
2021-2023 Froedtert Hospital Nursing Annual Report
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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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

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 Goniu, 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.

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.
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.

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.
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.
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.
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.

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.
“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)

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:
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.
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.
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).

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 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:
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.
New Chief Nursing Informatics Officer Joins Froedtert Health

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.
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-K; William E. Rosa, PhD, MBE, NP-BC, FAAN, FAANP; Kaylen M. Moore, BSN, RN, CCRN, SANE-A, SANE-P; Jacqueline Christianson, MSN, RN, FNP-C; Tala AbuZahra, BSN, RN; Megann Mussatti, DNP, APRN; Colleen McCracken, MSN, RN, CMSRN, CHPN, OCN; Amy R. Newman, PhD, RN, CPNP-PC; Kelly Calkins, PhD, RN; Susan Breakwell, DNP, PHNA-BC, FPCN; Katie Klink, PhD, RN, CNL; and Jill Guttormson, PhD, RN

Froedtert Hospital Nurses Study Experience of Moral Distress Among Interprofessional Teams

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.

Natalie McAndrew, PhD, RN, ACNS-BC, CCRN-K
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.
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.”
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 Priebke

AIDS Certified Registered Nurse
Nanci Rabideau-Fink
Kate Foster

Ambulatory Care Nursing
Anne Borzych
Mary Buchman
Amanda Fosterling
Jessica Holmes
Heather Jurgenson
Yuliya Letsker
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 Gatton
Azure Grossman
Sharon Hall
Kelsey Johnson
Melinda Kannenberg
Julie Koppelmann
Myndii Meier
Brenda Milota
Constance Moldenhauer
Kelli Reid
Julie Rexroat
Jill Sawyer
Jessica Schmitz
Savannah Sheehan
Deborah Stawicki
Abby Williams
Lorna Zweek

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
Rosalyn 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 Puppies
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 Catucutan
Megan Christiansen
Erin Cleary
Christin Conrad
Amy Dice
Emily Dreier
Allison Dunavant
Sara Efflein
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
Eliott Grassman
Amanda Hackbarth
Samantha Hall
Emily Harlynn
Jonae Harness
Ashley Harrington
Reid Hilbelink
Susan Hoefs
Benjamin Hoistline
Carla Hornung
Haley Johnson
Amanda Kaifesh
Lori Keene
Katherine Kiolbas
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-Anne McCall
Elizabeth McCormick
Kaylen Moore
Nicole Murnik
Rachael Nauheim
Sarah Nolan
Sally Nuetzel
Nathan Olson
Kathryn Owsiani
Allan Pajanustan
George Palmer
Ferdinand Pangga
Matthew Papke
Kimberly Pascual
Nadja Philip
Katherine Rembalski
Cecilia Sarases
Frances Schaeaf
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 Tennis
Hannah Thoenes
Tiffany Treis
Crystal Treptow
Dena Unness
Erie Viesselmann
Abigail Vogt
Krisi Vogt
Kristina Voigttschild
Colleen Walters
Mary Pat Wendelber
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
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 Voightschild, 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 Scace-Centgraf, Emergency Department
Kristina Voightschild, 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 Kanningberg, 9CFAC BMT/HemOnc
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 adoptions 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.

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 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 Fruend, 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
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

2023 Award Recipients
Critical Care Nurse Residency and End of Life Simulation
Christina Goetter; Nicole Riemer

Practice Makes Perfect: Medical Emergency Simulation
Melissa Mark; Krystina Voigtschield; Danielle Wojtanowski; Tammy Davis; Beth Stay

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, Britney Powers, Eric Pieters, Allison Wier

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.

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
Juliani 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 Rembaisky, Medical ICU
Jenny Riesenberg, 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 Balisteri, 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 Wojtceki, 8CFAC Hematology/Oncology
Jose Albiter, Neuro ICU
Karim Stefancic, Organizational Learning
Sara Jedrzejewski, 24 Hour Cancer Clinic
Yolanda Davis, FCH Research and Innovative Care

**BAKEN Nursing Scholarship**

Andrea Rebsich, 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 Klahn, 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 Katzner, Cancer Center Infusion/Lab
Nathan Rosenberg, 4NE Internal Medicine

**Froedtert Hospital Foundation Nursing Scholarship**

Anna 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

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 Speies
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 Rebisch
Jenny Riesenberg
Heather Ritter
Karin Stefancic

