

# Compassion. Innovation. Excellence.

2021-2023 Froedtert Hospital Nursing Annual Report



Cover art created by Sean Ipsarides RN, CVICU



Froedtert Hospital

# Mission, Vision and Philosophy

## Mission

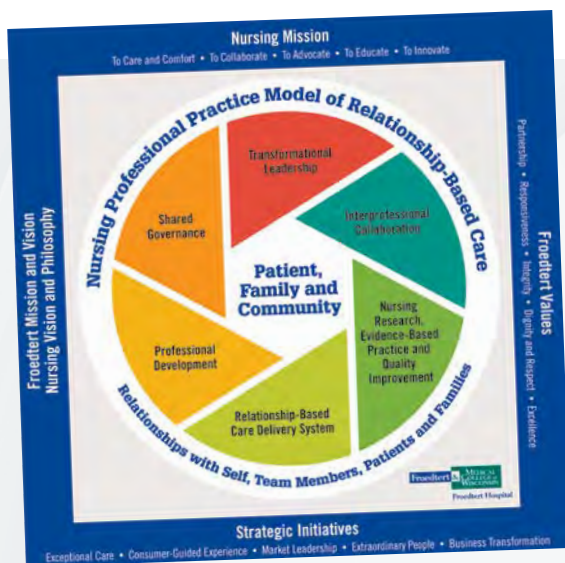
- To Care and Comfort
- To Collaborate
- To Advocate
- To Educate
- To Innovate

## Vision

Froedtert Hospital nurses will be trusted leaders who demonstrate passion, innovation and excellence in professional nursing practice.

## Philosophy

- Relationship-based care that is individualized, compassionate and culturally sensitive, in which nurses advocate for care that is delivered with utmost respect and dignity
- Courageous, agile and responsive leadership that facilitates resilience and successful navigation of change
- Interprofessional collaboration for optimal patient outcomes, including empowering patients and families as active participants in their care
- Delivery of high-quality care that makes a difference in the lives of patients through commitment to nursing research, evidence-based practice and quality improvement
- Education of our patients, families, the community, future health care professionals and our staff
- A foundation of shared governance that supports autonomous, participative decision making
- An environment that nurtures and supports top-of-license practice, innovation, clinical expertise and ongoing professional development, enhancing the recruitment and retention of outstanding nursing staff who exemplify nursing excellence



## Froedtert Hospital Nursing Professional Practice Model

The Nursing Professional Practice Model of Relationship-Based Care depicts nursing practice at Froedtert Hospital. Six elements serve as the foundation of the model, with the central focus being the care of the patient, family and community. Froedtert Health’s nursing missions, visions, values, philosophy and strategic initiatives influence the professional practice model. The model has been adapted from *Relationship-Based Care: A Model for Transforming Practice* (Koloroutis, 2004).

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## Froedtert Hospital Chief Nursing Officer



Dear Nursing Colleagues and Friends,

As the chief nursing officer of Froedtert Hospital, I am thrilled to share the 2021-2023 Froedtert Hospital Nursing Annual Report. Having directed our efforts to the pandemic response, we have had a three-year delay in publishing. While we are moving back to annual reports in 2024, I believe it is important to look back and highlight some of the great work our amazing teams have accomplished over this time.

In every place nursing is practiced, our teams bring compassion and dedication while providing patient-centered care to all who come through our doors. When we stop to think about the work that nursing has done since the beginning of 2020, to say it has been a challenge is an understatement. To all of our nurses who have been a part of our organization and helped see us through these unprecedented times, thank you. Despite the obstacles, Froedtert Hospital nurses continued to shine! You should all be so proud of what you were able to accomplish!

Practicing, educating and learning through a pandemic is nothing short of remarkable, and

we did it. We not only did it, we embraced the challenges, shifted countless times to provide outstanding care and excelled in so many ways, resulting in a fourth Magnet® designation! Exceptional patient care and safety remained top priorities, and this was reflected in the Vizient rankings. Froedtert Hospital was recognized among the top 10 academic medical centers because of our work on evidence-based practice, quality improvements and research projects that continue to enhance the care we provide.

Throughout this report, we will celebrate the successes, reflect on the challenges and embrace the opportunities that lie ahead in our nursing workforce. Together, we can continue to raise the standards of what it means to be a Froedtert Hospital nurse as we live out our mission, vision and values to achieve nursing excellence. Your endless efforts are the heart and soul of our organization. Please join me and your nursing leadership team as we embark on the journey together.

With Regards,

**Paula Schmidt, MSN, MBA, RN, NEA-BC**

Chief Nursing Officer

Vice President, Patient Care Services

## Froedtert Hospital Chief Clinical Officer



On behalf of our communities and your clinical teams, I would like to extend a huge and never-ending thank you for all you do. The lifeline of any great health system is its nursing team. You are fierce patient advocates and work to ensure patient safety. You deliver unparalleled quality care. You coordinate care when the dots are not connected. Most importantly, you put the “care” in “clinical care.”

The last few years have perhaps been the most challenging in the history of medicine, and our nursing teams were on the front lines managing that rollercoaster. With bravery, you brought your best selves to work each day, living up to the true

spirit of our mission to serve our communities. Through it all, you once again received Magnet designation and drove our performance on quality into Vizient’s Top 10, against the best academic medical centers in the country. You can all park your humility for a few moments as these accomplishments are the envy of many great institutions. Across the communities we serve, people say how immensely proud they are to have access to the Froedtert & the Medical College of Wisconsin health network for medical care. Thank you for all you do.

**Ian Schwartz, MD**

Chief Clinical Officer

Sr. Associate Dean, Quality,  
Medical College of Wisconsin

# Nursing Excellence

Froedtert Hospital nurses provide exceptional patient care in a professional nursing practice environment. National recognition of our nursing excellence is reflected by the achievement of a fourth Magnet designation for excellence in nursing services by the ANCC Magnet Recognition Program® in 2021. Froedtert Hospital nurses take pride in continuing to take a leadership role in delivering high-quality, evidence-based care.

## Seven Ways Froedtert Hospital Nurses Demonstrate Excellence

1. Adequacy of Resources & Staffing
2. Autonomy
3. Fundamentals of Quality Nursing Care
4. Interprofessional Relationships
5. Leadership Access and Responsiveness
6. Professional Development
7. RN to RN Teamwork and Collaboration



Froedtert Hospital received its first Magnet recognition in 2006, with redesignation in 2011 and 2016. The designation is a seal of approval for hospitals. It signifies high-quality patient care and nursing excellence.



## Our nurses achieved four consecutive Magnet designations from 2006 through 2021

for their ongoing dedication to deliver their best to improve our patients' outcomes.

### Froedtert Hospital is:

- 1 of 10 hospitals designated in Wisconsin
- 1 of 4 hospitals in Wisconsin with four or more designations
- Included in the 2% of hospitals worldwide that have received four designations

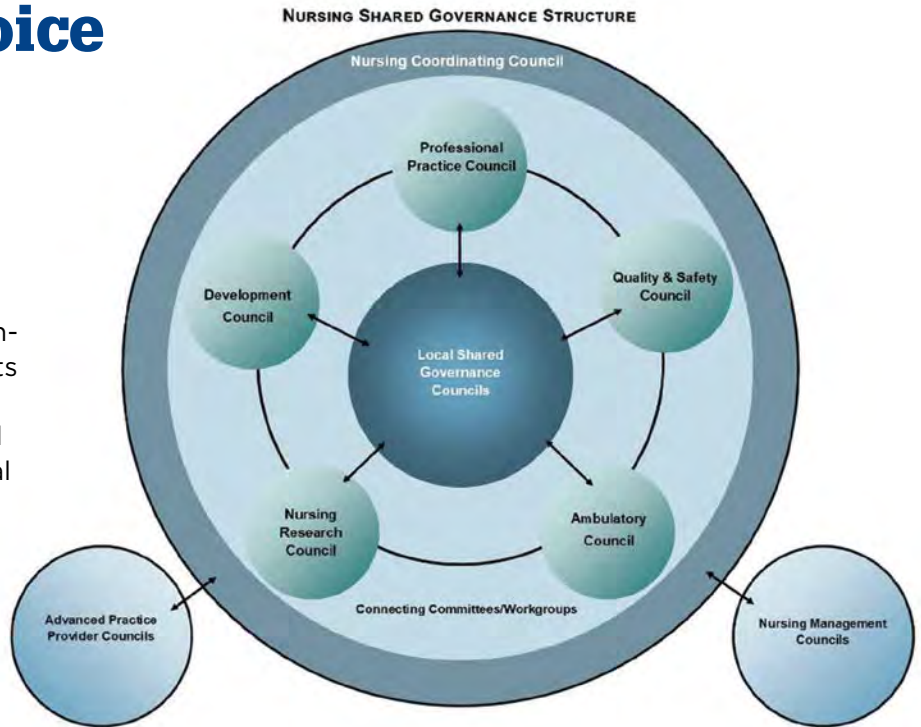
2006 • 2011 • 2016 • 2021

# Elevating the Voice of the Nurse

## What is Shared Governance and Why Does It Matter?

Shared governance is the foundation for autonomous, participative decision-making and integrates the components of the Magnet Model, including transformational leadership; structural empowerment; exemplary professional practice; new knowledge, innovations, and improvements; and empirical outcomes. Nursing supports the organizational framework of shared governance. All professional nurses are decision-making partners in the areas of nursing practice, development and quality.

The framework exists at both the departmental level and divisional level for the purpose of promoting optimal professional accountability and practice. Shared governance fosters personal and professional growth, and it empowers nurses and support staff to provide the highest quality patient care.



## Elevating the Voice of the Nurse

### Nursing Coordinating Council

This council of highly motivated nurses provides oversight for division councils and local coordinating councils to support open communication among all levels of nursing. The council ensures overall coordination, alignment and prioritization of activities related to the empirical outcomes that are influenced and impacted by nursing. Council members support, promote and empower nurses to uphold a culture of nursing excellence. In collaboration with nursing management councils, they develop, implement and evaluate the annual Nursing Strategic Plan.

*Coordinating Council co-chairs Natalie Goniw, BSN, RN, Medical ICU 7NT (left); Angela Nokovic, BSN, RN, CMSRN, Procedure Arrival and Recovery (center); Yvonne Becker, RN, CMSRN, Resource Pool (right)*

## Elevating the Voice of the Nurse

### Nursing Quality and Safety Council

The Nursing Quality and Safety Council assures high-quality nursing care by monitoring, evaluating and improving nurse-sensitive indicators. Through developing and participating in audits while facilitating quality improvement initiatives, the council can compare outcomes with national benchmarks furthering the quality of care at Froedtert Hospital. Council members collaborate with staff in other disciplines, organizational teams and committees to create action plans using the Plan-Do-Study-Act model to make long-lasting improvements to patient-centered care and outcomes. Additionally, the Nursing Quality and Safety Council formally recognizes nurses via the annual Froedtert Hospital Nursing Research, Evidence-Based Practice (EBP) and Quality Improvement (QI) Awards.

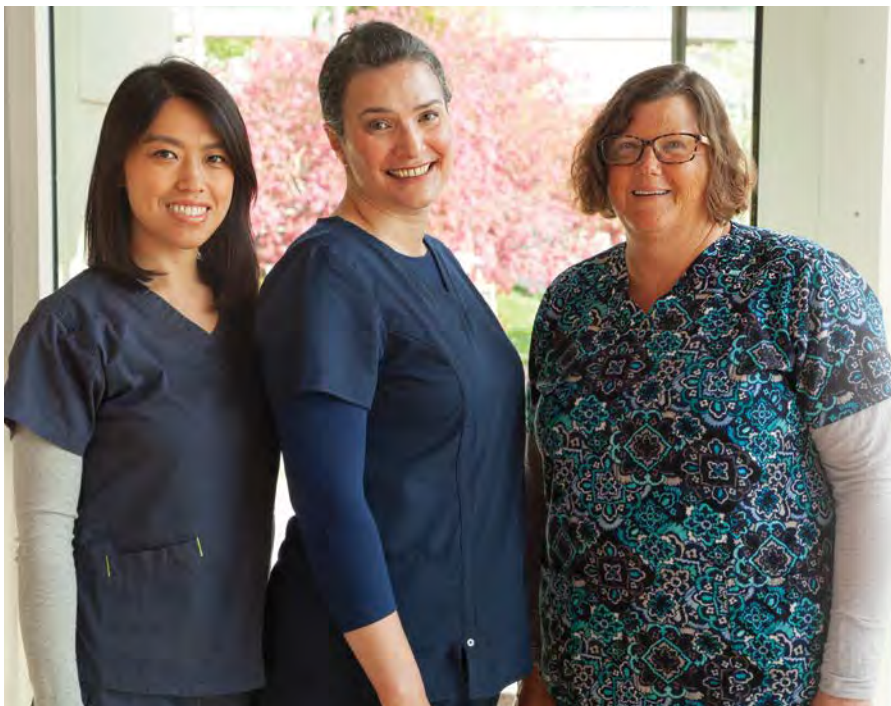


*Quality and Safety Council Chair-elect, Madeline Harvey, BSN, RN, Medical ICU 7NT (left); Quality and Safety Council Chair, Eva Wilson, BSN, RN, 4SW Internal Medicine (right).*

### Nursing Research Council

The Nursing Research Council (NRC) promotes and facilitates all aspects of nursing research by mentoring, consulting and educating Froedtert Hospital nurses. This council is composed of clinical nurses and nurse scientists (Katie Klink, RN, Ph.D; Natalie McAndrew, RN, BSN, MSN, Ph.D; and Kathryn Schroeter, RN, CNOR, CN, Ph.D.) At NRC meetings, nurses participate in the approval process by

reviewing research proposals. The nurse scientists present on topics such as developing evidence-based practice curricula, conducting research studies, ethics and reviewing research statistics. The NRC plans and conducts the annual Froedtert Hospital Nursing Research Conference and manages the council's Virtual Journal Club. Council members attend, actively support and have presented at the annual Building Bridges to Research-Based Nursing Practice Conference in Southeast Wisconsin.



*Nursing Research Council Chair-elects Di Wu, BSN, RN, CMSRN, Resource Pool (left), and Sarah Hatch, MN, RN, CNL, MEDSURG-BC, OCN, 8CFAC Hem/Onc (center); Nursing Research Council Chair, Mary Stormowski, BSN, RN, VA-BC, Vascular Access Team (right)*

## Elevating the Voice of the Nurse

### Professional Practice Council

The Nursing Professional Practice Council is accountable for ensuring nursing practices are evidence-based and consistent standards are followed across all nursing environments. The council works closely with the Evidence-Based Practice (EBP) Committee to support the implementation of practice changes that integrate research evidence with clinical expertise and patient values. The EBP committee uses the Johns Hopkins EBP framework to guide their systemic review process. The council collaborates with interdisciplinary teams to develop clinical policies that affect nursing practice. Nurses receive recognition for their work with the EBP at the annual Froedtert Hospital Nursing Recognition event.



*Professional Practice Council Chair Samantha Gall, BSN, RN, CCRN, ECMO (center); Professional Practice Council Chair-elects, Aliyah Clemons, RN, Medical ICU 7NT (left), and Norma Pribbanow, RN, C-EFM, Labor and Delivery (right)*



### Development Council

The Development Council is accountable for functions related to professional development, enrichment, recruitment and retention. The council's focus is to create or support professional development activities designed to improve professional nursing practice and patient outcomes. Recent efforts aimed to broaden nurse recognition in all roles by planning activities for Nurses Week, collaborating with nursing leadership to develop a preceptor recognition program and enhancing the nursing awards program. Members of this council plan the annual Froedtert Hospital Nursing Recognition event that celebrates nurses for their overwhelming contributions to achieve nursing excellence. Retention efforts continue with support of the Professional Development Pathway program.

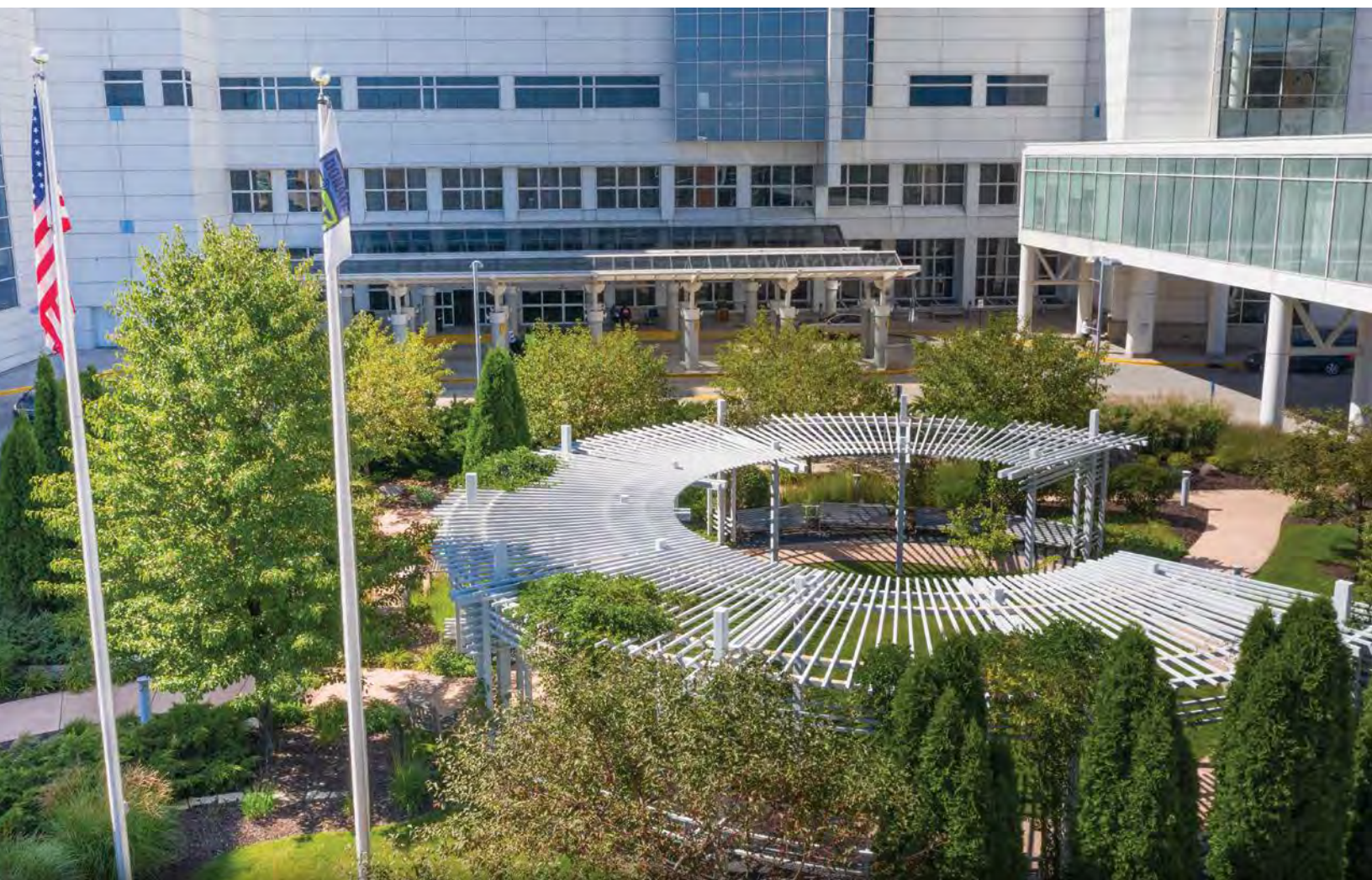
*Development Council Chair Angela Nokovic, BSN, RN, CMSRN, Procedure, Arrival and Recovery (right); Development Council Chair-elects Michelle Bender, BSN, RN, CURN, Urology Center (left) and Terra Marr, BSN, RN, CCRN, Surgical ICU (center)*

## Ambulatory Council

The Ambulatory Council is responsible for functions related to professional practice, development, quality and safety in the ambulatory setting. The council provides recommendations and approves the development and revision of nursing clinical policies and nurse-driven protocols. The goal is top-of-license nursing practice and workflow standardization. For example, the council worked with a multidisciplinary team to standardize the process for transferring patients from the outpatient setting to the Emergency Department.



