenne Seematter, RN
Surgical Intensive Care Unit

Dominic Katsbulas, RN
Intermediate Care

James Sellers, RN
Charge Nurse, Spine Center

Katrina Hinjosa, RN
Surgical Intensive Care Unit

Melissa Evans, RN
Birthplace

Nicole Pacheco, RN
Birthplace

Sierra Swearngin, RN
Cancer Center

Hannah Deviney, RN
7 South Post-Surgical

Maegan Johnson, RN
Emergency Department

Erinn Grist, BSN, RN
7 North Cardiac Care
EXCELLENCE IN NURSING AWARDS

2023 AWARD WINNERS

Excellence in Nursing Practice
Julie Snyder, RN
Pavilion Critical Care Unit

Excellence in Nursing Practice
Melissa Tenbrink, BSN, RN
Pediatric Intensive Care Unit

Excellence in Nursing Leadership
Brooke McDonnell, BSN, RN
Primary Care

Excellence in Nursing Mentorship
Corey Gonzales, MBA-HCA, BSN, RN
Emergency Department

Excellence in Nursing Practice
Melissa Tenbrink, BSN, RN
Pediatric Intensive Care Unit

Excellence in Nursing Leadership
Brooke McDonnell, BSN, RN
Primary Care

Excellence in Nursing Mentorship
Corey Gonzales, MBA-HCA, BSN, RN
Emergency Department

Excellence in Nursing Leadership
Diane Martinek, BSN, RN
Cotton O’Neill Endoscopy Center

Excellence in Nursing Preceptorship
Elizabeth Bechard, BSN, RN
6 North Oncology

Excellence in Nursing Preceptorship
Christi Colley, BSN, RN
Emergency Department

Excellence in Nursing Research
Ashley Seematter, MSN, RN, RNC-OB
Baker School of Nursing

Excellence in Advanced Practice Provider
Stephanie Arbaiza, MSN, APRN, AGNP-C
Palliative Medicine & Supportive Care

Excellence in Licensed Practical Nursing
Laney Bowers, LPN
Manhattan Primary Care

Excellence in Patient Care
Kelsey Howard, PCT
Birthplace

Excellence in Patient Care
Sally Gonzalez, PCT
6 South Medical Surgical

Excellence in Patient Care
Gisselle Flores Gutierrez, PCT
Birthplace

Excellence in Patient Care
Shannon Dilks, MA
Wound Care Center

Excellence in Distinguished Community Outreach
Leann Edington, BSN, RN
Learning & Talent Development

Rising Stars
Carrie Cummings, BSN, RN
Cotton O’Neill Endoscopy Center

Rising Stars
Jaclyn Wellman, RN
Meriden Clinic

The Highest Nursing Honors
KSNA Hall of Fame Award

Carol Perry, MSM, BSN, RN, FACHE, Senior Vice President and Chief Nursing Officer, was honored with the Kansas State Nurses Association’s Hall of Fame Award, which recognizes nurses who have demonstrated excellence through sustained, lifetime contributions affecting the health or social history of Kansas through the profession of nursing. Here’s a piece of Carol’s nomination:

“Carol has a special talent in inspiring others to be their best. She leads with enthusiasm, humor, and, most of all, compassion. Finding high-quality care in our Kansas community has been her top career priority. Carol inspires the nurses to work together for the community’s health and to be a national leader in providing compassionate, high-quality, integrated care.”

news OF NOTE

Innovative Programs to Increase the Nursing Pipeline

Topeka Center for Advanced Learning and Careers

Stormont Vail Health has continued to expand its partnership with TCALC (Topeka Center for Advanced Learning and Careers) to offer a healthcare pathway for high school students who want to enter the field of nursing as a Certified Nurse Aide (CNA). A new program was also added this year, the Phlebotomy certification program.

This year, 69 students participated in the CNA program and 9 in Phlebotomy. This participation increases the overall number of well-trained healthcare workers in our area, removes barriers to careers in healthcare for students from all backgrounds, and welcomes a few new faces to the Stormont Vail family in the process.

Student Nurse Tech and Interns

In April, the Student Nurse Tech and Student Nurse Intern programs were developed to promote the nursing pipeline and provide a formal pathway of recruitment and retention to employ nursing students as they progress through their education process and post-graduation. Currently, there are:

- 9 Student Nurse Tech 1’s
- 61 Student Nurse Tech 2’s
- 24 Student Nurse Interns
- 3 Flint Hills Campus Student Nurse Interns

Turnover rate

The 2022 national turnover rate for inpatient and clinical nurses was 22.5%. In October 2022, the turnover rate for inpatient clinical nurses at Stormont Health was 12.84%. With diligent collaboration between clinical nurses and leadership, the current (2023) turnover rate for inpatient beside clinical nurses is 7.43%.

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Stormont Vail Health is an integrated healthcare system based in Topeka, Kansas, composed of two hospitals (Topeka and Junction City) and the Cotton O’Neil medical group. Stormont Vail Hospital in Topeka and Cotton O’Neil joined in 1995 to form Stormont Vail Health. The Stormont Vail Flint Hills Hospital and Rural Health Clinic in Junction City joined the system in 2023.

## About Stormont Vail Health

Stormont Vail Health is a nonprofit integrated health system that operates a 586-licensed bed, acute care regional hospital in Topeka; Stormont Vail Health Flint Hills Campus in Junction City, a 92-bed acute care hospital and Rural Health Clinic; Stormont Vail Health Manhattan Campus, a primary care, specialty care, and imaging clinic; regional Behavioral Health services; and Cotton O’Neil, a network of primary and specialty clinics throughout northeast Kansas.

In conjunction with Baker University, Stormont Vail operates a nursing school on its Topeka campus and works closely with the Washburn University School of Nursing, as well as other nursing and healthcare educational programs in the region.

To learn more about career opportunities at Stormont Vail, visit stormontvail.org.
Serving a multicounty region in Kansas, Stormont Vail Health features the region’s only Level II Trauma Center and Level III Neonatal Intensive Care Unit. Stormont Vail provides primary and specialty care needs for patients in Topeka, Manhattan, Junction City, and Emporia, along with clinics in surrounding communities of Carbondale, Emporia, Meriden, Netawaka, Osage City, Oskaloosa, and Wamego.

The Stormont Vail organization is a Mayo Clinic Care Network member, meaning our experts have experts. The network provides Stormont Vail physicians access to top-tier expertise, innovative research, and collaboration on treatment options for complex medical conditions. Additionally, being a Magnet Designated facility reflects the organization’s dedication to nursing excellence, providing patients with the highest standards of care, and fostering an environment of continuous improvement in patient outcomes.

1500 SW 10th Ave., Topeka, Kansas 66604 | stormontvail.org