FY21 Nursing Professional Development Pathway

Level III RNs
Areal Abney
Adam Arbogash
Christine Baker
Vicki Bangs
Amy Barry
Rachel Bartlett
Laura Baumgardner
Amalie Hansen
Victoria Hansen
Madison Herscher
Karen Hickey
Lindsey Hodges
Rachel Hoft
Kirsten Jellen
Jennifer Lynn Johnson
Theresa Johnson-Reilly
Jarrett Kazmierski
Lindsey Kedinger
Erin Kocovsky
Taylor Kooymans
Shannon Krabhenbuhl
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 Pribanow
Margaret Rieger
Megan Roeder
Grant Roethel
Danielle Scace Centgraf
Frances Schaaf
Catherine Schaefer
Holly Schmidt
Taylor Spoo
Christa Sprecher
Sarah Stark
Sharon Steger
Mary Stiemstra
Robyn Stillman
Victoria Stockton
Nadia Strekow
Lisa Sullivan
Sarah Tilque
Carrie Tovar
Sarah Turner
Abigail Umbs
Lacie Vanderlinden
Pangkou Vang
Sarah Wagner
Laurie Walvisch
Tammy Weenyberg
Amy Wittlief
Stephanie Wolf
Crystal Wroblewski
Scott Zimny

NY21 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 Bottini
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 Gribart
Susan Gill
Rebecca Gilligan
Dana Giuffre
Chelsea Goebel
Jessica Gonzalez
Kaitlyn Goss
Amanda Graves
Azure Grossman
Kayla Haen
Samantha Hall
Emily Halvorsen
Miranda Harting
Hilary Hau
Megan Hintz
Benjamin Holstine
Marie Howard
Danielle Hunter
Leah Jahnke
Christina Janetkze
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 Schacht
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 Tietjen
Kari Tilkens
Shelby Treleven
Crystal Treptow
Linda Trevino
Wendy Tyler
Abigail Vogt
Kristina Voigtschild
Brock Vredeveld
Katherine Walczak
Michelle Wavra
Gabrielle Weiss
Tina Weist
Loran Wiedenhoeft
Leah Wilde
Lauren Wittig
Ashley Wojciechowski
Jessica Wojtacki
Kristyn Wolf
Kayla Wozniak
Brianne 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
Ashley 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
Carolina 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 Damm
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
Natala Kuehl
Miranda Lehman
Mckenna Lentz
Elizabeth Lewandowski
Kayleigh Levy
Carolyn Lisheran
Maria Longfield
Amy Mackusick-Ulmen
Mary Jane Martorano
Aimee Marx
Crisshelle 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 Stiyer
Collette Stoltz
Michelle Strahota
Ashley Swensen
Brianna Tabaka
Melissa Terkhorn
Jessica Thompson
Monique Tomaich
Kimberly Tominek
Tamara Turck

Magdalen Jansen
Maryam Javadani-
Bushehri
Lori Johnson
Tiffany Johnson
Hayden Johnston
Lauren Jokisch
Demitria Kastein
Reene Kempfer
Kathryn Kempka
Brianna Kimmons
Katherine Kiolbas
Jodi Klemm
Sienna Klenk
Mary Knauss
Susan Knox
Emily Kraus
Haley Krieg
Katlyn 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
Carlin Ortega
Kimberly Ostrowski
Regina Pajanustan
George Palmer
Stacia Peacock
Cheryl Peete
Hannah Peters