*Ambulatory Council Chair Kathleen Kopsi, BSN, RN, Ambulatory Transplant (inset); Ambulatory Council Chair-elects Katarzyna Krynicka, BSN, RN, Clinic-Surgical Specialties (left), and Brionna Janetzke, BSN, RN, Thoracic Transplant Admin (right)*





# Advancing Health Equity in Dermatology Through Community Outreach and Partnerships

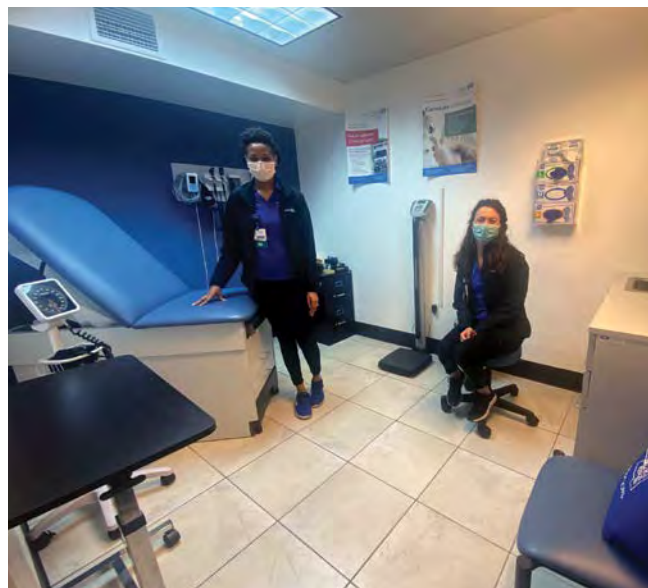
Current dermatology screening programs available through the American Academy of Dermatology focus on conditions most commonly found in the Caucasian population, despite data demonstrating that racial and ethnic minorities are at a higher risk for poor health outcomes associated with skin conditions. To address this disparity and improve access to dermatology screenings, Froedtert Hospital nurses and Froedtert & MCW dermatologists developed a new outreach screening program focused on conditions that are more common in diverse communities. The Skin, Hair and Nails screening initiative provides individuals an opportunity to talk with a registered nurse and a board-certified dermatologist about a variety of concerns that are more common in African American and Latin American people.

Four screening events were hosted in diverse communities during the first year of the program in partnership with Casa Guadalupe, Gee's Clippers Barbershop and Beauty Salon and Neighborhood House of Milwaukee. Nearly 170 individuals completed skin, hair and nail screenings, with 95% of participants identifying as African American, Asian or Hispanic. Many participants reported never seeing a dermatologist before or being unable to access dermatology services due to lack of health insurance. Five cases that appeared highly suspicious for skin cancer were identified thanks to the program. More than a third of participants were referred for further medical evaluation. In addition to increasing access to specialty care, registered nurses assisted community members with navigating the health system as well as coordinated ongoing care.

There are plans to expand the Skin, Hair and Nails screening initiative to more communities. These types of community partnerships and screening efforts are essential to achieve equity and address health disparities in the diverse communities served by the Froedtert & MCW health network.



*Amalie Hansen, RN (left), and Tierra Hoard, RN (right)*



*Amalie Hansen, RN (left), and Tierra Hoard, RN (right)*

# Froedtert Hospital Emergency Department Becomes First in Wisconsin to Offer Standard Human Immunodeficiency Virus Screening and Testing

The Centers for Disease Control and Prevention (CDC) estimates 1 in 7 people living with Human Immunodeficiency Virus (HIV) are unaware of their status. In 2019, 106 new HIV cases were reported in the state of Wisconsin, with 60% occurring in the southeast region. Nurses, physicians and leaders with the Froedtert & MCW health network identified a need to make HIV testing a standard of care in the Froedtert Hospital Emergency Department. The goals and benefits of testing are to change public perceptions about testing and overcome stigma that may discourage patients from being tested; identify patients with a positive status and connect them with specialty care and treatment; improve health outcomes and reduce the number of new cases per year.

In July 2022, an interprofessional team of nurses, clinicians and physicians from emergency departments across the health system implemented a standard HIV screening process for adult patients using an opt-out testing model. This is the first program of its kind in the state. It aligns with the recommendations for non-risk based HIV

screening set forth by the CDC and U.S. Preventive Services Task Force. Every patient between the ages of 18-64, regardless of risk factors, who gets their blood drawn in the ED and does not have an HIV diagnosis recorded in their chart, will be tested for HIV unless they opt out. Patients receive the results in the ED, through MyChart or from an infectious disease specialist after they are discharged.

After successful implementation, the team continued to evaluate this new standard of care from the patient and staff perspective to ensure their needs were met and rapid improvements could be made when appropriate. As a result, the initiative brought forth better understanding of the stigma surrounding HIV testing and a positive diagnosis, as well as enabled the nurses and the care team to educate the community on the importance of getting tested. Since July 2022, Froedtert Hospital ED nurses have screened more than 67% of patients each week, facilitated testing for more than 10,000 patients and connected 21 HIV-positive patients with ongoing care.



## Nurse-Led Inclusion Clinic

The Inclusion Health Clinic (IHC) initially opened in 2018 and continues to expand each year. The IHC exclusively serves the LGBTQ+ community and offers primary care, gender-affirming hormone therapy, pre-exposure prophylaxis for HIV and specialty care services. The IHC nursing team plays a pivotal role in the provision of health care within the clinic. The care provided by the IHC nurses is rooted in a solid knowledge base of primary care, as well as fluency in multiple specialties.

Upon starting their health care journey in the Inclusion Health Clinic, many LGBTQ+ individuals report having experienced discrimination while seeking health care in the past. The IHC nursing team embodies relationship-based care and focuses on building trust with the patients they serve, creating a safe and judgement-free experience. The nurses take the time needed to actively listen to each patient's concerns and address his, her or their unique needs. As a result, the IHC nurses have been able to foster an environment where "patients' walls come down," and establish a new level of trust in the health care team. For example, nurse-driven appointments provide a unique opportunity for patients to get to know the nurses they often speak to or communicate with throughout their journey. These appointments are also when patients can ask additional questions or gain greater understanding of their health care needs. The IHC nurses can then support patients through the process of navigating the complexities of health care. Ann Brooks, RN, said, "It is a privilege to help our patients on their journey to being their true selves."

In addition to creating therapeutic partnerships with patients, the nurses perform phone and MyChart triage, coordinate medication authorizations, offer in-person injection teaching, sexually transmitted disease (STD) screening and STD treatment.



*Left to right: Sarah Gibart BSN, RN, OCN; Tamiah Wright DNP, RN, APNP, AGCNS-BC, OCN; Kelly Oppitz BSN, RN*

Nurses play a substantial role in providing patient education to increase health literacy and improve access to health care for patients who may be experiencing adult-focused care for the first time. IHC nurses take advantage of the full scope of their practice while helping to address the bio-psycho-social aspects of patient care.

The clinicians in the IHC depend heavily on the nurses to bridge gaps when it comes to providing additional support to patients. This may include information on accessing gender-affirming surgery, community resources for therapy and community groups that provide support to transgender and gender-diverse people. Thanks to the profound collaboration of the interdisciplinary team, patients receive compassionate, lifesaving care.

# Ethics: A Foundation of Froedtert Hospital Nursing

“Nurses are advocates for patients and must find balance while delivering patient care. Each patient has the right to make their own decisions based on their own beliefs and values.” (Haddad & Geiger, 2023)



*Kathryn Schroeter, PhD,  
MA-Bioethics, RN,  
CNOR, CNE, FAORN*

This quote exemplifies Froedtert Hospital nurses and their continued commitment to developing trusting relationships with patients, delivering nursing services in alignment with patient needs and setting aside any bias or prejudice. On a daily basis, Froedtert

Hospital nurses take into consideration factors such as a patient’s culture, value systems, religious or spiritual beliefs, lifestyle, social support system, sexual orientation or gender expression and primary language when planning individualized, family and population-centered care. All of this is done within the context of respecting the patient’s decisions. When ethical dilemmas arise, nursing members of the hospital Ethics Committee, Kathryn Schroeter, PhD, MA-Bioethics, RN, CNOR, CNE, FAORN; and Jennifer Popies, RN, CCRN-K, AGACNP-BC, ACNS-BC, APNP; offer expert

consultations to nursing professionals and the interdisciplinary care team. The ethics consults are intended to “clarify and resolve ethical issues that can often be at the root of the nursing and medical decision-making conflicts or confusion.”

Schroeter was chosen to participate on the American Nurses Association (ANA) 2025 Code of Ethics for Nurses Revision Panel. The ANA is the only full-service professional organization that represents the interests of the nation’s 4.4 million registered nurses, the single largest group of health care professionals in the United States. Schroeter was selected for the panel due to her immense expertise in the field of bioethics and professional leadership experience.

**Reference:**

Haddad LM, Geiger RA. Nursing Ethical Considerations. [Updated 2023 Aug 14]. In: StatPearls [Internet]. Treasure Island (FL): StatPearls Publishing; 2023 Jan-. Available from: <https://www.ncbi.nlm.nih.gov/books/NBK526054/>



# Heart and Vascular Nurse-Supported Transport

In 2022, the Froedtert & MCW Heart and Vascular team launched an emergency transport service that provides 24/7 medical support for critical or complex cardiovascular patients. The Froedtert & MCW health network partnered with Midwest Medical Transport to create the first and only 24/7 nurse-supported cardiovascular specialty care ground transport program in the Milwaukee area for adult patients.

The service is for patients in cardiogenic shock or having a vascular emergency, patients on mechanical circulatory support devices, post-surgical patients and patients who are critically ill and need advanced hemodynamic care. This enhanced service is activated when certain clinical markers are met at the time of the transfer request. The goal is to improve outcomes.

The Heart and Vascular Emergency Transport team uses a Froedtert & MCW ambulance to transport patients to and from Froedtert & MCW locations or patients coming from a referring hospital.

In 2022 and 2023, the program offered transport services to 73 patients.



*Left to right: Kim Styles, EMT-B Midwest Medical; Lucian A. Durham, MD, PhD; Jennifer Guy, BSN, RN, CES-A; Tiffany Jonson, BSN, RN, CES-A, E-AEC; Nathan Saltzman MSN, RN, NREMT-P; Samantha Gall, BSN, RN, CCRN-CMC; Alexandra Krueger, BSN, RN, CES-A, E-AEC; Joseph Lue, RN, CES-A, E-AEC; Flavio Cavallari, CCP; Amber Stempf, BSN, RN, CES-A; Kim Coubal, MSN, RN; H. Adam Ubert MD*

# Living the Mission: Critical Care Nurses Build Culture of Diversity, Equity and Inclusivity

Recognizing the need to bring greater attention to the diverse populations served by the Froedtert & MCW health network, nursing teams in the Froedtert Hospital Medical Intensive Care Units formed a Diversity, Equity and Inclusivity (DEI) Committee in January 2022. The committee is composed of clinical nurses and advanced practice registered nurses who are dedicated to building an environment that is respectful and inclusive to all patients, regardless of race, ethnicity, gender, sexual orientation or religious beliefs.

The committee initially set forth to educate staff on diversity and to create a safe and inclusive environment for all patients. They achieved this goal by successfully delivering education on gender-affirming care, the value of pronoun stickers, Hmong cultural awareness, the stigma of the “noncompliant” patient, caring for patients with autism and cultural and religious end-of-life considerations. As a result of these efforts, a patient recently commented that the use of pronoun stickers made them feel “safe.”

Over the course of the year, the DEI committee also rolled out hair kits that included products designed for thick, coarse or curly hair. Staff found creative ways to gather funding and provide this resource. After great success was achieved with the initial hair kits, the DEI committee performed a product trial in partnership with Froedtert Health’s Supply Chain team to evaluate inclusive hair products sourced from a local, black woman-owned business.

The work of the DEI committee extends beyond the walls of Froedtert Hospital, working closely with Project Homeless Connect to offer glucose screenings and diabetes education in the community. Project Homeless Connect helps people who are experiencing homelessness in the Milwaukee area by connecting them with supportive resources. Due to the transformational leadership of the DEI committee, progress has been made toward reducing health disparities and advancing diversity and inclusion in health care.



*Left to Right: Caroline Peacock, BSN, RN; Amanda Rosenwald, BSN, RN; Katie Dillon, RN; Regina Renner, RN; Erin Harrington, MSN, RN; Katherine Rembalski, MSN, RN, AGCNS-BC, CCRN, APNP; Isabella Schmidt, BSN, RN*

# Advanced Practice Registered Nurses Tackle Delirium and Reduce Length of Stay

Delirium is a serious medical condition in the hospital environment and prevention is the best method for combating this life-altering condition. Froedtert Hospital patients were showing increasing rates of delirium and are benefiting from increased intervention. Evidence supports the use of an advanced practice registered nurse (APRN) consultation for the treatment of delirium. Two quality improvement projects were conducted using an APRN consult to increase knowledge of the delirium bundle elements, increase staff adherence to delirium treatment interventions and to decrease delirium rates, delirium duration and length of stay (LOS).



*Left to Right: Katie Brown, DNP, RN, AGCNS-BC, APNP; Amy Heidenreich, DNP, RN, AGCNS-BC, PMHNPBC, APNP; Bridget Schaefer BSN, RN*

An acute care unit and an intensive care unit were selected as the intervention settings. The APRN delivered educational sessions with a pre- and post-knowledge questionnaire.

The APRN performed consultations over a six-week timeframe on patients with positive delirium screenings. These included a chart review, care recommendations focusing on the delirium bundle elements and collaboration with bedside staff. The pre- and post-knowledge questionnaire showed that staff value the use of the APRN consult and showed an increase in understanding of delirium treatment interventions. The APRN consultations showed mixed results in the adherence to bundle elements. The ICU setting saw a 1% decrease in delirium rates and no significant change in LOS. The acute setting saw no change in delirium rates, however there was a decrease in the duration of delirium and a decrease in LOS by 2.7 days per patient.

Use of an APRN consult provides value in improving patient outcomes. For the acute care setting, use of an APRN consult could potentially save the organization \$379,080 annually in cost avoidance. In addition, continued use of the APRN consult could provide improvements in delirium rates, delirium duration and LOS. A replication project is planned in 2024 to evaluate effectiveness on a broader scale.

## Nurses Support Grassroots Efforts at the State Capitol

Advanced practice registered nurses (APRNs) from Froedtert Hospital participated in grassroots efforts to inform Wisconsin state senators and representatives on current legislative activity that would offer title protection and full practice authority to certified registered nurse anesthetists (CRNAs), clinical nurse specialists (CNSs), nurse practitioners (NPs) and certified nurse midwives (CNMs). Some of the advocacy efforts included attending APRN Day at the Capitol, speaking at public hearings, meeting individually with legislators and writing letters of support for the passage of the APRN Modernization Act. “When nurses have the ability to share experiences and insights with public and elected officials, they can advocate for patients and families effectively and become a powerful force in the policy-making process.” (Maryland, 2012)

**Citation:**

Maryland, M., Gonzalez, R., (January 31, 2012) “Patient Advocacy in the Community and Legislative Arenas” OJIN: The Online Journal of Issues in Nursing Vol. 17, No. 1, Manuscript 2.

# Transforming Care With a Complexity Intervention Unit

Patients with a medical and psychiatric comorbidity have significant complexity that is often overlooked. Meeting these patients' behavioral health needs is highly variable, often inadequate and at times, unsafe. Recognizing these opportunities led to the creation of a 16-bed, Complexity Intervention Unit (CIU). The innovative environmental design of the CIU puts safety at the forefront by incorporating ligature resistant plumbing, doors, fixtures and other features. Room amenities minimize unnecessary equipment while containing what is needed to effectively provide care. Video monitoring is built into patient rooms and common areas. The nurses' station has a clear line of sight into the entire unit, and a therapeutic milieu includes a day room for activities and a group therapy room.

The care team within the CIU consists of physicians with dual board certifications in internal medicine and psychiatry, advanced practice registered nurses, social workers, nurse case managers and medical-surgical nurses. The clinical nurses in the CIU were prepared for this new population by participating in an educational curriculum designed to improve their knowledge of behavioral health conditions, advanced de-escalation and trauma-informed care. Additionally, two highly trained social workers and one case manager focus on enhanced care coordination and address complex discharge needs. Security is also an essential part of the CIU; the care team is committed to rounding in the unit frequently to maintain safety for all.

The CIU is a creative solution to care for active medical and psychiatric illnesses concurrently using a care delivery model specific for their needs. The CIU uses best practices and standardization of care through specialized care protocols, pathways and order sets designed to improve outcomes. This leads to a reduction in staff and patient injuries, decreased utilization of patient safety attendants which reduces staffing costs, decreased readmissions and a shorter length of stay. The CIU is a new and innovative way to meet the health network's goal of providing the right care to the right patient at the right time.





# Performing Groundbreaking Research Through the Opening of an Inpatient Translational Research Unit

In response to a growing number of oncology clinical trials requiring inpatient care, the Froedtert & MCW Clinical Cancer Center at Froedtert Hospital opened the inpatient Translational Research Unit (IP TRU). It is the only oncology IP TRU in Wisconsin. Planning for the October 2022 opening of this unit involved a multidisciplinary team of nurses, physicians, pharmacists and other clinicians, along with the Information Technology and EPIC teams, MCW Cancer Center Clinical Trials Office (CTO) and Institutional Biosafety Committee.

The clinical nurses in this specialized unit provide a high level of individualized care as they focus on the unique needs of patients who are taking part in groundbreaking oncology research. The IP TRU is designed for optimal care of patients in clinical trials and is integrated within the inpatient Bone Marrow Transplant and Neoplastic Disease and Related Disorders Unit. The IP TRU focuses on translational research, which is the process of bringing new scientific discoveries from the laboratory to patient use. Creating a specialized unit within an existing unit allows for increased accuracy with trial tasks, enhanced trial education, reduced stress for staff and training on specialty equipment.

With the opening of the IP TRU, a new nurse coordinator role was added to support staff. This person facilitates increased communication between the inpatient and outpatient Translational Research Units, supports continuity of care and allows for increased communication with the CTO. Since its opening, the IP TRU has cared for more than 100 Froedtert & MCW patients in clinical trials.



Left to right: Holly Schmidt BSN, RN, MEDSURG-BC, OCN; Joseph Narewski MN, RN, CNL; Nancy Froggatt MN, RN, CNL; Rachel Endter BSN, RN; Allison Berger BSN, RN, BMTCN; Azure Grossman BSN, RN, OCN, BMTCN; Kate Hartmann MSN, AG-CNS, RN, OCN; Theresa Rudnitzki MS, RN, AOCNS, ACNS-BC; Lisa Ferguson MBA, BSN, RN; Sameem Abedin, MD; Deepak Kilari, MD

## New Chief Nursing Informatics Officer Joins Froedtert Health



*Victoria Sergent, BSN, RN-BC, DC*

In 2022, Froedtert Health recognized the need for a chief nursing informatics officer (CNIO). As the use of technology in clinical practice has grown, the need for a strategic approach to these solutions also emerged.

This complex environment generated the need for a CNIO to work in tandem with other executive nursing leaders to drive transformational strategies that meet the needs of nursing professionals and the vision and goals of the health network.

In December 2022, Victoria Sergent, BSN, RN-BC, DC, accepted the inaugural role of chief nursing informatics officer. As CNIO, Sergent provides leadership and guidance in the integration of nursing and clinical practice with clinical information systems to improve patient care across the enterprise. With her broad experience, Sergent is a key leader in the work being performed to optimize the use of clinical technologies and the electronic health record, allowing interdisciplinary care teams to focus their time on patients.

The CNIO leads critical initiatives that influence improved clinical efficiencies and operational, financial and quality outcomes. Through distinctive skills that combine clinical and technical knowledge, along with expertise in informatics, the CNIO develops solutions that will reduce communication challenges, lessen documentation burdens and provide overall support to the clinical practice of care teams.



## New and Improved Discharge Lounge, Location and Operations

The Froedtert Hospital Discharge Lounge is a quiet space providing complimentary amenities while guests wait for transportation. In July 2023, an interdisciplinary discharge lounge core team was formed to evaluate tactics to increase its use. In October 2023, a new process was initiated that enabled staff the ability to coordinate discharges. During this time, a new nurse expeditor role was trialed and initiated. The nurse expeditor coordinates with discharge lounge staff and inpatient charge nurses to assist with escalation of barriers when indicated.

More than 1,100 guests have come to the lounge and over 1,500 hours of bed dwell time has been saved with the new process. Guests have expressed their experiences were wonderful, and families have enjoyed the convenience of not needing to come into the hospital when picking up their loved one.

# Increasing Access in Heart Failure IV Diuretic Clinic Reduces Inpatient Hospitalizations

Heart failure patients often require close monitoring and intravenous (IV) diuretics to prevent worsening of their condition and hospitalization. In the past, the Infusion Clinic was the only outpatient option for patients to receive this therapy. Unfortunately, due to high utilization of the Infusion Clinic, same-day appointments were not always available to heart failure patients requiring treatment. To increase access to care, nursing leaders set out to create an alternative location for patients to receive timely therapy and to prevent unnecessary delays in receiving the medical therapy needed to manage this significant health condition.

To address this need, a Heart Failure IV Diuretic Clinic in the Center for Advanced Care (CFAC) at Froedtert Hospital was created.

The clinic:

- Provides same-day access for IV diuretics.
- Provides next-day visits for Emergency Department heart failure patients.
- Can see patients in Cardiology within seven days of discharge.
- Offers patients Lasix and Bumex IV diuretics.
- Accepts referrals from the Enterprise Care Coordination team. Heart failure patients are called within 30 days of discharge to assess fluid overload symptoms and determine if IV diuretics are needed.
- Tracks patients with CardioMEMS™ and OptiVol™ implants bi-weekly for fluid volume status.

## Results:

- Monthly tracking and reporting of Cardiology Clinic IV diuretics and patient outcomes post IV diuretics at the Quality meeting
- More than 200 IV diuretics were given in the last 12 months, resulting in preventable admissions
- Preventable admissions allowed other patient admissions, resulting in a cost savings of \$700,000
- The new model allows patients with frequent readmissions for volume overload weekly or biweekly scheduled infusions of IV diuretics
- Patients being discharged from the hospital with mild residual congestion can be discharged with a shorter length of stay by using the IV diuretic option in the clinic to resolve their congestive heart failure exacerbation

## Conclusions:

The Heart Failure IV Diuretic Clinic successfully implemented same-day or next-day IV diuretic access in the Cardiology Clinic, resulting in reduced inpatient stays. Additionally, this created access for patients from the Pulmonary Clinic, which helped alleviate high volumes. Because of this success, there are plans to expand a similar IV diuretic model at other Froedtert & MCW cardiology clinics. This planned strategy will likely reduce admissions and readmissions.



*Kristen Freund BSN, RN, PCCN (left), Janet Gosset BSN, RN (right)*

## Froedtert Hospital Nurses Lead the Way to Understand COVID-19 Experiences

Froedtert Hospital nursing professionals and leaders provided unparalleled care to the COVID-19 patient population during the pandemic. Their exhaustive dedication and commitment to healing the community took a toll, both physically and emotionally. With the support of nurse scientists Natalie McAndrew, Ph.D, RN, ACNS-BC, CCRN-K and Katie Klink, Ph.D, RN, CNL2, a group of nurses at Froedtert Hospital decided to study the lived experience of nursing staff and nurse leaders working in hospital units devoted to COVID-19 patients before a vaccine was available (Medical Intensive Care Units 6NT and 7NT, 8NT and 9NT). To our knowledge, this is the first published exploratory study of nurses' experiences caring for patients with COVID-19 that applied a bereavement framework. A qualitative phenomenological design with a focus-group approach was selected for this study. Below is an excerpt from the study results. The study revealed the perspectives of both nurses and nurse leaders and noted that each experienced unique burdens based on their professional role.

*"Nurses had to absorb the suffering of patients and families, while nurse leaders absorbed the suffering of their staff." (McAndrew et al., 2023)* As nurses and nurse leaders reconstructed the meaning of their experiences, they recognized that their team was a critical source of support that allowed them to continue to do their work. Importantly, nurses and nurse leaders who participated in this study valued the opportunity to process the meaning of their experiences; thus, group-based meaning-making for nurses is an important area for intervention development and future testing. This research went on to be published in Sage Open Nursing in 2023 by Natalie S. McAndrew, PhD, RN, ACNS-BC, CCRN-K1,2; William E. Rosa, PhD, MBE, NP-BC, FAAN, FAANP3; Kaylen M. Moore, BSN, RN, CCRN, SANE-A, SANE-P1,2; Jacqueline Christianson, MSN, RN, FNP-C4; Tala AbuZahra, BSN, RN2; Megann Mussatti, DNP, APRN5; Colleen McCracken, MSN, RN, CMSRN, CHPN, OCN2; Amy R. Newman, PhD, RN, CPNP-PC4,6; Kelly Calkins, PhD, RN4; Susan Breakwell, DNP, PHNA-BC, FPCN4; Katie Klink, PhD, RN, CNL2; and Jill Guttormson, PhD, RN

## Froedtert Hospital Nurses Study Experience of Moral Distress Among Interprofessional Teams



Natalie McAndrew, PhD, RN, ACNS-BC, CCRN-K

Colleen McCracken, BSN, RN, CMSRN, CHPN, OCN; nurse educator and Jennifer Popies, RN, MS, clinical nurse specialist, investigated moral distress and how it manifests in specialty care teams. Moral distress is a complex issue in health care and presents many challenges for health care professionals and health care organizations. Prior qualitative research studies highlight the importance of relationships, organizational structures and processes as vital areas that affect health care professionals' experiences of moral distress in clinical practice. Understanding the nature of moral distress from the perspective of specialty care teams can support the development of team-based interventions. The overall goals were to: describe moral distress from the perspective of specialty teams, identify barriers and facilitators to resolution of morally distressing situations, and determine potential support strategies from the perspective of those who deliver care. Due to the magnitude of this research, McCracken and McAndrew were invited to present their original moral distress research study at the October 2022 Magnet conference. This oral presentation resonated profoundly with attendees and sparked dialogue about this critical issue with oncology nurses from around the nation.

# Airway Response Team Expertise | Helps Patients During Pandemic

During the COVID-19 pandemic, patients receiving care at Froedtert Hospital benefited from the expertise of the Airway Response Team (ART). The ART is comprised of providers, critical care nurses, respiratory therapy, and pharmacy. This team was originally created in 2019 in an attempt to address the need for a systematic and coordinated approach to meeting airway management needs outside of the critical care setting. With the initiation of the ART, better patient outcomes and staff utilization were achieved. With the onset of COVID-19, the ART adapted to perform all inpatient intubations, which allowed the emergency response teams to focus resources and training on a small group. The in-room response team was reduced in size, and simulations were designed to train the team in new, COVID-19-specific safety practices and role adaptations to ensure performance outcomes. During this time, the team had 289 ART calls and performed 247 intubations with only 0.4% deteriorating to medical emergencies. In 2021, only 1 out of 127 (0.79%) ART progressed to a medical emergency. In 2022, that number was only 2 out of 126 (2.4%).

Currently, the team is working on standardizing medication documentation calls improving interdisciplinary communication through a focused pre-intubation time out. By creating a working system in advance, the emergency response teams were able to readily adapt to the pandemic and improve patient safety metrics while keeping staff safe. This high quality engagement continues to enhance care and identify gaps to achieve the best possible outcomes for patients.



## Roaming Preoperative Process

Nurses in the Post Anesthesia Care Unit (PACU) not only care for patients recovering from a procedure, they also care for Emergency Department (ED) patients and inpatients preparing for surgery. In August 2021, hospital capacity reached critical mass, with shortages in critical care and inpatient beds that resulted in widespread boarding of patients in overflow spaces. The area reserved in the PACU for patients being prepared for surgery needed to be urgently converted to acute care overflow beds. In response, the PACU nurses developed a process called Roaming Preoperative. With a mobile workstation and a basket of necessary supplies, PACU nurses worked in the hallways of Froedtert Hospital and went directly to inpatient and ED rooms to prepare patients for surgery.

Roaming Preop was created to provide the same quality of care a patient would receive in the perioperative setting without having to use a permanent physical space. The preop nurse coordinates with the patient flow coordinator and operating room front desk to prepare a patient for their surgery in a timely manner. Each patient is provided the opportunity to review their consent and ask questions. In addition, the nurse assesses “nothing by mouth” status, patency of intravenous access, pregnancy test results, type and screen orders and perform any other necessary checkpoints required before surgery. Patients said they appreciated being able to remain in their room with their visitor(s) until their scheduled operative time. Any questions or urgent needs are directly addressed over the phone with the assigned anesthesia team. Because the preop process is completed in advance, patients could be transported directly to the operating room suite where they met their care team, bypassing the preoperative area entirely.

The Roaming Preop process is innovative and unique because it is a practice that can be intermittently used whenever capacity issues arise. Full-time use of this process was discontinued in March 2022 as COVID-19 cases decreased, but it remains a viable option that leadership can enact in times of overcapacity. The idea for this workflow came directly from frontline nursing staff, and it represents the type of innovative thinking that makes Froedtert Hospital nurses some of the best around! Finally, the Roaming Preop process is an excellent example of how nurses and care team members embody the Froedtert & MCW organizational values of working together and delivering excellence.



# Building Nursing Knowledge With High-Fidelity ECMO Simulations

Froedtert Hospital has a well-established Mechanical Circulatory Support (MCS) and Extracorporeal Membrane Oxygenation (ECMO) program. However, situations can be encountered within this patient population that can put them at a higher risk for adverse outcomes. These situations include air entrainment, accidental decannulation, malposition cannula, motor failure and emergent need for the addition or change of an oxygenator, emergent bedside cannulation and clot formation within the cannula or circuit leading to pump stoppage. The interdisciplinary team caring for this unique patient population includes cardiothoracic surgeons, critical care anesthetists, perfusionists, ECMO coordinators, respiratory therapists, Cardiovascular Intensive Care Unit (CVICU) charge nurses and bedside nurses. Even though CVICU nursing staff are highly trained in critical care, an opportunity was identified to increase the interdisciplinary team's knowledge of how to manage adverse outcomes for these patients through the use of high-fidelity ECMO simulations.

The ECMO nurse coordinators worked closely with the Simulation team, CVICU educators and providers to develop clinically-based scenarios using the advanced technology in the Froedtert Hospital Simulation Center. The high-fidelity ECMO simulations create an environment where the multidisciplinary team works together in the practice environment to provide appropriate interventions. Following each clinical scenario, the team engages in a debrief to discuss the actions taken in the simulated scenario and the clinical applications.

The need for additional education was identified when reviewing the post-simulation evaluation surveys. The surveys indicated the need for more hands-on practice to improve confidence in caring for the ECMO patient population. The ECMO coordinators developed a weekly "Sunday Pump Day" to provide hands-on practice for staff caring for ECMO patients. Staff are able to practice clamping cannulas, switching to back-up devices in the event of failure and other emergency interventions.

The high-fidelity ECMO simulations have made the interdisciplinary ECMO management team more proficient and able to provide collaborative care for this unique patient population. Bedside disciplines are now able to more confidently intervene while waiting on the more specialized disciplines to provide further care during emergent situations. More hands-on practice on the devices used by all staff has increased the confidence and proficiency of the disciplines that make up this team, thereby reducing adverse patient outcomes.

# Optimizing Patient Care Through Partnership With The Virtual Care Team

The number of complex patients entering the health system is on the rise. This increase in complexity and existing bed constraints has resulted in higher acuity patients being managed outside of the critical care setting. To support the nursing staff and care teams with the increased complexity of patients being managed in acute care units, an additional layer of monitoring was instituted in partnership with the Virtual Care Team (VCT). In November 2021, the Watch List and Intensive Care Unit (ICU) Transfer Support Programs were initiated. The goals of the programs were to use technology and the expertise of the ICU-trained VCT nurses to increase nursing support in the acute care units, decrease bounce backs (within 48 hours) to the ICUs, decrease adverse events and enhance nurse satisfaction.

The program's success is a direct result of the collaboration that took place between the inpatient nursing teams and VCT. Sustainable processes were created jointly and led to the development of criteria-based enrollment, streamlined workflows, standardized telephonic check-ins, use of mobile carts, rounding and proactive interventions; as well as creation of a clear escalation plan for timely response by the appropriate care teams, such as Rapid Response. Since launching in November 2021 at Froedtert Hospital and in January 2023 at Froedtert Menomonee Falls Hospital and Froedtert West Bend Hospital, 6,388 patients have been supported through this nurse-driven initiative. Clinical nurses have reported that partnering with the VCT helped them feel more comfortable and confident while caring for complex high acuity patients. The program established a foundation to further develop virtual nursing services at Froedtert Hospital. These services will be critical in driving efficiency through more purposeful work assignment, improved response times, dynamic staffing, enhanced collaboration and communication across the care continuum.





# Oncology Nurses Are Instrumental in Chemotherapy Desensitization Out of the Intensive Care Unit

Chemotherapy desensitization is a procedure by which cancer patients can be safely reintroduced to medications that have previously induced infusion reactions. Desensitization has important implications for patients who may have limited options to treat their cancer. Historically, cancer patients with previous severe infusion reactions in the outpatient setting were admitted to the Intensive Care Unit (ICU) for one to two days for the desensitization protocol. During this time, trained inpatient oncology nurses would leave their unit to go to the ICU to administer the desensitization chemotherapy while an ICU nurse was still assigned to the patient. This process proved to be costly and inefficient.

A multidisciplinary team was developed to establish a process to perform chemotherapy desensitization safely and efficiently in the inpatient oncology unit instead of the ICU, with the end goal to transition this procedure to outpatient infusions in the Clinical Cancer Center Day Hospital. Along with safety and efficiency, the project aimed to maximize resources, reduce cost and align with Froedtert Hospital's nursing practice model.

Members of this project team included oncology nurses, pharmacists and a medical oncologist who developed a new desensitization guideline, drug compounding tip sheets and inpatient to outpatient workflows. Nurses were educated on the new treatment plans and refreshed in management of infusion reactions, including having rescue medications immediately available for timely reaction treatment.

The project consisted of two phases. During phase one, chemotherapy desensitization was administered on the inpatient oncology unit with patients discharged the same day. Seventeen treatments were given safely. Patients expressed satisfaction with not having an overnight ICU admission, and nurses were happy to care for the patients on their oncology unit with just one nursing resource. In phase two, patients who tolerated inpatient desensitization transitioned their subsequent treatments to outpatient. With 12 safe completions of chemotherapy desensitization, the standard of care for chemotherapy desensitization was adopted to the outpatient care space.

Overall, the benefits of this project resulted in more than \$65,444 in cost savings, with 34 ICU bed days and 23 acute oncology bed days saved. Nurse staffing was optimized, and an overall improvement in patient satisfaction was revealed. This reinforces that patients can receive their cancer treatment despite past infusion reactions and improve their overall survival. This work was disseminated at the 2022 Oncology Nursing Society annual meeting.

# Emergency Department's Innovative Ideas to Address Patient Experience

Emergency rooms across the country are seeking innovative ideas to address emergency department (ED) surges, patients left without being seen and inpatient boarding within the ED. The impact of ED overcrowding is a worldwide problem that creates patient safety risks, increased mortality, delayed interventions and substandard adherence to best practice guidelines. The American College of Emergency Physicians and the Emergency Nurses Association collectively have position statements that endorse the use of standardized nursing protocol orders in the ED for initiation of patient care prior to evaluation by a health care professional.

Patient experience data from Froedtert Hospital recorded in summer 2022 revealed lower than benchmark ratings regarding *nurses' attention to patient needs* (65.4%) and *comfort in the waiting room* (36.5%). The ED Nursing Shared Governance recommended development of a Medication Administration Advanced Nursing Protocol (ANP) to address patient comfort, enhance workflow and improve coordination of clinical practice. An intraprofessional team of nurses, physicians, clinicians and pharmacists collaborated to develop an ANP to address pain and fever. The EPIC team provided support and built the Medication Administration ANP, which went live in October 2022.

After initiation of this top-of-licensure initiative, *nurses' attention to patient needs* increased to 72.4% from 65.4% and *comfort in the waiting room* increased to 48.6% from 36.5%. Ongoing evaluation of nursing use of the ANP is reviewed at ED-accountable care team meetings and updated as necessary. The team continues to explore efficiencies in workflow, including consideration for placement of a BD Pyxis™ in the triage area. The interdisciplinary team is exploring other medications that may improve the quality of care and workflow efficiencies for patients receiving care in triage and the reception area of the ED.

## Emergency Department Receives ENA Lantern Award

The Emergency Department (ED) at Froedtert Hospital is a 59-bed department, including four bays dedicated to critical resuscitation. As the region's only adult Level I Trauma Center and academic medical center, the Emergency Department treats about 77,000 patients each year and generates more than 30% of the hospital's inpatient admissions.

In 2023, the Froedtert Hospital Emergency Department was awarded the prestigious Lantern Award through the Emergency Nurses Association. The ENA Lantern Award was created to recognize emergency departments demonstrating exceptional care and innovative leadership, practice, education, advocacy and research performance.

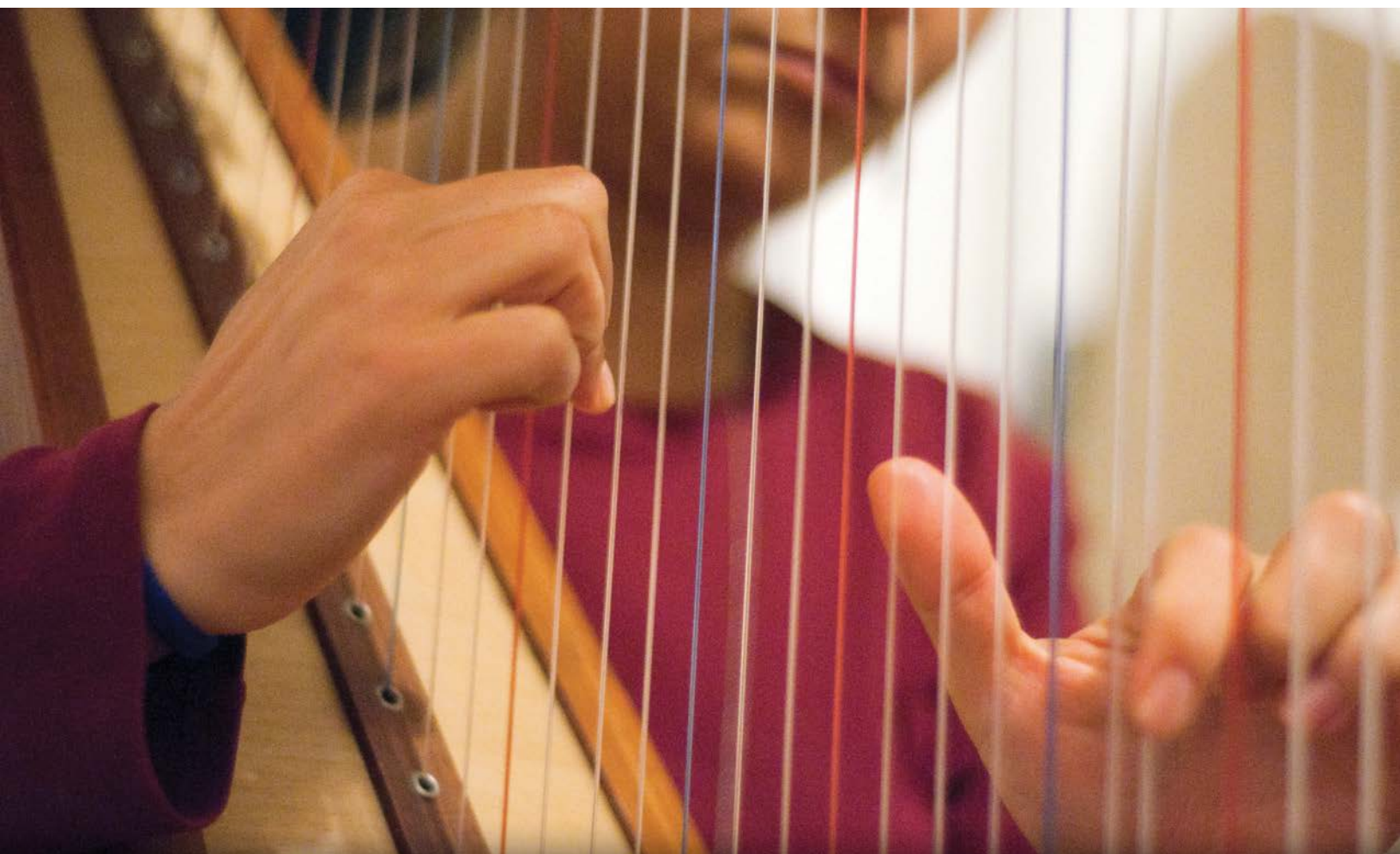
Over the course of a year, a group of emergency department nurses, in collaboration with the ED leadership team, compiled data, exemplars and meaningful stories that represent Froedtert Hospital's commitment to safety, quality, innovation and a healthy work environment. In addition to a physical award to display within the department, the Froedtert Hospital Emergency Department was recognized in the Hall of Honor and at an award reception during the 2023 annual ENA conference in San Diego, California. The Froedtert Hospital Emergency Department was spotlighted in the ENA's member magazine *ENA Connection*, highlighting staff engagement with implementation of opt-out HIV testing for all adults 18-64 years of age, emergency management drills, the robust ED Shared Governance and the peer support program that is now used organization-wide.

## Harps of Comfort

Patients with serious illness may suffer difficult symptom burden, including anxiety, dyspnea and loneliness that requires multi-modal management. Family and health care team members caring for these patients also often experience feelings of helplessness, anxiety and depression. Music-thanatology is a specialty of symptom palliation that recognizes music has the capacity to comfort the body, mind and spirit. Harps of Comfort is a collaborative partnership between the Cardiovascular Intensive Care Unit and the Medical Intensive Care Unit and a group of harpists from around the country. Harps of Comfort offered virtual music sessions via remote technology to aid in patient, family and care team symptom palliation. This partnership was subsequently expanded to include three acute care units and an intensive care unit (ICU) in our Community Hospital Division.