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Nanci Rabideau-Fink
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Micaela Rupprecht
Christina Schmitz
Catherine Schneider
Payton Schwartz
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Tina Stiyer
Collette Stoltz
Michelle Strahota
Ashley Swensen
Brianna Tabaka
Melissa Terkhorn
Jessica Thompson
Monique Tomaich
Kimberly Tominek
Tamara Turck
Level IV RNs
Laura Aasen
Kristen Abramczyk
Kayla Albertin
Melissa Altmann
Linda Amacher
Kim Anderson
Eileen Ardellini
Amanda Auber
Kaitlyn Baatz
Katie Baexa
Matthew Baker
Rachel Bartlett
Alexandra Beilke
Rachel Beimbom
Kristin Bellante
Nicole Bishop
Christina Block
Anne Borzych
Jessica Bottoni
Nicole Brei
Jennifer Breuer
Kirsten Bryant
Amber Buchholz
Mary Buchman
Maura Buhler
Chelsea Burda
Jennifer Bystrek
Elise Caine
Mary 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
Miramide 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 Kalaca
Jarrett Kazmierski
Kathryn Kempka
Brianna Kimmmons
Jenna Klockow
Mary Knauss
Susan Knox
Katherine Kolz
Katelyn Krueger
Alexandra Krueger
Stacey Kulas
Jacqueline Labott
Teri 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 Matthiasen
Kimberly McCullough
Killeen Mchugh
Carrie Meckalski
Alex Meyers
Hailey Migliano
Abegail Mira
Tracy R. Morales-Diaz
Erica Mueller
Jill Navine
Lindsay Nemec
Demetria Neubauer
Stephanie L. Norquist
Hannah O’Dea
Tricia O’Donnell
Michelle Opgenorth
Regina Pajanan
Gabrielle Pecore
Sara Pederson
Devyn Perry
Jana Petersen
Jamie Pintens
Stacy Plumley
Anthony Preman
Norma Priabonow
Sara Raymond
Tandia Remmenga
Melody Riep
Margaret Riegert
Janet Rivera
Krystal Rodman
Nancy M. Roecker
Melanie Roggenbuck
Amanda Rosenwald
Megan Ryan
Sophia Saucedo
Jill Sawyer
Brenna Scaffidi
Frances Schaaf
Jennifer Schafer
Katie Schaut
Jill Schueer
Amy Schinneller
Joseph Schoegl
Chloe Schroeder
Michelle Schroeder
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 Urbaniai
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 Wittleff
Jessica Wojtecki
Stephanie Wolf
Brianne Zabel
Kimberly Zehner
Sandra Zierer
Catherine Zimmermann


Amacher, L., Herriges, D., & Portz, D. Hairs the Deal: Implementing Scalp Cooling for Chemotherapy-Induced Alopecia at a Community Based Cancer Center Oncology Nursing Society, Congress. 2022


Beiler, J., Barta, S., & White, T. Head and Neck Collaborative. Froedtert Annual Nursing Research Conference, Milwaukee, WI. 2022

Beiler, J. Head & Neck Cancer Collaborative. Froedtert Nursing Research Conference. Milwaukee, WI. 2022

Block, C., Popies, J., & McAndrew, N. 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


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


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


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


Duwe, A., Gasperovich, K., Kiolbas, 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

Fox, M., Bartowitz, J., & Dreier, E. Evaluation of Cyanoacrylate Tissue Adhesive to Improve Dressing Adherence and Hemostasis for Internal Jugular Introducers and Non-Tunneled Dialysis Catheters. Froedtert Nursing Research Conference. Milwaukee, WI. 2021


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


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. 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. Best Practice: Reducing Door-to-Needle Time on Stroke Patients to Less than 30 Minutes. Center for Disease Control – Case Study, 2021


Fuhrman, S., & Cofta, A. Findings on Results of Stroke Dysphagia Screen and Development of Hospital Acquired Pneumonia. Froedtert Annual Nursing Research Conference. 2021


Fuhrman, S., Vogl, K., & Cofta, A. Actions to Facilitate Stroke Patient Transitions of Care and Thirty-day Hospital readmission Rates. Froedtert Annual Nursing Research Conference. 2021


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. EMS to Tenecteplase-The Froedtert Experience. Wisconsin Stroke Coalition. Madison, WI. 2023


Goniu, N. & Becker, Y. Increasing Joy in the Workplace. Froedtert Nursing Research Conference. Milwaukee, WI. 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


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., 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


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. Proactive Peer Support Rounding for Acute Care Nurses: A Quality Improvement Project. Froedtert Nursing Research Conference. Milwaukee, WI. 2023


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


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. & Popies, J. Role of the CNS Ethicist. Wisconsin Association of Clinical Nurse Specialists Annual Conference. Waukesha, WI. 2023


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
Presentations (Podium and Poster)

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

Pfahler, P. Can you hear me? 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

Portz, D. & Froggatt, N. Moving Out: Oncology Nurses Transition Chemotherapy Desensitization Out of the Intensive Care Unit Oncology Nursing Society, Congress. 2022


Rembalski, J., Popies, J., & Wier, A. Harps of Comfort: Virtual music sessions for symptom palliation. Wisconsin Association for Perinatal Care. Elkhart Lake, WI. 2023


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


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., 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


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., 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., & Stefancic, 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


Wlodarczyk, A. & Hart, S. Improving Nurses’ Perception of Abilities to Implement Fall Prevention Interventions: Utilizing BECALM Tool. Froedtert Nursing Research Conference. Milwaukee, WI. 2022