Funding was received to provide music sessions at no cost to patients Monday-Friday from noon-5 p.m. A process was developed to obtain permission for the virtual sessions granted by patients or their loved ones. Sessions were arranged by a bedside nurse with coordination between the unit's clinical nurse specialist and the on-call harpist for the day. Harps of Comfort played more than 350 virtual sessions.

The impact to patient care was captured through feedback from patients, family members and nursing staff. Nurses report patients that were restless, anxious, short of breath or in pain fell asleep within minutes of Harps of Comfort playing. One nurse said, "I think this has been a very useful tool for our patients. The music helps in many ways, including helping them feel less 'alone' during a very frightening experience." The harpists were also impacted by this collaboration. One harpist said, "it is deeply meaningful to experience the presence that is possible with those who are attending remotely. Music and presence are not bound by space."



# Reducing the Rate of Severe Maternal Morbidity Among Perinatal Patients With Hypertension

In response to the rising rates of hypertensive emergencies in pregnant patients, Froedtert Hospital's Birth Center implemented the Alliance for Innovation on Maternal Health (AIM) Severe Hypertension in Pregnancy Patient Safety Bundle. Nurses collaborated with other health care professionals to develop protocols, algorithms, staff education, simulations and patient education. Algorithms were created to identify severe hypertension and notification parameters, with the ultimate goal of administering the appropriate anti-hypertensive medication within 60 minutes of the initial blood pressure result.

Simulations and education modules were provided initially and continued annually. In 2021, the Birth Center joined the Wisconsin Perinatal Quality Collaborative (WisPQC) Maternal Hypertension Initiative. WisPQC assisted with data collection and use of Plan-Do-Study-Act cycles to improve Froedtert Hospital patient outcomes. Initial baseline data showed Froedtert Hospital patients receiving treatment within the first 60 minutes had fluctuated between 63%-96% from month to month. Over time, significant progress has been achieved, delivering anti-hypertensive treatment within 60 minutes at a rate of 90% or above.

Standardized treatment reduces complications for both the birthing parent and the baby, and it identifies patients needing postpartum hypertension follow-up care. To ensure ongoing monitoring, the Birth Center implemented the Babyscripts Postpartum Hypertension Program. Under this program, individuals with hypertensive disorders receive a blood pressure cuff upon discharge and are instructed to regularly monitor their blood pressure at home. Through a dedicated application on their smart devices, patients can conveniently upload their readings, which are monitored 24/7. In the event of elevated or severe results, patients are promptly contacted and guided through the necessary next steps. The Birth Center and nursing team remain committed to prioritizing hypertension, thereby aiding in the reduction of hypertensive morbidity and mortality.

## Obstetrics Phone Calls

The obstetric intake phone assessment is the first step in establishing prenatal care and is the building block of a healthy, happy pregnancy. The information gathered during this nurse phone assessment helps determine the resources needed prior to the initial prenatal visit. The nurses in the Obstetrics and Gynecology Clinic identified a need for more comprehensive patient education regarding nutrition and genetic testing prior to the patient's first prenatal appointment. In December 2022, the nursing team worked in partnership with other health care professionals to revamp the intake assessment tool that is used to guide the questions and education discussed with the patient. Reviewing the tool included evaluating the information being asked of the patient to ensure a comprehensive medical and obstetric history is being taken and social determinants of health are being reviewed. This allows nurses to connect patients with correct resources earlier during their prenatal care journey. The prenatal education given to patients during the intake phone assessment was updated to reflect current research and recommendations. More comprehensive information on genetic testing options is now given to patients via a virtual link through genetic education modules. The nurses also created standard smart phrases and documentation to be used during the phone assessment intakes. Standardization of the intake assessment tool and the education provided has allowed the improved process to be implemented at all Froedtert & MCW Obstetrics and Gynecology clinics.

# Nursing Standards of Care

Nursing Standards of Care provide a foundation for the professional practice of nursing and set a baseline expectation for the delivery of nursing care across clinical environments at Froedtert Hospital. Nursing Standards of Care support the professional practice of nursing and protect against litigation. Additionally, they align evidence-based national nursing standards with hospital policy and the Wisconsin State Nurse Practice Act. When Nursing Standards of

Care are in place, nurses can practice to the top of their license, patients receive high-quality care and other disciplines gain a greater understanding of nursing practice.

Critical care nurses at Froedtert Hospital were forerunners in the development of Nursing Standards of Care. In 2022, Nursing Standards of Care were put in place in the areas of acute care, inpatient rehabilitation, emergency department and maternal fetal care. The clinical nurse specialist (CNS) and clinical nurse leader (CNL) team partnered with the shared governance councils to develop and implement Nursing Standards of Care across these clinical environments. More than 100 clinical nurses were involved in the development of the Nursing Standards of Care. The Professional Practice Council played an integral role in the refinement and approval of the content, and the Development Council helped determine the best ways to educate nursing staff on the new standards.

Tamela Sisco, Jarrett Kazmierski and Amanda Hall represented the nursing body on the Nursing Standards of Care project team, establishing a theme and highly effective implementation plan that included nursing grand rounds presentations, deploying an interactive cart to round on the nursing units, communication by leadership teams, publication in unit newsletters and developing a puzzle theme. Each piece of the puzzle represents a topic area included in the Nursing Standards of Care. The puzzle shown above was created by Sisco and is placed on every nursing unit to increase awareness and reinforce that Nursing Standards of Care are for “every patient, every time.”

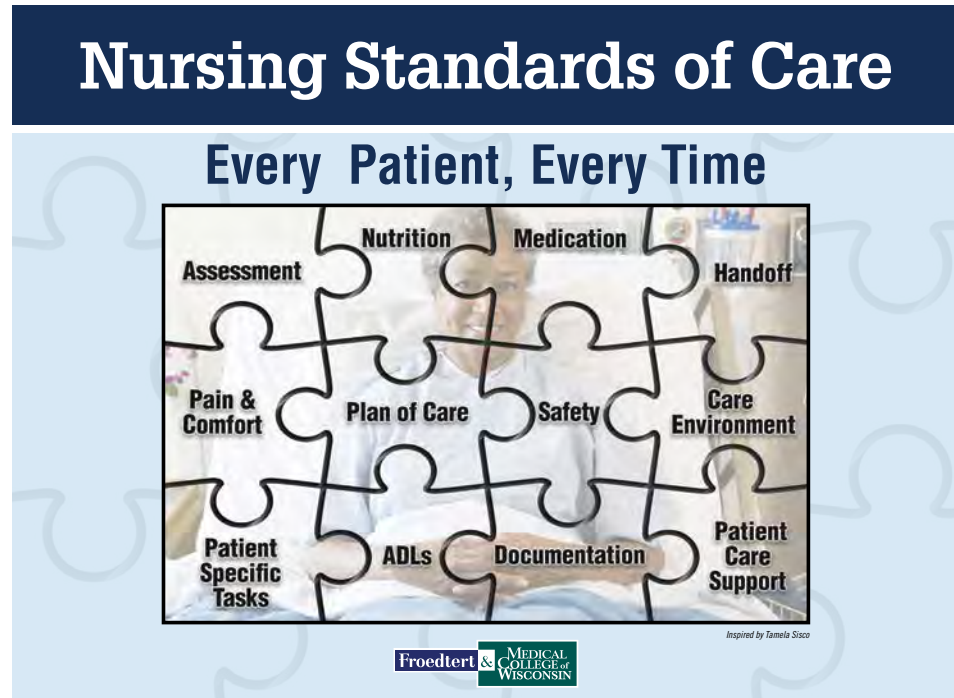


Image created by Tamela Sisco, RN, Labor and Delivery

# National Nursing Specialty Certifications

July 2020-June 2023

## Accredited Case Manager

Sherrell Bertoni  
Jennifer Cadman  
Jacquelyn Koch-Barbour  
Marilyn Mallari  
Anna Ninneman  
Barbara Wheat

## Advanced Oncology Certified Nurse

Tanya Balistreri  
Sharon Hall  
Abby Horwitz  
Tracy Morales-Diaz  
Megan Pittz  
Melanie Priebe

## AIDS Certified Registered Nurse

Nanci Rabideau-Fink  
Kate Foster

## Ambulatory Care Nursing

Anne Borzych  
Mary Buchman  
Amanda Fosterling  
Jessica Holmes  
Heather Jurgenson  
Yuliya Letser  
Kathleen Strupp  
Linda Yoon

## Ambulatory Perianesthesia Nurse

Kaitlin Kastern  
Michelle Navarrette  
Stacy Waraxa

## Bone Marrow Transplant Certified Nurse

Vikki Acevedo  
Elizabeth Arenkill  
Allison Baus  
Allison Berger  
Barbara Burmeister  
Erica Cronick  
Sarah Davis  
Christina Ebert  
Jeanette Emmrich  
Carolyn Gattton  
Azure Grossman  
Sharon Hall  
Kelsey Johnson  
Melinda Kannenberg  
Julie Koppelman  
Myndii Meier  
Brenda Milota  
Constance Moldenhauer  
Kelli Reid  
Julie Rexroat  
Jill Sawyer  
Jessica Schmitz  
Savannah Sheehan

Deborah Stawicki  
Abby Williams  
Lorna Zweck

## Breast Care Nurse

Kirsten De Groot  
Stacey McGann  
Carri Miller  
Jessica Ortega  
Patti Wilson

## Cardiac Vascular Nurse

Jenny Adams  
Eileen Ardellini  
Juran Cook  
Robyn Dick  
Allison Dunavant  
Katelyn Falkenburg  
Susan Fuhrman  
Julie O'Brien  
Anthony Preman  
Melanie Roggenbuck  
Deborah Schill

## Certified Case Manager

Kelly Ganiere  
Lynne Lockwood  
Tammy Tadysak  
Roselyn Topping

## Clinical Nurse Leader

Anna Buchholz  
Jennifer DeAngelo  
Nancy Froggatt  
Natalie Kay  
Katie Klink  
Laura Lahr  
Rebecca Leuenberger  
Melissa McLean  
Joseph Narewski  
Julia Olsen  
Kailee Rendon  
Jacqueline Ruiz  
Sofia Sandoval Cates  
Ross Sobotta

## Clinical Transplant Coordinator

Jamie Fleischman  
Christina Janetzke  
Jamie Pintens

## Clinical Transplant Nurse

Lindsay Davis  
Susan Dummer  
Gail Feierstein  
Kristin Ksobiech  
Nathan Rosenberg  
Lisa Spencer

## Critical Care Knowledge Professional

Natalie McAndrew  
Jennifer Popies

Anne Putzer  
Elizabeth Reinke

## Critical Care Registered Nurse

Brooke Adams  
Jose Albiter  
Felicia Alstork  
Geri Aurora  
Katie Baeza  
Annamarie Bowers  
Jay Broughton  
Chelsea Burda  
Jordan Burton  
Nora Bush  
Elise Caine  
Myla Catacutan  
Megan Christiansen  
Erin Cleary  
Christin Conrad  
Amy Dice  
Emily Dreier  
Allison Dunavant  
Sara Elflein  
Rachel Elkins  
Rachel Erdmann  
Joshua Favorite  
Stephanie Feltes  
Olivia Fisher  
Mara Fox  
Ally Galarza  
Samantha Gall  
Kara Gaspervich  
Richard Gillard  
Rebecca Gilligan  
Grant Goeman  
Christina Goetter  
Susan Goldamer  
Jessica Gonzalez  
Lance Gordon  
Elliott Grassman  
Amanda Hackbarth  
Samantha Hall  
Emily Harlynn  
Jonae Harness  
Ashley Harrington  
Reid Hilbelink  
Susan Hoefs  
Benjamin Holstine  
Carla Hornung  
Haley Johnson  
Amanda Kaifesh  
Lori Keene  
Katherine Kiobasa  
Christine Kirst  
Skylar Koenitzer  
Michalina Koronkowski  
Haley Krieg  
Cassandra Lee  
Jesse Leiker  
Jorie Lintz  
Danielle Loonsfoot

Melissa Mark  
Alivia Markwardt  
Janelle Marquardt  
Terra Marr  
Riley-Ann McCall  
Elizabeth McCormick  
Kaylen Moore  
Nicole Murnik  
Rachael Naunheim  
Sarah Nolan  
Sally Nuetzel  
Nathan Olson  
Kathryn Owsianky  
Allan Pajanustan  
George Palmer  
Ferdinand Pangga  
Matthew Papke  
Kimberly Pascual  
Nadia Philip  
Katherine Rembalski  
Cecilia Saraspe  
Frances SchAAF  
Eric Schimmel  
Ross Schwartz  
Rachel Semenak  
Elizabeth Sievert  
Jessica Singer  
Jennifer Stahr  
Christopher Stein  
Linda Stephenson  
Kathleen Suess  
Igor Sumic  
Alexandrea Swanson  
Julissa Tabares  
Kaitlyn Tennes  
Hannah Thoenes  
Tiffany Treis  
Crystal Treptow  
Dena Urness  
Erin Viesselmann  
Abigail Vogt  
Kristi Vogt  
Kristina Voigtschild  
Colleen Walters  
Mary Pat Wendelberger  
Katrina Wendland  
Megan Willies Travis  
Lauren Wittig  
Danielle Wojtanowski  
Elizabeth Zank  
Katie Zimmermann  
David Zizzo

## Critical Care RN with Cardiac Surgery Subspecialty

Emily Dreier  
Samantha Hall  
Haley Krieg  
Jorie Lintz  
Kathleen Suess

### **Diabetes Educator**

Nancy Bruener  
Nancy Cortina-Butz  
Laura Hooks  
Stacey Kulas  
Jennifer Kuspa  
Molly Monday  
Cynthia Schmidt

### **Emergency Nurse**

Natasha Bendall  
Elizabeth Bilskey  
Maura Buhler  
Jennifer Butler  
Angela Duwe  
Lesly Evert  
Sara Fuchs  
Kara Gaspervich  
Melissa Hauser  
Benjamin Holstine  
Nicholas Jazdzewski  
Harriet Kaftan  
Tammy Kasprovich  
Alyx Kerska  
Robin Knepprath  
Kimberly Komesar  
Andrew Lynn  
Jennifer Martinez  
Jennifer Newman  
Kevin Nieves  
Michael O'Shea  
Jana Petersen  
Holly Picone  
Janet Rivera  
Michael Robinson  
Michelle Schroeder  
Brenda Seese  
Rachel Semanak  
Kerry Sullivan  
Eric Wendt  
Michael Wilkinson

### **Electronic Fetal Monitoring**

Laura Aasen  
Kassandra Anderson  
Saige Angrick  
Elizabeth Antonneau  
Jordan Armitage  
Erika Ballentine  
Jennifer Bast  
Rebecca Behm  
Allison Behrens  
Rachel Beimborn  
Julia Beyer  
Raven Blockwitz  
Kassandra Bohrer  
Rose Carlson  
Nicole Casper  
Kathryn Chernouski  
Jennifer Cialdini  
Angela Conto-Smith  
Marissa Cooper  
Molly Cullen-Alagna  
Kelsy D'Alie  
Marie Darr  
Chelsea Dellis  
Brittany Dobbs  
Lori Donovan

Bridget Dunn  
Lexi Eagle  
Nicole Eheler  
Kirsten Erdmann  
Barbara Falk  
Rachael Fehrenbach  
Amy Fowler-Farrell  
Courtney Glenna  
Sheena Gorman  
Sarah Grannan  
Joanna Gustafson  
Kellie Gutierrez  
Amanda Harris  
Mary Harris  
Allison Harwood  
Dominique Hastings  
Jenna Hicks  
Krista Jacobs  
Nancy John  
Stephanie Johnson  
Madison Jordan  
Kelsey Keith  
Kaitlin Kirchberger  
Angela Knudtson  
Abigail Kortess  
Loryn Kressin  
Kelly Kunz  
Jessica Lenz  
Tiffany Leppert  
Yuliya Letser  
Caitlin Lichtenwalner  
Jenna Lindell  
Jessica Lueck  
Lyndsay Mauer  
Janice McIntosh  
Julie Merritt  
Jordan O'Brien  
Sandi Pagenkopf  
Stacia Peacock  
Katrina Peasley  
Mariah Peterson  
Violet Piotrowski  
Norma Pribbanow  
Bethany Rader  
Andrea Rebisch  
Amanda Richter  
Megan Ryan  
Alea Rydeski  
Suzanna Sanchez  
Katelyn Schickert  
Stela Schimmel  
Kathryn Schuering  
Kristen Spiegelhoff  
Emily Sprague  
Kathryn Stief  
Robyn Stillman  
Karly Tate  
Jessica Thompson  
Monica Thompson  
Ranee Tozer  
Tamara Turck  
Olivia Voisin  
Katie Webber  
Katherine Weber  
Stephanie Wolf  
Alayna Zuba  
Liz Zuiker  
Kaitlyn Zupan

### **Flight Registered Nurse**

Michael Robinson  
Erin Viesselmann

### **Gerontological Nurse**

Cailin Ford

### **Health Education Specialist**

Megan Ryan

### **Healthcare Simulation Educator**

Annette Roehl

### **Hospice and Palliative Nurse**

Leah Alair  
Amanda Auber  
Laura Alvin  
Stacy Anguiano  
Megan Pittz  
Melanie Priebe

### **Inpatient Obstetric Nurse**

Rachel Beimborn  
Sharlene French-  
Amézquita  
Allison Harwood  
Stephanie Johnson  
Tiffany Leppert  
Janice McIntosh  
Julie Merritt  
Norma Pribbanow  
Andrea Rebisch  
Stephanie Wolf

### **International Board Certified Lactation Consultant**

Marie Freund  
Amanda Richter  
Wanda Rott  
Tricia Shamblyn  
Jackie Szalacinski  
Rachael Van Winkle

### **Maternal Newborn Nursing**

Kelsey Ferrell  
Maggie Frank  
Linda Gingras  
Rosina Grabowski  
Nicole Kalinowski  
Amanda Richter  
Bonitianna Simpicalo  
Jessica Thompson  
Anna Williams

### **Medical-Surgical Registered Nurse**

Avreal Abney  
Lisa Adam  
Mohammad Akhter  
Kayla Albertin  
Kim Anderson  
Eileen Ardellini  
April Artymiuk  
Janet Baird  
Christine Baker  
Jennifer Banholzer  
Amy Barry

Sarah Beardsley  
Yvonne Becker  
Hailey Bell  
Tina Belts  
Megan Berendt  
Jen Berndt  
Rebecca Billsby  
Shawna Boehlen  
Jessica Bottoni  
Caitlin Brecklin  
Alicia Brinkmann  
Rebecca Buchanan  
Rachel Burant  
Angela Burns  
Janelle Carreon  
Chanelle Causey  
Marie Chantal Chavez  
Rolonda Christen  
Kellye Cirilli  
Nicole Clark  
Jacklyn Dangelo  
Sara Darby  
Candace Davis  
Lauren Davis  
Jenna Dutscheck  
Jada Falzon  
Ashley Feciskonin  
Macalah Finstad  
Sarah Flavel  
Heather Free  
Elizabeth Giesen  
Dana Giuffre  
Melody Glass  
Heidi Golembiewski  
Elliott Grassman  
Paul Graves  
Rachel Greuel  
Angela Hack  
Amanda Hall  
Amber Hayes  
Nicole Hebert  
Deangela Hegwood  
Sarah Hooyman  
Emily Jensen  
Lori Johnson  
Trevor Joswick  
Samantha Kass  
Cora Kaul  
Jarrett Kazmierski  
Lindsey Kedinger  
Brianna Kimmons  
Christopher Klann  
Katie Kolander  
Nicole Ladwig  
Luann Lapointe  
Cassandra Lee  
Michelle Lenz  
Molly Liddell  
Lori Lierman  
Rebecca Lietz  
Gwen Lisiecki  
Ericka Luetschwager  
Jessica Lunn  
Caitlin Mack  
Leah MacGillis  
Rebecca Maier  
Lucy Marcus  
Natalie Mattson

Stephanie Mayer  
Crishelle Mays  
Carrie Mazik  
Barbara Miller  
Gail Miswald  
Stephanie Moran  
Samantha Morris  
Melissa Moudry  
Rita Mpesha  
Gina Nickell  
Angela Nokovic  
Manda Orlandini  
Carilyn Ortega  
Rebecca Pecha  
Crystal Pietrowski  
Hannah Pisarski  
Dean Pitcher  
Angela Powzukiewicz-  
Abplanalp  
Brett Rasmussen  
Michelle Reichhart  
Laura Remus  
Melissa Reuter  
Melissa Rhind  
Krystal Rodman  
Melanie Roggenbuck  
Samantha Scaffidi  
Shandy Scheuring  
Amy Schinneller  
Joseph Schloegl  
Hannah Schuler  
Payton Schwartz  
Ross Schwartz  
Beth Seiler  
Amy Slavik  
Stefanie Stanton-Fry  
Karin Stefancic  
Katerina Storheim  
Michelle Strahota  
Jessica Strupp  
Kathleen Tanner  
Kimberly Thrane  
Jessica Thomey  
Kimberly Tominsek  
Abbie Tonn  
Ranee Tozer  
Shelby Treleven  
Emily Urbaniak  
Molly Van Beek  
Maritza Veguilla  
Kristin Wadel  
Katherine Walczak  
Ashley Wedoff  
Charlene White  
Tess White  
Allison Wier  
Maureen Wilding  
Stephanie Williams  
Melissa Wojtecki  
Laurel Wolf  
Di Wu  
Brett Zemplinski  
Sandra Zierer

#### **Neuroscience Registered Nurse**

Jose Albiter  
Andria Biber

Jonae Harness  
Ashley Herman  
Kathleen Lipofski  
Karl Mueller  
Hannah Thoenes

#### **Nurse Educator**

Kathryn Schroeter

#### **Nurse Executive — Advanced**

Paula Schmidt

#### **Nurse Executive**

Carol Barczak  
Jennifer Blissitt  
Christine Buth  
Sarah Cypher  
Audrey Kelly  
Carolyn Maidl-Putz  
Patrick McNally  
Mary Elizabeth Nelis  
Tracy Ostoic  
Gurinder Singh-Puri  
Jessica Thomey

#### **Nursing Professional Development**

Julie Baker  
Caitlin Brecklin  
Pamela Epple  
Lisa Witt

#### **Oncology Certified Nurse**

Mohammad Akhter  
Elizabeth Arenkill  
Amanda Auber  
Carol Barczak  
Allison Baus  
Kristin Bellante  
Laura Block  
Caitlin Brecklin  
Maria Campbell  
Nicole Cashin  
Lindsay Coleman  
Sarah Davis  
Cheron Deans  
Shauni Deuel  
Sarah Devine  
Jody Elliott  
Tracy Erlitz  
Marloe Esch  
Kimberly Felton  
Mary Fomogarakis  
Tabby Frank  
Brittany Garvin  
Amanda Gast  
Sarah Gibart  
Karianne Gliniecki  
Amy Gress  
Azure Grossman  
Kate Hartman  
Sarah Hatch  
Sarah Haworth  
Denise Herriges  
Kelly Hubert  
Leah Jajtner  
Kelsey Johnson  
Sarah Jurkiewicz  
Cassandra Katzer

Susan Katzka  
Amy Keidl  
Kristen Kell  
Renee Kempfer  
Kayla Kinnart  
Brenda Kocourek  
Lisa Korevec  
Jennifer Kujawa  
Laura Kusik  
Betsy Larsen  
Michelle Lenz  
Miranda Levan  
Betsy Lewandowski  
Tamara Lindner  
Leah MacGillis  
Briana Miles  
Megan Miller  
Brenda Milota  
Leah Moats  
Constance Moldenhauer  
Lindsay Nemeč  
Jolie Neubauer  
Stephanie Nordquist  
Kristin Powell  
Gail Powers  
Dawn Radsek  
Judy Ranous  
Nancy Roecker  
Julie Savel  
Jill Sawyer  
Jill Scheuer  
Holly Schmidt  
Kaitlyn Scholz  
Joann Schultz  
Rebekah St Martin  
Lysbeth Stadler  
Heidi Stark  
Deborah Stawicki  
Jill Stevens  
Meghan Strobl  
Lisa Sullivan  
Allie Terhark  
Amy Mackusick-Ulmen  
Maritza Veguilla  
Katherine Walczak  
Hannah Ware  
Angela Wier  
Jessica Wolgram  
Tamiah Wright  
Jessica Yankee  
Sally Zalud  
Lorna Zweck

#### **Orthopedic Nurse**

Adrienne Carter  
Tara Kelly  
Heather Ritter  
Patricia Nissen  
Laura Recob

#### **Pain Management Nurse**

Katie Everett  
Stephanie Moran  
Leah Tschillard

#### **Pediatric Nurse**

Cristina Felix  
Courtney Wustmann  
Ashley Servi

#### **Perioperative Nurse**

Danielle Ament  
Pamela Benz  
Nicole Bishop  
Bethany Bratz  
Heidi Carlson  
Krista Colpaert  
Andrea Fell  
Carol Gaulke  
Amanda Graves  
Lisa Groetzinger  
Margaret Hall  
Katie Henzelmann  
Jacqueline Holmbeck  
Amy Knaub  
Kristine Kohnert  
Jessica Kosciński  
Amy Krueger  
Adrianna Mansour  
Amelia Martwick  
Kelly Mazur  
Matthew Navins  
Kelly Neumann  
Samantha Obluck  
Allison Przybysz  
Cherise Rauter  
Elena Rodrigues  
Jennifer Roemer  
Kelly Salinas  
Kathryn Schroeter  
Linda Shimek  
Rachel Shuman  
Sheila Skauge  
Lisa Spencer  
Kathleen Stuppy  
Aaron Tindall-Schlicht  
Colleen Wagner  
Jessica Wegner  
Brittany Wuerl

#### **Plastic Surgery Nurse**

Amanda Brusko

#### **Post Anesthesia Nurse**

Terri Lakich  
Susan Stevens  
Michelle Walsh

#### **Procurement Transplant Coordinator**

Lacey Deloera

#### **Professional in Healthcare Quality**

Pamela Epple

#### **Progressive Care Knowledge Professional**

Lauren Evenson  
Angela Hack  
Kimberly Ostrowski  
Cristin Phillips  
Jessica Washburn

#### **Progressive Care Nursing — Adult**

Wyatt Bollig  
Kristen Freund  
Janelle Marquardt  
Ashley Rochon



Natalie Severson  
Shayna Trench-Zettel  
Andrea Zeman

#### **Radiology Nurse**

Katherine Duvall  
Jill Gorectke  
Denise Hegemann  
Doreen Price  
Kari Tilken

#### **Registered Cardiovascular Invasive Specialist**

Julie Aguilar

#### **Registered Nurse Infusion**

Angela Reggette  
Diane Rutkowski  
Beth Schultz

#### **Rehabilitation Nurse**

Emelyn Dela Pena  
Kristine Engel  
Andrea Hodapp  
Jessica Hodgson  
Martha Johnson  
Susan Karman  
Angela Lemirande  
Suzanne Llanas  
Deborah McGill  
Patricia Meurer  
Elizabeth Murray  
Vanessa Plante  
Kristine Seefeldt

#### **Sexual Assault Nurse Examiner — Adult**

Kneauka Windhom Lowe

#### **Sexual Assault Nurse Examiner — Pediatric**

Kaylen Moore

#### **Stroke Certified Registered Nurse**

Abigail Anger  
Angelique Cofta  
Brittney Powers  
Hannah Thoenes

#### **Transport Registered Nurse**

Michael Robinson

#### **Trauma Certified Registered Nurse**

Cherry Calara  
Brittney Powers  
Kerry Sullivan  
Jenny Zander

#### **Urology Registered Nurse**

Michelle Bender  
Jessica Kagan  
Jennifer Knoke  
Grace Martinson  
Onyinye Nnaji

#### **Vascular-Access Board Certified**

Jennifer Bartowitz  
Joel Hofer

Gareth Lippe  
Pauline Meilus  
Regina Pajanustan  
Angela Reggette  
Jennifer Riesenber  
Beth Schultz  
Mary Stormowski  
Susyn Torres-Jelic  
Jacqueline Waring

#### **Wound Care Certified**

Jarrett Kazmierski  
Molly Van Beek

#### **Wound Ostomy Continence Nurse**

Judy Grothues  
Elizabeth Kuss  
Lindsay Nemec  
Jill Redding  
Barbara Schellhaass

#### **Wound Ostomy Nurse**

Claire Baade  
Amy Flasch  
Carrie Mecikalski  
Melissa Rhind  
Susan Schoenecker-Bliesner  
Beth Seiler  
Molly Van Beek  
Ryan Vanderloop

#### **Advanced Practice Registered Nurse Certifications**

##### **Acute Care Clinical Nurse Specialist Adult Gerontology**

Jill Redding

##### **Acute Care Nurse Practitioner**

Anne Stoltenberg

##### **Adult-Gerontology Acute Care Nurse Practitioner**

Kristin Ksobiech  
Cassandra Lee  
Jennifer Popies  
Matthew Povlich

##### **Adult-Gerontology Clinical Nurse Specialist**

Katie Brown  
Angela Burns  
Kate Hartman  
Amy Heidenreich  
Rebecca McConeghy  
Katherine Rembalski  
Kathy Walczak  
Jennifer Welter  
Allison Wier  
Tamiah Wright

##### **Adult-Gerontology Primary Care Nurse Practitioner**

Marie Howard

#### **Adult Health Clinical Nurse Specialist**

Joseph Beiler  
Jayme Cotter  
Darcy Dwyer  
MaryAnn Moon  
Tina Nielsen  
Kristi Opper  
Cristin Phillips  
Inderjit Pooni  
Jennifer Popies  
Denise Portz  
Anne Putzer  
Theresa Rudnitzki

#### **Adult Psychiatric-Mental Health Nurse Practitioner**

Amy Dice  
Allison Harwood  
Amy Heidenreich  
Arika Hernandez

#### **Advanced Oncology Certified Clinical Nurse Specialist**

Jayme Cotter  
Denise Portz  
Theresa Rudnitzki

#### **Clinical Nurse Specialist — Core**

Linda Gingras  
Nancy Lees  
Melissa Paulson-Conger

#### **Critical Care Clinical Nurse Specialist**

Susan Fuhrman

#### **Family Nurse Practitioner**

Mercy Arim  
Sandra Bach  
Jennifer Banholzer  
Amy Barrette  
Rachel Bartlett  
Michelle Beiermeister  
Bethany Brown  
Stephanie Christian-Lobley  
Darlene Dochnahl  
Angelia Espinal  
Olivia Fisher  
Joanna Gowdy  
Jacqueline Lange  
Melissa McLean  
Eric Pieters  
Shannon Skowron  
Laura Turley

#### **Certified Registered Nurse Anesthetist**

Stephanie Adamietz  
Megan Alberti  
Suzanne Anderson  
Andrew Badman  
Angela Bilansky  
Tisha Bloom  
Murat Calikan  
Kelly Catrona  
Emily Cayer  
Deb Cobb

Jennifer Darling  
Aaron Demler-Barth  
Jennifer Depagter  
Allison Duncan  
Susan Duszynski  
Justin Dworak  
Karlee Fahey  
Jenny Gannon  
Amy Grant  
Elizabeth Griepentrog  
Daniel Hacker  
Adrian Hein  
Tanya Higgins  
Lisa Johnson  
Katherine Kieler  
Christine Kin  
Lauren Krejcha  
David Lacombe  
Michael Ledvina  
Yakira Leevan  
Kevin McCormick  
Justin Mohelnitzky  
Kevin Momber  
Steven Nadolski  
Sara Netzel  
Thane Nothem  
Denise Perales  
Debra Poliak  
Michelle Prihoda  
Maggie Raskin  
Christopher Repsa  
Andi Richard  
Tammy Ricker  
Elise Ritter  
Brynn Rogers  
Andrea Rossi  
Catherine Schesta  
Daniel Seefeld  
Jessica Singer  
Benjamin Skubal  
Jill Sontag  
Whitney Stearns  
Brandon Stout  
Rachel Tabbert  
Krista Tarrien  
Sarah Terlikowski  
Elliot Thieleke  
Sarah Uilenberg  
Bryan Vissat  
Luke Voss  
Jenea Waraxa  
Kathleen Waterhouse-Skibicki

#### **Women's Health Care Nurse Practitioner**

Sandra Doxtater

#### **Wound Ostomy Continence Nurse — Advanced Practice**

Joseph Beiler  
Jill Redding

# Awards and Recognition

## CNS and CRNA Advanced Practice Nursing Excellence Award

This award recognizes APRNs who exude excellence in the areas of clinical practice, leadership, and professionalism, and support the advancement of the profession.

### 2022 Award Recipients

**CNS Advanced Practice Nursing Excellence**  
Tina Nielsen, Emergency Department

**CRNA Advanced Practice Nursing Excellence**  
Christopher Repsa, Anesthesia Professional

### 2023 Award Recipients

**CNS Advanced Practice Nursing Excellence**  
Jennifer Popies, APRN and CNL

**CRNA Advanced Practice Nursing Excellence**  
Justin Dworak, Anesthesia Professional

## Professional Nursing Clinical Excellence Award

A prestigious award that recognizes individual clinical nurses who consistently exhibit excellence in the clinical setting. These nurses exemplify high standards and professionalism that contribute to the welfare of patients and the advancement of clinical knowledge.

### 2021 Award Recipients

Angela Nokovic, 12CFAC Surgical Specialties  
Alise Villarreal, OB/GYN Clinic  
Elliott Grassman, Medical ICU  
Jennifer Clemens, Eye Institute Pre-Arrival and Recovery  
Kristina Voigtschild, Medical ICU  
Rebecca Pieters, Medical ICU  
Sienna Klenk, Labor and Delivery

### 2022 Award Recipients

Anna Williams, Mother Baby  
Erin Viesselmann, Rapid Response Team and Medical ICU  
Grace Martinson, Urology Center  
Linda Trevino, Cardiac Cath Lab  
Mara Fox, Cardiovascular ICU  
Mollie Radewahn, 4P Uro/Gyn/GynOnc/IR  
Samantha Gall, Medical ICU 6NT  
and Rapid Response Team

### 2023 Award Recipients

Jennifer DeAngelo, FMLH APRN and CNL  
Danielle Scape-Centgraf, Emergency Department  
Kristina Voigtschild, Medical ICU 6NT  
Di Wu, Resource Pool

## Compassionate Nursing Team Award

The purpose of this award is to recognize the collaboration of a nurse-led team for building a caring, trusting and compassionate relationship with their patients.

### 2021 Award Recipients

2NT Trauma/Acute Care Surgery  
8NT Internal Medicine  
Maternal Fetal Newborn  
Medical ICU

### 2022 Award Recipients

4SW Internal Medicine  
12CFAC Surgical Specialties  
8CFAC Hematology/Oncology  
9NT Pulmonary/Internal Medicine

### 2023 Award Recipients

3W Cardiac Progressive Care  
5SW Acute Spinal Care  
8CFAC Hematology/Oncology  
Breast Care Clinic  
Cardiovascular ICU

## Beacon Award for Excellence

This award signifies exceptional care in a unit that puts the patient first. The award is comprised of three categories: Patient outcomes, work environment, and nursing workforce.

### 2021 Award Recipient

CVICU (Silver)

### 2023 Award Recipient

6NT MICU (Gold)

## Daisy Awards

The DAISY Award was established by the DAISY Foundation in memory of J. Patrick Barnes who died at 33 of ITP, an auto-immune disease. DAISY is an acronym for Diseases Attacking the Immune System. The Barnes Family was awestruck by the clinical skills, caring and compassion of the nurses who cared for Patrick, so they created this national individual and team award to say thank you to nurses everywhere. Froedtert Hospital is proud to be a DAISY Award Hospital Partner, recognizing nurses with this special honor every quarter, with recipients from 2021 and 2022 noted here.

### 2021 Award Recipients

Elizabeth Arenkill, 9CFAC BMT/HemOnc  
Holley Centeno, 8CFAC Hematology/Oncology  
Sara Cross, Extended Recovery Unit  
Sue Daniel, Labor and Delivery  
Kelsey Ferrell, Mother Baby  
Mitchell Gieske, 11CFAC Surgical Specialties  
Kaitlyn Gross, Neuro ICU  
Mercedes Islas, Transplant ICU  
Sienna Klenk, Labor and Delivery  
Kimberly Ostrowski, Cardiovascular ICU  
Erica Walsh-Trice, Neuro ICU

### 2022 Award Recipients

Rebecca Behm, Labor and Delivery  
Jennifer Johnson, Surgical ICU  
Kristin Kowaleski, Labor and Delivery  
Melinda Kannenberg, 9CFAC BMT/HemOnc

Jamie Ruszkiewicz, Neurosciences Clinic  
Timothy Oursler, Vascular Access Team  
Brianna Tabaka, 5NW Neurosciences  
Monica Thompson, Labor and Delivery  
Joseph Schloegl, 11CFAC Surgical Specialties  
Tamela Sisco, Labor and Delivery  
Travis Stanossek, Cardiovascular ICU  
Ryan Vanderloop, I/P Wound and Ostomy Services

#### 2023 Award Recipients

Lori Donovan, Labor and Delivery  
Jennifer DeAngelo, APRN and CNL  
Jody Elliott, Cancer Center Clinic  
Maggie Frank, Mother Baby Unit  
Emorie Hart, Clinic-Breast Care  
Jody Hendrix, 11CFAC Surgical Specialties  
Joshua Novotny, 7CFAC HemOnc/Palliative  
Sierra Olson, 4NW Transplant Medicine/Surgery  
Teddy Remmenga, 11CFAC, Surgical Specialties  
Bridget Schaefer, Neuro ICU  
Sarah Strenke, Neuro ICU  
Alexandra Theodosios, Neuro ICU

#### 2021 Daisy Team Award

Neuro ICU Team of Thirteen: Stephanie Christian-Lobley, Hannah Peters, Patricia Kriege, Abigail Vogt, Julie Thimmesch, Erica Walsh-Trice, Jaime Castillo, Hannah Lillich, Erin Grueneberg, Kristin Raymonds, Carley Lahodik, Cayla Jansen, Karen Klockow

#### 2023 Daisy Team Award

Medical ICU 7NT

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### Nursing Research Award

The purpose of this award is to recognize an individual or group for their contribution to nursing science and professional practice through the conduction of nursing research.

#### 2021 Award Recipients

##### Experiences of Family Caregivers of Critically Ill Hematopoietic Stem Cell Transplant Patients

Natalie S. McAndrew, Jeanne Erickson, Jill Guttormson, Jayshil Patel

#### 2022 Award Recipients

##### Sprinting in a marathon: Nurses and nurse leaders making meaning of their shared lived experience practicing during the height of the COVID-19 pandemic pre-vaccine

Natalie S. McAndrew; Kaylen Moore, Tala Abuzahra, Megan Mussatti, Colleen McCracken, Amy R. Newman, Kelly Calkins, Jill Guttormson, Susan Breakwell, Eva Hensel, Katie Klink

#### 2023 Award Recipients

##### Association of Maximum Daily Mobility after Open Cardiac Surgery and Clinical Outcomes

Cristin Phillips, Natalie S. McAndrew, Jennifer Popies, Kristen Freund, April Lemke, Ryan Luehring, 3W Leadership Team and Clinical Nurses

##### The Interprofessional Experience of Moral Distress among a Cardiovascular ICU Team Caring for Patients receiving ECMO and MCS Therapies

Natalie S. McAndrew

## MaryAnn Moon: Nurse of the Year



**MaryAnn Moon, MSN, APNP, ACNS-BC**, was named 2022 *Milwaukee Journal Sentinel* Nurse of the Year. MaryAnn was recognized for the impact and difference she has made for patients, nurses, the nursing profession and health care overall. Her contributions positively impacted outcomes and survivorship for many patients, including those with COVID-19. The nomination outlined several examples of MaryAnn's dedication, leadership and impact:

- The COVID-19 pandemic required numerous, time-sensitive adoptions and adaptations of hospital processes as new information became available and conditions shifted. MaryAnn led multiple teams in quickly adopting new clinical workflows and guidelines in order to respond to the needs of patients and families.
- She is a passionate advocate for assuring the need and opportunity is understood that front line staff are involved and engaged in problem solving and that solutions are relevant and sustained.
- She has precepted many clinical nurse specialist (CNS) students and mentored numerous novice and experienced CNSs.
- MaryAnn advocated for the APRN Modernization Act in the state of Wisconsin. The bill will allow all advanced practice registered nurses to practice at the top of their licensure in the state of Wisconsin and is awaiting the governor's signature. If it is signed into law, patients should have more access to care and improved outcomes.
- She impacted the clinical outcomes of countless patients because of her leadership in driving evidence-based clinical nursing practice. She is empathetic and understanding while setting a standard for excellence that motivates and inspires.
- MaryAnn fosters relationships that allow for innovative interventions that create a huge impact on the improvement of lives for patients, families, communities and the entire health care team.

## Evidence-Based Practice Award

The purpose of this award is to recognize an individual or group who has translated research findings into practice.

### 2021 Award Recipients

#### Optimizing the Use of Preventive Sacral Silicone Foam Dressings and Alternating Pressure Mattress Overlays to Prevent Posterior Surface Hospital-Acquired Pressure Injury in Intensive Care Unit Patients

CVICU Nursing Staff, MICU Nursing Staff, NICU Nursing Staff, SICU Nursing Staff, TICU Nursing Staff, ICU Resource Pool Nursing Staff

### 2022 Award Recipients

#### Sepsis Screening in the Emergency Department

Brenda Seese, Michelle Wavra, Nicholas Jazdzweski, Tina Nielsen, and Emergency Department Shared Governance

#### Post Fall Huddles

Tina Nielsen, Jennifer DeAngelo, Julia Olsen, Kristin Ksobiech, Inderjit Pooni, Thomas Heinrich, Taylor Steinhilber, Heidi Golembiewski

#### Orthopaedic Surgery Clinic and 10CFAC: Inpatient/Outpatient Collaboration

Emily Will, Brent Bhirdo, Chelsea Mayer, Alyssa Farnam, Michelle Opgenorth, Patricia Nissen, Nikki Lehmann, Heather Ritter, Melissa Blascoe, Christine Zakrzewski, Kristin James, Amy Barrette, Tara Kelly

### 2023 Award Recipients

#### Critical Care Nurse Residency and End of Life Simulation

Christina Goetter; Nicole Riemer

#### Practice Makes Perfect: Medical Emergency Simulation

Melissa Mark; Kristina Voigtschild; Danielle Wojtanowski; Tammy Davis; Beth Stay

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## Quality Improvement Award

The purpose of this award is to recognize an individual or group who has conducted and implemented a quality improvement project that resulted in a change leading to sustained, improved outcome measure(s).

### 2021 Award Recipients

#### Stroke Dysphagia Screen Impact on Hospital-Acquired Pneumonia

Comprehensive Stroke Center Team

#### Interventional Radiology First Case On-Time Start Initiative

Julie Aguilar, Janet Ste. Marie, Michelle Back, Holly Dembny, Sandra Slowik, Katy Unferth, Michelle Weithaus, Eric Hohenwalter, Tracy Puttre

#### Educational Intervention to Improve Wound Care

Allison Wier and Jarrett Kazmierski

### 2022 Award Recipients

#### Effectiveness of Cyanoacrylate Tissue Adhesive in Reducing Central Line-Associated Bloodstream Infections

CVAD Committee Members and CVICU Nursing Staff

#### Stroke Transitions of Care Impact and Readmissions

Comprehensive Stroke Center Transitions of Care Team

#### Back to Belly: Prone Positioning in Non-Intubated Patients

5SE Staff, Emily Kraus, Michael Meske, Allison Wier

#### Head and Neck Cancer Collaborative

Kayla Albertin, Susan Barta, Joseph Beiler, Paul Graves, Lori Johnson, Ashley Sexton, Amanda Thoren, Lori Walvisch, Laura Vacek, Amanda Brandon, Mary Martinson, Tamiah Wright, Dietary Department, Psychology, Otolaryngology and SLP

### 2023 Award Recipients

#### Development, Implementation and Evaluation of a Skin Failure Algorithm for ICU: A QI pilot project

SICU and CVICU Teams

#### Emergency Nurses' Views and Knowledge Regarding Opt-out HIV Testing in the ED Before and After a Focused Training Program

Kevin M. Nieves

#### Implementing an Airway Response Team at Froedtert Hospital

RRT and TICU Charge Nurses

#### Reducing C-Diff infections in the NICU

NICU Quality and Safety Council

#### Spokesperson Standardization

8NT Nursing Staff; 5NW Nursing Staff; Lauren Hally, Brittney Powers, Eric Pieters, Allison Wier

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## Nursing Education Scholarships

As part of Froedtert Hospital's commitment to the advancement of nursing education, nursing scholarships are generously funded through the financial support of donors to the Froedtert Hospital Foundation. On an annual basis, multiple staff members receive \$3,000 to help ease the financial burden of earning an initial or advanced nursing degree. To date, over 100 scholarships have been awarded. Scholarships are one of many opportunities offered at Froedtert Hospital to support nursing professional development for the best in nursing care.

### Nursing Education Scholarship

Supports any Froedtert Hospital staff member (non-RN) who is pursuing their first nursing education program (Associate Degree in Nursing, Bachelor of Science in Nursing or Direct Entry Master of Science in Nursing).

### 2021 Award Recipients

Emily Koller, Cardiovascular ICU  
Katie Nault, Emergency Department  
Patricia Ryou, 9CFAC BMT/HEMONC

Ashlynn Scannell, Resource Pool  
Lauren Schlicht, 4SW Internal Medicine  
Oksana Sydorenko, Emergency Department

#### **2022 Award Recipients**

Maria Beamon, OB/GYN Clinic  
Juliann Beatty, Labor and Delivery  
Caleb Boettcher, 3W Cardiac Progressive Care  
Tina Carrasquillo, Clinic – Med Onc – Drexel Town Square  
Larissa Castle, Maternal Fetal Newborn  
Artie-Latish Jenkins, 3W Cardiac Progressive Care  
Emily Koller, Cardiovascular ICU  
Ashley Meinholz, 3W Cardiac Progressive Care  
Faith Tietz, 12CFAC Surgical Specialties  
Hannah White, 12CFAC Surgical Specialties  
Adriana Xiong, 5SE Internal Medicine

#### **Advancement of Nursing Education Scholarship**

Supports advancement of nursing education (Bachelor of Science in Nursing, Master of Science in Nursing, Doctor of Nursing Practice or PhD in Nursing) for a Froedtert Hospital RN.

#### **2021 Scholarship Recipients**

Jamie Antonio Castillo, Neuro ICU  
Katie Brown, Neuro ICU  
Marloe Esch, Cancer Center Patient Support Services  
Taylor Fenske, Emergency Department  
Kristin Ksobiech, 4SW Internal Medicine  
Jennifer Lethlean, Enterprise Endoscopy Scheduling  
Madison Lindauer, 7CFAC HemOnc/Palliative  
Chelsea Livingston, Transplant ICU  
Kaylen Moore, Procedure Arrival and Recovery  
Katherine Rembalski, Medical ICU  
Jenny Riesenber, Vascular Access Team  
Nathan Rosenberg, 4NW Transplant Medicine/Surgery  
Katherine Walczak, 24-hour Cancer Clinic

#### **2022 Scholarship Recipients**

Michelle Beiermeister, 7CFAC HemOnc/Palliative  
Mackenzie Breneman, Neuro ICU  
Emma Dresen, 12CFAC Surgical Specialties  
Samantha Gall, Medical ICU- 6NT  
Denise Herriges, Clinic – Med Onc – West Bend  
Alyx Kerska, Emergency Department  
Haley Krieg, Cardiovascular ICU  
Megan Ryan, Maternal Fetal Newborn  
Ericka Luetschwager, 4NW Transplant Medicine/Surgery  
Tracy R. Morales-Diaz, Clinic – Med Onc – West Bend  
Samantha Scaffidi, Cancer Center Clinics  
Kayla Simmons, Cardiac Cath Lab  
Jessica Singer, Medical ICU – 6NT  
Di Wu, Resource Pool

#### **Advancement of Nursing Education for Leaders Scholarship**

Supports advancement of nursing education (Master of Science in Nursing, Doctor of Nursing Practice, or PhD in Nursing) for a Froedtert Hospital RN who is in a formal leader position.

#### **2021 Award Recipients**

Brittany Balistreri, 4NW Transplant Medicine/Surgery  
Carrie Brausch, Cancer Center  
Jamie Fleischman, VAD/Heart and Lung Transplant  
Lauren Hally, 8NT Internal Medicine

#### **2022 Award Recipients**

Sheila Blogg, Patient Care Services  
Alicia Brinkmann, Resource Pool

#### **2023 Scholarship Recipients**

In 2023, the nursing scholarship names were changed to honor the generous donors and their families. The recipients listed are all pursuing a degree in nursing.

#### **Alice F. McNeal Nursing Scholarship**

Alicia Cera, Resource Pool  
Gabrielle Pecore, Cancer Center Day Hospital  
Georgia Simmert, 2NT and Surgical ICU  
Heather Ritter, Organizational Learning  
Jada Falzon, Resource Pool  
Jarret Kazmierski, 5SE Internal Medicine  
Jessica Wojtecki, 8CFAC Hematology/Oncology  
Jose Albiter, Neuro ICU  
Karin Stefancic, Organizational Learning  
Sara Jedrzejewski, 24 Hour Cancer Clinic  
Yolanda Davis, FCH Research and Innovative Care

#### **BAKEN Nursing Scholarship**

Andrea Rebisch, Organizational Learning  
Karmel Torres, 7CFAC HemOnc/Palliative  
Amber Gardea, OR  
Paola Gonzalez, Clinic-Vascular

#### **Curt and Sue Culver Nursing Scholarship**

Caitlin Vosberg, 12CFAC Surgical Specialties  
Christopher Klann, 4SE Complexity Intervention Unit  
Elizabeth Klar, Emergency Department

#### **Donald and Carol Dati Family Nursing Scholarship**

Anna Clark, Resource Pool  
Jessica Hamilton, 12CFAC Surgical Specialties

#### **Froedtert Hospital Foundation Nursing Leader Scholarship**

Cassandra Katzer, Cancer Center Infusion/Lab  
Nathan Rosenberg, 4NE Internal Medicine

#### **Froedtert Hospital Foundation Nursing Scholarship**

Ann Kaminski, Emergency Department  
Marloe Esch, Cancer Center Day Hospital  
Taylor Fenske, Emergency Department

#### **Greg and Cathy Buck Nursing Scholarship**

Aubrey Wehlage, CVICU  
Jasmine Bowling, Resource Pool  
Samantha Scaffidi, Simulation Center, Organizational Learning

#### **Michael and Virginia McBride Advanced Nursing Education Scholarship**

Jessica Singer, MICU 6NT

#### **Mary Frances Diotte Nursing Scholarship**

Brenda Mercado, Resource Pool

#### **Nursing Leadership and Innovation Scholarship**

Taylor Fenske, Emergency Department  
Natalie S. McAndrew, Patient Care Research

## Professional Nursing Clinical Preceptor Award

The Professional Nursing Clinical Preceptor Award provides the opportunity to acknowledge outstanding commitments by preceptors to the education of clinical nurses and/or nursing students.

### 2021 Award Recipients

Amie Lueck, Neuro ICU  
Rebecca Pieters, Medical ICU  
Julie Kuehl, Cancer Center Day Hospital  
Kristi Lontok, Interventional Radiology

### 2022 Award Recipients

Samantha Treinen, 2NT Trauma/Acute Care Surgery  
Susan Whiteside, 4SW Internal Medicine  
Thomas O'Neill, Emergency Department

### 2023 Award Recipients

Courtney Domagalski, Surgical ICU  
Erin Harrington, Medical ICU 7NT  
Mollie Radewahn, 4P Uro/Gyn/GynOnc/IR  
Michelle Strahota, 4P Uro/Gyn/GynOnc/IR

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## Professional Development Pathway

The Professional Development Pathway (PDP) is Froedtert Hospital's way of promoting, recognizing and rewarding clinical nurses and clinical educators for their professional development.

### FY21 Educator Professional Development Pathway

#### Level III

Lani Spieles  
Karen Swyers

#### Level IV

Angela Burns  
Krista Colpaert  
Christina Goetter  
Susan Goldamer  
Stephanie Gresbach  
Susan Hoefs  
Nicole Kalinowski  
Kristine Kohnert  
Nicole Ladwig  
Terri Lakich  
Colleen McCracken  
Laurie Phromkharanourak  
Andrea Rebesch  
Jenny Riesenberger  
Heather Ritter  
Karin Stefancic

Rachel Beimborn  
Shari Bertman  
Amanda Beth  
Julie Bevirt  
Raven Blockwitz  
Lindsey Bluma  
Bryan Bournoville  
Alisa Bowers  
Dennis Childre  
Jennifer Cialdini  
Aliyah Clemons  
Sheri Coffen  
Sara Coss  
Martha Cox  
Brian Crowe  
Amanda Dahlke  
Cassandra Dankert  
Amy Dice  
Nicole Dipalma  
Lori Donovan  
Brandilyn Durocher  
Wendy Edwards  
Jeanette Emmrich  
Stephanie Fergot  
Kelsey Ferrell  
Jennifer Fetzer  
Amber Fields  
Amy Flasch  
Tiffani Flick  
Maggie Frank  
Heather Free  
Emily Frier  
Karianne Gliniecki  
Denise Gordon  
Lance Gordon  
Kelly Haessly

Amalie Hansen  
Victoria Hansen  
Madison Herscher  
Karen Hickey  
Lindsey Hodges  
Rachel Hoft  
Kirsten Jellen  
Jennifer Lynn Johnson  
Theresa Johnson-Reilly  
Jarrett Kazmierski  
Lindsey Keding  
Erin Kocovsky  
Taylor Kooyman  
Shannon Krahenbuhl  
Kaitlin Kranz  
Ashley Langenecker  
Angela Lemirande  
Karen Liechty  
Rebecca Linberry  
Joseph Luu  
Linda Macht  
Rebecca Maier  
Marie-Grace Marchese  
Marta Masnyk  
Stephanie McClusky  
Paul Moran  
Dominic Morelli  
Erika Munson  
Jessica Neubauer  
Kristin Olson  
Matthew Papke  
Robert Pasko  
Sarah Penn  
Norma Pribbanow  
Margaret Riegert  
Megan Roeder  
Grant Roethel  
Danielle Scace Centgraf  
Frances Schaaf  
Catherine Schaefer  
Holly Schmidt  
Taylor Spoo  
Christa Sprecher  
Sarah Stark  
Sharon Steger  
Mary Stiemsma  
Robyn Stillman  
Victoria Stockton  
Nadia Strekow  
Lisa Sullivan  
Sarah Tilque  
Carrie Tovar  
Sarah Turner  
Abigail Umbs  
Laciane Vanderlinden  
Pangkou Vang  
Sarah Wagner  
Laurie Walvisch  
Tammy Weyenberg  
Amy Wittlieff  
Stephanie Wolf  
Crystal Wroblewski  
Scott Zimny

## FY21 Nursing Professional Development Pathway Level IV RNs

Kayla Albertin  
Melissa Altmann  
Linda Amacher  
Kim Anderson  
Eileen Ardellini  
Amanda Auber  
Stacy Avrit  
Alexandra Beilke  
Candace Beine  
Tracey Blodgett  
Anne Borzych  
Jessica Bottoni  
Jill Brebeck  
Nicole Brei  
Jennifer Breuer  
Kirsten Bryant  
Maura Buhler  
Jennifer Bystrek  
Robyn Kaira Cabigting  
Jaime Antonio Castillo  
Marie Chantal Chavez  
Kristin Cherrier  
Erin Cleary  
Lindsay Coleman  
Mackenzie Crowley  
Rebekka Curti  
Sue Daniel  
Lindsay Davis  
Caryn Deno  
Katherine Dillon  
Emily Dreier  
Ruth Drought  
Allison Dunavant  
Katherine Duvall  
Angela Duwe  
Jody Elliott  
Marloe Esch  
Tina Etzel  
Lesly Evert  
Katelyn Falkenburg  
Mary Fournogerakis  
Kristen Freund  
Samantha Gall  
Andrew Gehlbach  
Sarah Gibart  
Susan Gill  
Rebecca Gilligan  
Dana Giuffre  
Chelsea Goebel  
Jessica Gonzalez  
Kaitlyn Goss  
Amanda Graves  
Azure Grossman  
Kayla Haen  
Samantha Hall  
Emily Halvorsen  
Miranda Harting  
Hillary Hau  
Megan Hintz  
Benjamin Holstine  
Marie Howard  
Danielle Hunter  
Leah Jajtner  
Christina Janetzke

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### FY21 Nursing Professional Development Pathway Level III RNs

Avreal Abney  
Adam Arbogash  
Christine Baker  
Vicki Bangs  
Amy Barry  
Rachel Bartlett  
Laura Baumgardner

Magdalen Jansen  
Maryam Javdani-  
Bushehri  
Lori Johnson  
Tiffany Johnson  
Hayden Johnston  
Lauren Jokisch  
Demitria Kastein  
Renee Kempfer  
Kathryn Kempka  
Brianna Kimmons  
Katherine Kiolbasa  
Jodi Klemm  
Sienna Klenk  
Mary Knauss  
Susan Knox  
Emily Kraus  
Haley Krieg  
Katelyn Krueger  
Shanice Kukuck  
Jacqueline Labott  
Carley Lahodik  
Jacqueline Lange  
Cassandra Lee  
Kimberly Leidel  
April Lemke  
Molly Liddell  
Jennifer Lieb  
Czarina Lo  
Tabetha Lockwood  
Kristi Lontok  
Christine Lueck  
Amie Lueck  
Kaitlyn Lunetta  
Nicole Marchewka  
Melissa Mark  
Alivia Markwardt  
Terra Marr  
Nathan Matejczyk  
Kayla Matter  
Stephanie Mayer  
Aubrey Mayer  
Kelly Mazur  
Meghan McClellan  
Carrie Mecikalski  
Antoinette Millan  
Abegail Mira  
Gail Miswald  
Constance Moldenhauer  
Tracy R. Morales-Diaz  
Samantha Moreno  
Samantha Moser  
Connie Natzke  
Lindsay Nemec  
Julia Nguyen  
Patricia Nissen  
Kirsten Oberstar  
Darlene O'Connor  
Megan Olson  
Michelle Opgenorth  
Carilyn Ortega  
Kimberly Ostrowski  
Regina Pajanustan  
George Palmer  
Stacia Peacock  
Cheryl Peete  
Hannah Peters

Mary Peters  
Jana Petersen  
Rebecca Pettit  
Holly Picone  
Jamie Pintens  
Danielle Plambeck  
Stacy Plumley  
Kellie Prince  
Kristin Pugh  
Melody Pyzyk  
Kristin Raymonds  
Katherine Rembalski  
Tandia Remmenga  
Laura Remus  
Danielle Retzlaff  
Melissa Rhind  
Hallie Richards  
Janet Rivera  
Sergio Rocha  
Nancy M. Roecker  
Melanie Roggenbuck  
Megan Ryan  
Julie Savel  
Jennifer Schaefer  
Bridget Schaefer  
Katie Schaut  
Jill Scheuer  
Amy Schinneller  
Margaret Schmidt  
Jeffrey Schneider  
Jordin Schnell  
Corey Schuller  
Rachel Sears  
Bryanne Sekeres  
Melissa Semrow  
Ashley Sexton  
Elizabeth Sievert  
Amber Silseth  
Jessica Singer  
Paige Smith  
Rebekah St. Martin  
Travis Stanossek  
Linda Ste. Marie  
Amber Stempf  
Susan Stevens  
Mary Stormowski  
Jessica Strupp  
Alexandrea Swanson  
Katie Taucher  
Alexandra Theodosis  
Monica Thompson  
Kimberly Thrane  
Samantha Tietyen  
Kari Tilkens  
Shelby Treleven  
Crystal Treptow  
Linda Trevino  
Wendy Tyler  
Abigail Vogt  
Kristina Voigtschild  
Brock Vredeveld  
Katherine Walczak  
Michelle Wavra  
Gabrielle Weis  
Tina Weist  
Loran Wiedenhoeft  
Leah Wilde

Lauren Wittig  
Ashley Wojciechowski  
Jessica Wojtecki  
Kristyn Wolf  
Kayla Wozniak  
Brianna Zabel  
Kimberly Zehner  
Sandra Zierer

**FY22 Educator  
Professional Development  
Pathway  
Level III**

Melissa Reuter

**Level IV**

Allison Baus  
Caitlin Brecklin  
Angela Burns  
Lauren Evenson  
Megan Flatley  
Susan Goldamer  
Stephanie Gresbach  
Angela Hack  
Ashely Herman  
Susan Hoefs  
Nicole Kalinowski  
Shelly Koopman  
Terri Lakich  
Nicole Ladwig  
Gwen Lisiecki  
Colleen McCracken  
Susan Olson  
Andrea Rebisch  
Heather Ritter  
Jennifer Sims  
Lani Spieles  
Karin Stefancic

**FY22 Nursing Professional  
Development Pathway**

**Level III RNs**

Elizabeth Arenkill  
Michael Arts  
Carlina Arvelo  
Claire Baade  
Janet Baird  
Vicki Bakken  
Katlin Barnhill  
Yvonne Becker  
Tina Belts  
Ann Berry  
Catherine Bindel  
Rachel Bona  
Rachel Borchard  
Michael Bostwick  
Alyssa Bry  
Rachel Burant  
Rose Carlson  
Megan Christiansen  
Victoria Comeau  
Angie Conto-Smith  
Kaitlin Cullen  
Katie Dammen  
Mary Deichl  
Brianna Dillaber  
Erin Dorn

Kirsten Erdmann  
Rachel Evans  
Jada Falzon  
Jasmine Finucane  
Olivia Fisher  
Jaclyn Flynn  
Morgan Fritz  
Aton Garth  
Brittany Garvin  
Kellie Goodman  
Kelsey Goodmanson  
Amanda Greathouse  
Amanda Hall  
Ciera Harris  
Allison Harwood  
Sarah Haworth  
Stephanie Heitl  
Ashton Hilker  
Anh Huynh  
Elena Infante  
Kelsey Johnson  
Jordan Kalnins  
Michelle Klink  
Rainbow Koker  
Kimberly Komesar  
Natasha Kuehl  
Miranda Lehman  
Mckenna Lentz  
Elizabeth Lewandowski  
Kayleigh Ley  
Carolyn Lisheron  
Maria Longfield  
Amy Mackusick-Ulmen  
Mary Jane Martorano  
Aimee Marx  
Crishelle Mays  
Kayla McCulley  
Breanna McKernan  
Jensen Meyer  
Megan Miller  
Michelle Nelson  
Sarah Nolan  
Jordan O'Brien  
Emily Olson  
Sandra Pagenkopf  
Mary Rachel Perrigo  
Jessica Petrie  
Megan Pittz  
Megan Plahmer  
Nanci Rabideau-Fink  
Lameisha Roper  
Micaela Rupprecht  
Christina Schmitz  
Catherine Schneider  
Payton Schwartz  
Colleen Speaker  
Nicole St. Louis  
Tina Stiyyer  
Collette Stoltz  
Michelle Strahota  
Ashley Swensen  
Brianna Tabaka  
Melissa Terkhorn  
Jessica Thompson  
Monique Tomaich  
Kimberly Tominek  
Tamara Turck

Ryan Vanderloop  
Hannah Ware  
Ashley Wedoff  
Casey Westgate  
Rebecca Wolfe  
Heidiann Wolff  
Kim Wrench  
Andi Zblewski  
Alayna Zuba

#### Level IV RNs

Lisa Acker  
Lisa Adam  
Lindsey Adamczyk  
Jose Albiter  
Veronica Anderson  
Stacy Anguiano  
Myra Armanious  
India Asmuth  
Tanya Balistreri  
Melinda Bartczak  
Jennifer Bartowitz  
Sarah Beardsley  
Chelsea Beaumont  
Rebecca Behm  
Hailey Bell  
Michelle Bender  
Kristal Bieganski  
Laura Block  
Wyatt Bollig  
Annamarie Bowers  
Jennifer Bray  
Anna Buchholz  
Jordan Burton  
Janelle Carreon  
Myla Catacutan  
Kellye Cirilli  
Elisabeth Coates  
Juran Cook  
Jacklyn Dangelo  
Jenna Dankle  
Lauren Davis  
Sarah Devine  
Megan Dexter  
Elizabeth Dugger  
Jen Dutschek  
Nancy Duwe  
Kaity Elbe  
Rachel Elkins  
Julie Elliott  
Rachel Erdmann  
Joan Espil  
Alyssa Farnam  
Lakeesha Faulkner  
Andrea Fell  
Kimberly Felton  
Samantha Fernandez  
Katherine Foster  
Mara Fox  
Lindsay Fuller  
Tanya Gaedke  
Kara Gaspervich  
Staci Gaulke  
Jennifer Gin  
Jessica Glaser  
Grant Goeman  
Sarah Goodle

Jill Gorectke  
Janet Gosset  
Judy Grothues  
Joanna Gustafson  
Lindsey Habecker  
Amanda Hadley  
Emily Harlynn  
Ashley Harrington  
Nicole Hartwell  
Madeline Harvey  
Sarah Hatch  
Melissa Hauser  
Denise Hegemann  
Mikayla Heller  
Katrina Hergott  
Denise L. Herriges  
Amanda Hoff  
Sarah Hooyman  
Carla Hornung  
Amanda Ilag  
Nicholas Jazdzewski  
Carly Jazdzewski  
Heather Jurgenson  
Jessica Kagan  
Melinda Kannenberg  
Kayla Kapp  
Samantha Kass  
Abigail Kendl  
Nicole Kimmes  
Cara Kinderman  
Taylor King  
Amanda Kirk  
Jennifer Knoke  
Ashley Koch  
Hannah Kodua  
Skylar Koenitzer  
Kathleen Kopsi  
Jennifer Kriege  
Rachael Kroening  
Julie Kuehl  
Rebecca L. Kumar  
Andrea Kurzer  
Robin Lakritz  
Jeanne Larose  
Jessica Lenz  
Rebecca Lietz  
Madison Lindauer  
Ericka Luetschwager  
Jessica Lunn  
Nicholas Lustek  
Rachel Lyden  
Nicole Markowski-Brown  
Grace Martinson  
Deborah McGill  
Kayla Meredith  
Brionna Minx  
Kaylen Moore  
Melissa Moudry  
Kenneth Mueller  
Rachael Naunheim  
Kayla Nelson  
Rebecca Neubauer  
Onyinye Nnaji  
Angela Nokovic  
Caitlynn Nugent  
Amy Oleszak  
Kelly Oppitz

Manda Orlandini  
Allan Pajanustan  
Ferdinand Pangga  
Minnie Parbs  
Amy Pepe  
Patricia Pfahler  
Amber Prochnow  
Mollie Radewahn  
Michelle Reichhart  
Jennifer Renner  
Ashley Rochon  
Kayla Roemer  
Nathan Rosenberg  
Lynette Rossow  
Karley Russert  
Erendira Sanchez-Vidal  
Cecilia Saraspe  
Samantha Scaffidi  
Christina Schaer  
Barbara Schellhaass  
Lindsay Schmidt  
Pamela Schmitt  
Rachael Schwind  
Camille Sculthorpe  
Brenda Seese  
Beth Seiler  
Natalie Severson  
Tamela Sisco  
Kristen Spiegelhoff  
Jennifer Stahr  
Rebekah Stark  
Riley Stegemeyer  
Georgia Stengel  
Crystal Stich  
Margaret Stolpa  
Sarah Strenke  
Kathleen Suess  
Jackie Szalacinski  
Kristin Thimmig  
Amanda Thoren  
Susyn Torres-Jelic  
Tiffany Treis  
Laura Turley  
Katy Unferth  
Sylvia Valk  
Maritza Veguilla  
Brenda Vidmar  
Erin Viesselmann  
Alise Villarreal  
Kristi Vogt  
Katie Webber  
Heidi Weber  
Katrina Wendland  
Tess White  
Susan Whiteside  
Valerie Williams  
Anna Williams  
Amanda Winters  
Heather Woboril  
Danielle Wojtanowski  
Jessica Wolfgram  
Di Wu  
Jessica Yankee  
Dale Zettler  
Denise Zimdars  
Lorna Zweck

#### FY23 Nursing Professional Development Pathway Level III RNs

Leah Anderson  
Vicki Bangs  
Amy Barry  
Jennifer Bast  
Lindsey Baumann  
Allison Berger  
Lindsey Bluma  
Bryan Bournoville  
Alisa Bowers  
Arra Butterfield  
Grace Campbell  
Lisa Carstensen  
Jessica Chupp  
Christopher Clapper  
Haley Conner  
Alisa Cooks  
Allison Corrao  
Martha Cox  
Christin Cruz  
Kelsy D'Alie  
Cassandra Dankert  
Caryn Deno  
Alexandra Desautel  
Amy Dice  
Laura Dickmann  
Alainna Dunn  
Caitlin Edgerton  
Wendy Edwards  
Lisa E Elliott  
Kelsey Ferrell  
Jennifer Fetzer  
Rebecca Gecks  
Christine Gonwa  
Denise Gordon  
Sharon Hall  
Hillary Hau  
Gillian Heidema  
Lauren Hendricks  
Jason Horak  
Rachel Howay  
Jonathan Iding  
Jennifer Lynn Johnson  
Mayelie Kamara  
Ann Kaminski  
Michael Kasprzak  
Lindsey Kedinger  
Amy J. Keidl  
Renee Kempfer  
Ann Klamrowski  
Catherine Kosloske  
Kaitlin Kranz  
Monica Krenzien  
Loryn Kressin  
Lauren Krueger  
Virginia Kuenzi  
Kahla Kurth  
Christopher Kuznacic  
Ashley Langenecker  
Danielle Larsson  
Cassandra Lee  
Yuliya Letser  
Laura Liechty  
Karen Liechty



Molly Lohagen  
Joseph Luu  
Valerie Lux  
Marie-Grace Marchese  
Lucy Marcus  
Stephanie McClusky  
Dana McKinney  
Pauline Meilus  
Alyssa Meka  
Mark Mickinak  
Therese Milanowski  
Nicole M. Miller  
Constance Moldenhauer  
Nicole Murnik  
Matthew Navins  
Patricia Nissen  
Cady Oestreich  
Megan Olson  
Kathryn Pallo  
Sara Panella  
Matthew Papke  
Catherine Paremski  
Robert Pasko  
Preksha Patel  
Rebecca Pecha  
Mary Peters  
Mariah Peterson  
Kristin Pugh  
Brett Rasmussen  
Laura Remus  
Julie Rexroat  
Jessica Rodriguez  
Grant Roethel  
Charolette Ropas  
Lindsay Rozek  
Diane Rutkowski  
Patrick Rydeski  
Stephanie Saunders  
Bridget Schaefer  
Rena Schmeling  
Sheila Schmitt  
Jeffrey Schneider  
Emma Schneider  
Michelle Schwab  
Abbey Severt  
Beatrice Smith  
Kathryn Stief  
Mary Stiemsma  
Lisa Sullivan  
Alexandrea Swanson  
Karly Tate  
Zoriana Telwak  
Kaitlyn Tennies  
Samantha Tietyen  
Abigail Umbs  
Kazoua Vang  
Pangkou Vang  
Tracie Velardo  
See Vue  
Kaytlyn Weber  
Mikayla Wendt  
Eva Wilson  
Nicole Winters-Elliott  
Wendy Wise  
Paula Zeniecki  
Scott Zimny

#### Level IV RNs

Laura Aasen  
Kristen Abramczyk  
Kayla Albertin  
Melissa Altmann  
Linda Amacher  
Kim Anderson  
Eileen Ardellini  
Amanda Auber  
Kaitlyn Baatz  
Katie Baeza  
Matthew Baker  
Rachel Bartlett  
Alexandra Beilke  
Rachel Beimborn  
Kristin Bellante  
Nicole Bishop  
Christina Block  
Anne Borzych  
Jessica Bottoni  
Nicole Brei  
Jennifer Breuer  
Kirsten Bryant  
Amber Buchholz  
Mary Buchman  
Maura Buhler  
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Jennifer Bystrek  
Elise Caine  
Marie Chantal Chavez  
Margaret Clapper  
Erin Cleary  
Aliyah Clemons  
Lindsay Coleman  
Nancy Cortina-Butz  
Alissa Delfosse  
Samantha Dishong  
Emily Dreier  
Emma Dresen  
Brandilyn Durocher  
Angela Duwe  
Marloe Esch  
Tina Etzel  
Lesly Evert  
Katelyn Falkenburg  
Tiffani Flick  
Mary Fournogerakis  
Lindsay Frank  
Heather Free  
Kristen Freund  
Samantha Gall  
Sarah Gibart  
Susan Gill  
Rebecca Gilligan  
Dana Giuffre  
Karianne Gliniecki  
Heidi Golembiewski  
Jessica Gonzalez  
Lance Gordon  
Lindsay Grafwallner  
Amanda Graves  
Azure Grossman  
Jennifer Guy  
Kayla Haen  
Kelly Haessly  
Samantha Hall  
Shelly Hansen

Miranda Harting  
Emorie Harty  
Amber Hayes  
Abby Herbrand  
Arika Hernandez  
Karen Hickey  
Jenna Hicks  
Jackie Horning  
Madison Hughes  
Leah Jajtner  
Christina Janetzke  
Emily Jensen  
Margaret Johnson  
Lori Johnson  
Amanda Kacala  
Jarrett Kazmierski  
Kathryn Kempka  
Brianna Kimmons  
Jenna Klockow  
Mary Knauss  
Susan Knox  
Katherine Kolz  
Katelyn Krueger  
Alexandra Krueger  
Stacey Kulas  
Jacqueline Labott  
Terri Lakich  
Luann Lapointe  
Paige Leair  
Kimberly Leidel  
Angela Lemirande  
April Lemke  
Erica Levy  
Jennifer Lieb  
Rebecca Linberry  
Tabetha Lockwood  
Kristi Lontok  
Danielle Loonsfoot  
Christine Lueck  
Amie Lueck  
Rebecca Maier  
Maribel Mandella  
Melissa Mark  
Alivia Markwardt  
Terra Marr  
Amelia Martwick  
Nathan Matejczyk  
Kayla Matter  
Amanda Matthiesen  
Kimberly McCullough  
Killeen Mchugh  
Carrie Mecikalski  
Alex Meyers  
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Abegail Mira  
Tracy R. Morales-Diaz  
Erica Mueller  
Jill Navine  
Lindsay Nemec  
Demitria Neubauer  
Stephanie L. Nordquist  
Hannah O'Dea  
Tricia O'Donnell  
Michelle Opgenorth  
Regina Pajanustan  
Gabrielle Pecore  
Sara Pederson

Devynn Perry  
Jana Petersen  
Jamie Pintens  
Stacy Plumley  
Anthony Preman  
Norma Pribbanow  
Sara Raymond  
Tandia Remmenga  
Melissa Rhind  
Margaret Riegert  
Janet Rivera  
Krystal Rodman  
Nancy M. Roecker  
Melanie Roggenbuck  
Amanda Rosenwald  
Megan Ryan  
Sophia Saucedo  
Jill Sawyer  
Breanne Scaffidi  
Frances Schaaf  
Jennifer Schaefer  
Katie Schaut  
Jill Scheuer  
Amy Schinneller  
Joseph Schloegl  
Chloe Schroeder  
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Beth C. Schultz  
Ashley Sexton  
Jessica Singer  
Rebekah St. Martin  
Lysbeth Stadler  
Travis Stanossek  
Linda Ste. Marie  
Nadia Strekow  
Jessica Strupp  
Katie Taucher  
Monica Thompson  
Kimberly Thrane  
Kari Tilkens  
Karmel Torres  
Hillary Trapp  
Crystal Treptow  
Wendy Tyler  
Emily Urbaniak  
Marti Vassallo  
Abigail Vogt  
Kristina Voigtschild  
Jillian Walber  
Tanya Walenta  
Melissa Walton  
Olivia Ward  
Jessica Washburn  
Gabrielle Weis  
Tina Weist  
Michael Wilkinson  
Megan Willies-Travis  
Lauren Wilmet  
Kelsey Wishau  
Lauren Wittig  
Amy Wittlieff  
Jessica Wojtecki  
Stephanie Wolf  
Brianna Zabel  
Kimberly Zehner  
Sandra Zierer  
Catherine Zimmermann

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- Bartowitz, J., Fox, M., Dreier, E., Pyzyk, M., Popies, J., & Froggatt, N. Evaluation of Cyanoacrylate Tissue Adhesive to Improve Dressing Adherence and Hemostasis for Internal Jugular Introducers and Non-tunneled Dialysis Catheters. Building Bridges and Froedtert Nursing Research Conference, Milwaukee, WI. 2022
- Bartowitz, J., Preksha, P., & Riesenber, J. Safety and Efficiency of Utilizing a Vascular Access Team Registered Nurse to Perform Tunneled Non-Cuffed Small-Bore Central Catheter Removal at the Bedside. Froedtert Nursing Research Conference. Milwaukee, WI. 2023
- Beatriz-Sandoval, S. Improving Nurse-to-Provider Communication by Use of Interprofessional Collaboration and Education. Milwaukee, WI. 2023
- Beiler, J., Barta, S., & White, T. Head and Neck Collaborative. Froedtert Annual Nursing Research Conference. Milwaukee, WI. 2022
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- Boehlen, S. & Cofta, A. Froedtert System Stroke in Collaboration with LAUNCH - Community Awareness Campaign. Froedtert Nursing Research Conference. Milwaukee, WI. 2023
- Brecklin, C. Utilizing Simulation as a Teaching Modality for Managing Hazardous Drug Spills. Oncology Nursing Society's 46th Annual Congress. Virtual. 2021
- Brecklin, C. The Oncology RN's No-Good, Very-Bad Day: Hazardous Drug Spill and Extravasation Simulation Training. Oncology Nursing Society's 47th Annual Congress. Anaheim, CA. 2022

- Buck, H. Malone Berger, A., & McAndrew, N.S. Boosting your Academic Production: Lessons from Successful Researchers. Self-Care RIIIG for the Midwest Nursing Research Society. Virtual. 2022
- Burns, M., De Goumoëns, V., Brysiewicz, P., Naef, R., McAndrew, N., Eggenberger, S., MacPhail, K., Kiwanuka, F., Luttk, M.L., Nagl-Cupal, M., Price, A. Family Experiences and Trajectory of Care Received During and After a Relative's Admission to ICU: A Scoping Review. International Family Nursing Association Conference. Dublin, Ireland. 2023
- Collier, M. & Oertel, M. Simulation for the Save: Using Simulation in Healthcare to Improve Patient Safety and Outcomes. Vizient. Virtual. 2022
- Cypher, S. The Future of Nursing: Why Healthcare Environments are Essential to the Profession. Healthcare Design Conference and Expo. San Antonio, TX. 2022
- Cypher, S. Adaptive Pandemic Design Interventions for an Acute Care Unit. Wisconsin Healthcare Engineering Association. Virtual. 2022
- Cypher, S. Adaptable Design Interventions for Acute Care. Healthcare Design Conference and Expo Cleveland, OH. 2021
- Cypher, S. Improving Quality and Safety through Patient Room Design: A ROI Case Study. Healthcare Con. Virtual. 2021
- Cypher, S. Improve Workflows and Reduce Clinician Burnout with a Strong IT-Clinical Relationship. Healthcare Leaders. Virtual. 2021
- DeAngelo, J., Brown, K., Herman, A., Reeme, A., Tyler, W., Leuck, A., Harris, B., & Perez, R. Reducing External Ventricular Drain (EVD) Related Infections in the Neuro ICU. Building Bridges and Froedtert Nursing Research Conference. Milwaukee, WI. 2021
- Dexter, M., & Singer, J. In Situ Real Time Debriefs. Building Bridges Conference. Milwaukee, WI. 2023
- Dexter, M., & Singer, J. In Situ Real Time Debriefs. National Teaching Institute Conference. Philadelphia, PA. 2023
- Domagalski, J. Giving a Boost at the Bedside: RN Orientation of Family Medicine Residents to Improve Comfort at the Bedside. Froedtert Nursing Research Conference. Milwaukee, WI. 2023
- Dreier, E., Fox, M., Piepenburg, A., Ziegler, M., & Rembalski, K. Peripheral IV Use and CLABSI: a Retrospective Correlational Analysis. Froedtert Nursing Research Conference. Milwaukee, WI. 2023
- Duwe, A., Gaspervich, K., Kiolbasa, K., McClellan, M., Scace-Centgraf, D., & Siegman, P. A Quality Improvement Project: Improving Safe Patient Care by Increasing Barcode Medication Administration Compliance at a Level 1 Trauma Emergency Department. Froedtert Nursing Research Conference. Milwaukee, WI. 2023
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- Fridlington, L. Reducing Falls on 4NW Transplant: An Evidence Based Practice Project Utilizing the First 24 Hours. Building Bridges and Froedtert Nursing Research Conference, Milwaukee, WI. 2022
- Fridlington, L. & Rosenberg, N. The Challenges of Beginning a New House Wide Committee at Froedtert: The Innovation Committee. Froedtert Nursing Research Conference, Milwaukee, WI. 2022
- Fridlington, L. & Putzer, A. Looking at Length of Stay in Our Liver Transplant Patient Population. Froedtert Nursing Research Conference. Milwaukee, WI. 2022
- Fuhrman, S. & Cofta, A. Impact of Actions to Improve Stroke Dysphagia Screen Completion and Hospital- Acquired Pneumonia Rates for Stroke and TIA Patients. Froedtert Nursing Research Conference. Milwaukee, WI. 2023
- Fuhrman, S. BE FAST Stroke Matters in Church. Milwaukee, WI. 2023
- Fuhrman, S. Froedtert Hospital Door-to-Needle Process for ED Arrival: Imaging Considerations. Stroke Coordinators of Wisconsin Network. Madison, WI. 2022
- Fuhrman, S. Comprehensive Stroke Center QI Highlights: Door-to-Needle and Transition of Care Strategies to Reduce Readmissions. Stroke Net - Chicago Consortium. 2022
- Fuhrman, S. Impact of Stroke Dysphagia Screening on Hospital Acquired Pneumonia Rates. American Heart Association Quality Care and Other Research/Scientific Sessions. Virtual. 2021
- Fuhrman, S. Etiology of Intracerebral Hemorrhage. American Stroke Association Intracerebral Hemorrhage Nursing Conference. Virtual. 2021
- Fuhrman, S. Best Practice: Reducing Door-to-Needle Time on Stroke Patients to Less than 30 Minutes. Center for Disease Control - Case Study. 2021
- Fuhrman, S. Tenecteplase vs. Alteplase in Acute Ischemic Stroke. Vizient Expert Panel. Virtual. 2022
- Fuhrman, S., & Cofta, A. Impact of Actions to Improve Stroke Dysphagia Screen Completion and Hospital-Acquired Pneumonia Rates for Stroke and TIA Patients: A Multi Year Review. Froedtert Nursing Research Conference. 2021
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- Fuhrman, S. & Vogl, K. Use of a Structured Quality Improvement Strategy to Reduce Stroke Patient Readmissions: Focus on Transitions of Care. Medical College of Wisconsin Community Impact Conference. Milwaukee, WI. 2022.
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- Fuhrman, S. The Joint Commission Certification Standards Update. Stroke Coordinators of Wisconsin Network. Madison, WI. 2023
- Fuhrman, S. AHA/ASA Guidelines for the Management of Patients with Aneurysmal Subarachnoid Hemorrhage. Stroke Coordinators of Wisconsin Network. Madison, WI. 2023
- Fuhrman, S. Actualizing the CNS APNP Advanced Practice Role in the Acute Stroke/TIA Patient Setting. Wisconsin Association for Clinical Nurse Specialists Conference. Waukesha, WI. 2023
- Fuhrman, S. Disparities in Stroke Care. Wisconsin Hospital Association. Virtual Webinar. 2023
- Fuhrman, S. EMS to Tenecteplase-The Froedtert Experience. Wisconsin Stroke Coalition. Madison, WI. 2023

- Fuhrman, S. Intracerebral Hemorrhage (ICH) ICH Best Practice Lessons from the American Stroke Association ICH Collaborative. Stroke Coordinators of Wisconsin Network. Madison, WI. 2023
- Gilligan, R., Carbone, M., Dabrowski, S., Catacutan, M., Pangga, G., Saraspe, C., Rembalski, K. Code lavender: A peer-led emotional support intervention. Building Bridges Conference. Milwaukee, WI. 2023
- Goetter, C. & Riemer, N. Development of a High Fidelity End-of-Life Simulation for Critical Care Nurse Residency. Froedtert Nursing Research Conference. Milwaukee, WI. 2023
- Goniou, N. & Becker, Y. Increasing Joy in the Workplace. Froedtert Nursing Research Conference. Milwaukee, WI. 2023
- Gray, T. & McAndrew, N.S. The Dimensions of Caregiving: Emotional, Physical, and Financial Considerations of a Cancer Diagnosis. ONS Congress. San Antonio, TX. 2023
- Hagel, M. & McAndrew, N.S. Meeting your IRB and Obtaining Data in a Healthcare Setting. Virtual session for the Building Bridges to Research Based Nursing Practice Conference. 2021
- Hally, L., Powers, B., Pieters, E., Wier, A., 8NT Nursing staff, & 5NW Nursing staff. Spokesperson. Froedtert Nursing Research Conference. Milwaukee, WI. 2023
- Hart, S. Using Appreciative Inquiry Approach to Develop a Patient Fall Prevention Program. Froedtert Nursing Research Conference. Milwaukee, WI. 2022
- Heidenreich, A. & Moon, M. Improving Compliance with Delirium Interventions Through an APRN Consultation. Vizient, Inc. Conference. Las Vegas, NV. 2023
- Heidenreich, A. Behavioral Emergency Response Team (BERT). Wisconsin Association of Clinical Nurse Specialists Annual Conference, Virtual, Oral Presentation. 2021
- Heidenreich, A., Colpaert, G., & Liddell, M. Creating and Executing Tactics within a Workplace Violence Prevention Portfolio. Vizient Summit. Las Vegas, NV. 2022
- Jerofke-Owen, T., McAndrew, N.S. Totka, J.P, Gralton, K.S., Weiss, M.E. & Sawin, K.J. Engagement of Families in the Care of Hospitalized Pediatric Patients: A Scoping Review. International Family Nursing Association Conference (Virtual). 2021
- Jerofke-Owen, T., McAndrew, N.S., Gralton, K., Tonka, J., Weiss, M., & Sawin, K. Family Engagement in Pediatric Acute Care Settings: A Realist Review. Midwest Nursing Research Society Annual Conference in Des Moines, IA. 2023
- Johnson, T., Zimmerman, K., Stemp, A., Guy, J., Luu, J., Krueger, A., Ubert, A., & Durham, L. High Fidelity ECMO Simulation & Education. Froedtert Nursing Research Conference. Milwaukee, WI. 2023
- Keys, K., Servi, A., & Milia, D. Massive Improvement with Massive Transfusions: Improving Ratios & Reducing Blood Waste. Trauma Quality Improvement Program Annual Conference. 2021
- Konrad, J., Rasmussen, K., Cornelius, L., Fortmann, A., & Cabacungan, E. Improving Umbilical Cord Blood Gas Collection: A Quality Improvement Initiative. Froedtert Nursing Research Conference. Milwaukee, WI. 2023
- Konrad, J., Collis, E., Alexanian, T., & Meyer, B. Pregnancy and Maternal Birth Experience Influenced by the COVID 19 Pandemic. Froedtert Nursing Research Conference. Milwaukee, WI. 2023
- Kukuck, S. Improving Sleep Hygiene to Decrease Delirium among Critically Ill Patients in the Transplant ICU. Froedtert Nursing Research Conference, Milwaukee, WI. 2021
- Labott, J., Lueck, A., & Tyler, W. Reducing C. Diff Infections in the Neuro ICU. Froedtert Nursing Research Conference. Milwaukee, WI. 2023
- Liddell, M. Violence in the Workplace: Caring for "Difficult" Patients. Healthcare Aggression - In the Line of Duty. Virtual. 2021
- Liddell, M. Proactive Peer Support Rounding for Acute Care Nurses: A Quality Improvement Project. Froedtert Nursing Research Conference. Milwaukee, WI. 2023
- Lynn, A., Hauser, M., & Boyd, E. ED Centered Preceptor Development. Froedtert Nursing Research Conference. Milwaukee, WI. 2022
- Lyon, J., McAndrew, N.S., Geich, A., AbuZahra, T., Lagatta, J. Leuthner, S. & Acharay, K. The Experience of Parents of Children with Major Anomalies in the NICU. Poster presentation at the Midwest Society for Pediatric Research 2023 Annual Scientific Meeting. Chicago, IL. 2023
- Mark, M., Voigtschild, K., Wojtanowski, D., Stay, B., Davis, T. Practice Makes Perfect. Building Bridges. Milwaukee, WI. 2023
- McAndrew, N.S., McCracken, C., Wallace, L., Guttormson, J., Visotcky, A., Banjeree, A., Ferrell, B., & Applebaum, A.J. Nurse-led Meaning-Centered Psychotherapy to Improve Hematopoietic Stem Cell Transplant Family Caregiver Well-being: A Pilot Study. Froedtert Nursing Research Conference, Milwaukee, WI. 2023
- McAndrew, N., Block, C., Popies, J. The Interprofessional Experience of Moral Distress among a Cardiovascular ICU Team Caring for Patients receiving ECMO and MCS therapies. Froedtert Nursing Research Conference. Milwaukee, WI. 2023
- McAndrew, N.S. Understanding the Multidimensional Cancer Caregiving Experience and Ways You Can Support Cancer Caregivers. Southeastern Oncology Nursing Society (SWONS). Virtual webinar. 2023
- McAndrew, N.S. Gray, T., Wallace, L., Calkins, K., Guttormson, J., Harding, E., & Applebaum, A.J. Addressing Existential Distress in Family Caregivers: A Scoping Review of Meaning Making Interventions. American Psychosocial Oncology Society (APOS) Conference. Portland, Oregon. 2023
- McAndrew, N.S., Clisbee, D., Brysiewicz, P., Eggenberger, S., Richardson, A., Richardson, S., Price, A., de Beer, J., Towell-Barnard, M., Honda, J., Chiang, V. A. Global Examination of Nurse Practices to Engage Families in the Intensive Care Unit. International Family Nursing Association Conference. Dublin, Ireland. 2023
- McAndrew, N. & Popies, J. Role of the CNS Ethicist. Wisconsin Association of Clinical Nurse Specialists Annual Conference. Waukesha, WI. 2023
- McAndrew, M. Sharing Stories of Care during COVID-19: Creating Meaning, Initiating Healing and Directing Further Intervention in Acute and Critical Care. Froedtert Nursing Research Conference. 2021
- McAndrew, N.S. Meaning-Focused Interventions for Family Caregivers and Application to Palliative & Hospice Practice. 3rd Annual U.S. Celebration of World Hospice & Palliative Care Day: A Virtual Coming Together hosted by Memorial Sloan Kettering Cancer Center. Virtual. 2022
- McAndrew, N.S. What We Do and What We Say in the ICU Matters: Outcomes for Family Members After the ICU Experience. Continulus, a global education program for nurses. Virtual. 2022

- McAndrew, N.S., Strong, Y. Morris, K.J. Sannes, T., Pirl, W.F. Cole, S., Mohanraj, L. & Knight, J.K. Impact of the COVID-19 Pandemic on Cancer Patients and Psycho-oncology Providers: Perspectives, Observations, and Experiences. American Psychosocial Oncology Society. 2022
- McAndrew, N.S., Guttormson, J., Erickson, J., & Patel, J. Feasibility of Recruiting and Measuring Experiences of Family Caregivers of Critically Ill Hematopoietic Stem Cell Transplant Patients. International Family Nursing Association Conference. Virtual. 2021
- McAndrew, N.S., Guttormson, J., Erickson, J., & Patel, J. Experiences of Family Caregivers of Critically Ill Hematopoietic Stem Cell Transplant Patients. American Thoracic Society Conference. Virtual. 2021
- McAndrew, N.S. Care for Caregivers: What We Know about the Well-being of BMT Family Caregivers and What the Pandemic has Taught Us. BMT and Cellular Therapy Educational Series. Milwaukee, WI. 2022
- McAndrew, N.S. Moore, K., Abuzahra, T. Sharing Stories of Care during COVID-19: Creating Meaning, Initiating Healing and Directing Further Intervention in Acute and Critical Care. Froedtert Annual Nursing Research Conference. Milwaukee, WI. 2021
- McCracken, C. and McAndrew, N. Interprofessional Experience of Moral Distress in Oncology Practice. Magnet Conference. Philadelphia, PA. 2022.
- McCracken, C. Hospice and Palliative Care Considerations for the Medical-Surgical Nurse. Academy of Medical-Surgical Nurses. Virtual. 2021.
- McCracken, C. Oncology Considerations for the Medical-Surgical Nurse. Academy of Medical-Surgical Nurses. Virtual. 2021
- McCracken, C. Interprofessional Experience of Moral Distress in Oncology Practice. Oncology Nursing Society 46th Annual Congress. Virtual. 2021
- McCracken, C., McAndrew, N.S., Schroeter, K., & Klink, K. A Qualitative Study of Moral Distress Experiences among Oncology Team Members. Oncology Nursing Society 46th Annual Congress. Virtual. 2021
- McCracken, C., McAndrew, N.S., Schroeter, K., Klink, K. Experiences of Moral Distress in Oncology Teams. Building Bridges to Research Based Nursing Practice Conference. Milwaukee, WI. 2021
- Moon, M. APRN Modernization Act, Legislative Advocacy, and CNS Practice. Wisconsin Association of Clinical Nurse Specialist Research Conference. Waukesha, WI. 2022
- Moore, K.M. & Kako, P. African American women survivors of intimate partner violence at the intersection of healthcare and law enforcement: A qualitative pilot study. Building Bridges. Milwaukee, WI. 2023
- Moore, K.M. & Kako, P. Intersectionality and Black women survivors of intimate partner violence. International Conference on Forensic Nursing and Practice. 2021
- Moore, K. African American Women Survivors of Intimate Partner Violence at the Intersection of Healthcare and Law Enforcement: A Qualitative Pilot Study. Froedtert Nursing Research Conference. Milwaukee, WI. 2023
- Nielsen, T., Smy, L., & Callen, B. FH Emergency Department Hemolysis Rates Study. Froedtert Nursing Research Conference. Milwaukee, WI. 2023
- Nielson, T., DeAngelo, J., Olsen, J., & Golembiewski, H. Post Fall Huddles: Preventing Falls as a Team. Froedtert Nursing Research Conference. Milwaukee, WI. 2022
- Nielsen, T., DeAngelo, J., Olsen, J., Heinrich, T., Golembiewski, H., & Pooni, I. Post Fall Huddles: Preventing Falls as a Team. Froedtert Nursing Research Conference. Milwaukee, WI. 2023
- Nieves, K. Emergency Nurses' Views and Knowledge Regarding Opt-out Human Immunodeficiency Virus Testing in the Emergency Department Before and After a Focused Training Program. Froedtert Nursing Research Conference. Milwaukee, WI. 2022
- Pfahler, P. Can you hear me? Froedtert Nursing Research Conference. Milwaukee, WI. 2022
- Phillips, C. & Albert, N. Association of Maximum Daily Mobility after Open Cardiac Surgery and Clinical Outcomes. Froedtert Nursing Research Conference. Milwaukee, WI. 2023
- Popies, J. & Rembalski, K. Harps of Comfort: Music for COVID-19 Patients on ECMO. AACN National Teaching Institute (NTI) Conference. Houston, TX. 2022
- Popies, J., Mackinnon, J., Rembalski, K., Hollis, J. Harps of Comfort: Virtual Music Sessions for COVID-19 Patients. Building Bridges and Froedtert Nursing Research Conference. Milwaukee, WI. 2022
- Popies, J. Role of Nursing in Ethically Challenging Cases. Philippine Nurses Association of Wisconsin. Milwaukee, WI. 2023
- Popies, J. WIACNS Affiliate: Taking the Lead is our Tradition and Continued Vision. Wisconsin Association of Clinical Nurse Specialists Fall CNS Virtual Conference. 2023
- Popies, J., Pooni, I., Redding, J., Blogg, S., Carver, T., & Roberts, C. Development, Implementation and Evaluation of a Skin Failure Algorithm for ICU: A QI pilot project. Building Bridges. Milwaukee, WI. 2023
- Popies, J. & Rembalski, K. Harps of Comfort: Virtual Music Sessions for Critically Ill Patients. ANCC National Magnet Conference. Chicago, IL. 2023
- Portz, D. & Froggatt, N. Moving Out: Oncology Nurses Transition Chemotherapy Desensitization Out of the Intensive Care Unit Oncology Nursing Society, Congress. 2022
- Putzer, A., Deangelo, J., Brown, K., Garcia, A., Pooni, I., Redding, J., Popies, J., & Rembalski, K. Optimizing Use of Silicone Foam Dressings and Alternating Pressure Overlays to Prevent HAPI in ICU. AACN National Teaching Institute (NTI) Conference. Houston, TX. 2022
- Putzer, P., DeAngelo, J., Brown, K., Pooni, I., Redding, J., Popies, J., Rembalski, K., & Garcia, A. Optimizing Preventive Sacral Foam Dressings & Alternating Pressure Mattress Overlays to Prevent Posterior HAPI in ICU: An Evidence Based Practice project. Building Bridges and Froedtert Nursing Research Conference. Milwaukee, WI. 2022
- Rebisch, A., Kalinowski, N., Peebles, J., Wlodarczyk, K., & Colvin, Z. Evaluation of Simulation-based Obstetric Emergency Training. Wisconsin Association for Perinatal Care. Elkhart Lake, WI. 2023
- Rembalski, J., Popies, J., & Wier, A. Harps of Comfort: Virtual music sessions for symptom palliation. Wisconsin Association of Clinical Nurse Specialists Annual Conference. Portland, OR. 2023
- Rembalski, K., Voigtschild, K., Harvey, M., & Slattery, R. Critical Care Coaching in the Medical Intensive Care Units. Froedtert Nursing Research Conference. Milwaukee, Wisconsin. 2022
- Roehl, A., Reimagining the Behavioral Emergency Environment. NUBE Annual Conference. Scottsdale, AZ. 2022
- Roehl, A., Reimagining the OR Workshop. AORN Annual Conference. San Antonio, TX. 2023

- Rosenberg, N. & Fridlington, L. The Challenges of Beginning a New House Wide Committee at Froedtert: The Innovation Committee. Froedtert Nursing Research Conference. Milwaukee, WI. 2022
- Ruiz, A. & Moore, K.M. Experiences of dehumanizing: Reimagining practice, education, and policy for African American women sexual assault survivors. International Conference on Forensic Nursing Science and Practice. 2022
- Ruiz, A. & Moore, K.M. The 4th Step: Creating a space for safe disclosure and treatment for African American women survivors of sexual assault. Nursing Network on Violence against Women International Conference. 2022
- Schroeter, K. Ethics and Research. Froedtert Nursing Research Conference. Milwaukee, WI. 2022
- Schroeter, K., McAndrew, N., & Klink, K. A Journey Toward Nursing Excellence. Froedtert Nursing Research Conference. Milwaukee, WI. 2021
- Servi, A., Anderson, K., Dogion, C., Milia, D., Schroeder, M., & Gerovac, L. Stop the Clot Before it Forms: An Improvement in VTE Pharmacological Prophylaxis in the Trauma Population. Trauma Quality Improvement Program Annual Conference. 2022
- Sondheimer, A., Nielsen, T., & Chinn, M. ED Care Team Attitudes Towards Individualized Care Plans. Froedtert Nursing Research Conference. Milwaukee, WI. 2022
- Sondheimer, A., Nielsen, T., & Chinn, M. ED Care Team Attitudes Towards Individualized Care Plans. Froedtert Nursing Research Conference. Milwaukee, WI. 2022
- Stay, B. & Davis, T. Enhancing Healthcare Simulation Through Growing Facilitators. ANCC National Magnet Conference and the ANCC Pathway to Excellence conference. Philadelphia, Pennsylvania. 2022
- Stay, B., Collier, M., Obst, C., Harris, K., Brecklin, C., Uhrman, R. Building EPIC Training Environments to Expand Fidelity in Healthcare Simulation. XGM Conference. Verona, WI. 2022
- Stay, B., Morzy, J., Davis, T. Nonclinical Simulation Facilitator Course. IMSH Conference. Virtual. 2021
- Stefancic, K., Ladwig, N., Ritter, H., Hack, A., Lindemann, K., Reuter, M. All Hands on Deck: Incorporating Experiential Training into New Nurse Orientation. Froedtert Nursing Research Conference. Milwaukee, WI. 2023
- Thoenes, H., Jellen, K., & Dunne-Muzi, P. Transplant Boot Camp: Use of Escape Rooms for Healthcare Education. Froedtert Nursing Research Conference. Milwaukee, WI. 2023
- Viesselmann, E., Mark, M., Rembalski, K. Implementing an Airway Response Team at FMLH. Froedtert Nursing Research Conference. Milwaukee, WI. 2023
- Voigtschild, K., Harvey, M., & Slattery, R. Critical Care Coaching in the Medical Intensive Care Units. Froedtert Nursing Research Conference. Milwaukee, WI. 2022
- Walczak, K., Post Hospitalization Phone Calls for Medical Oncology Performed by Ambulatory Oncology Nursing. Building Bridges. 2023
- Welter, J., Trevino, C., & Stefancic, K. Trauma/ACS Boot camp: A Quality Improvement Project to Increase Critical Thinking and Communication Amongst the Interdisciplinary Team. Froedtert Nursing Research Conference. Milwaukee, WI. 2022
- Welter, J., Stefancic, K., Trevino, C., Arnsdorf, S., & Gordon Meyer, & K. Trauma/ACS Bootcamp: A quality improvement project to increase critical thinking and communication amongst the interdisciplinary team. National Association of Clinical Nurse Specialists Conference. Portland, OR. 2023
- Welter, J., Stefancic, K., Trevino, C., Arnsdorf, S., Gordon-Meyer, & K. Trauma/ACS Bootcamp: A quality improvement project to increase critical thinking and communication amongst the interdisciplinary team. TraumaCon Society of Trauma Nurses Conference. Denver, CO. 2023
- Welter, J., Trevino, C., & Stefanic, K. Trauma/ACS Bootcamp: A quality improvement project to increase critical thinking and communication amongst the interdisciplinary team. Froedtert Nursing Research Conference. Milwaukee, WI. 2022
- Wier, A., Kraus, E., & Meske, M. Back to Belly: Prone Positioning in Non-Intubated Patients QI Project. Froedtert Nursing Research Conference. Milwaukee, WI. 2021
- Wier, A. & DeJarlais, E. Mobility Collaborative. Vizient Process Improvement Collaborative Webinars. Virtual. 2022
- Wier, A. & Kraus, E. Back to Belly: Prone Positioning in Non-Intubated Patients, Building Bridges and Froedtert Nursing Research Conference. Milwaukee, Wisconsin. 2021-2022
- Wier, A., Moon, M. & DeJarlais, E. Face Down Sats Up: Prone Breathes Life into System-wide Mobility Program, Vizient Annual Summit. Las Vegas, NV. 2021
- Włodarczyk, A. & Hart, S. Improving Nurses' Perception of Abilities to Implement Fall Prevention Interventions: Utilizing BECALM Tool. Froedtert Nursing Research Conference. Milwaukee, WI. 2022



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