

2022-2023 NURSING ANNUAL REPORT



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MESSAGE FROM OUR CHIEF NURSING OFFICER

It is with great pleasure that I present the UHealth 2022/2023 Nursing Annual Report. Reflecting on the collective efforts and accomplishments of the past two years, I am humbled by our dedicated nurses and their commitment to advancing our patient safety culture through collaboration, innovation and empowerment.

Among the many achievements this report will cover, one of the most significant is that we are embarking on the journey to earn Magnet accreditation by the American Nurses Credentialing Center (ANCC). The process of attaining Magnet status marks an exciting and transformative phase for UHealth. Through shared governance, our nurses are empowered to provide the best possible outcomes for our diverse patients and their families from around the globe.

We can be especially proud of our ability to maintain industry-leading nurse-to-patient ratios since the unprecedented challenges and staffing shortages brought on by the COVID-19 pandemic. This ability to provide nursing excellence is a distinguishing feature of UHealth, and we remain committed to upholding these standards to ensure our patients receive the appropriate care and attention they deserve.

Looking ahead, UHealth nurses will sustain and maintain professional excellence by uplifting and advancing the caring art and science of nursing.

I want to express my deepest gratitude and appreciation to our dedicated nursing team for their invaluable efforts as we work toward our first ANCC designation. I am honored to serve as your chief nursing officer.

Thank you for all you do!

Sincerely,



Elizabeth L. Vieito-Smith, D.N.P., RN
Chief Nursing Officer
UHealth – University of Miami Health System



TRANSFORMATIONAL LEADERSHIP

ELIZABETH L. VIEITO-SMITH NAMED TO BECKER'S LIST OF "CHIEF NURSING OFFICERS TO KNOW"

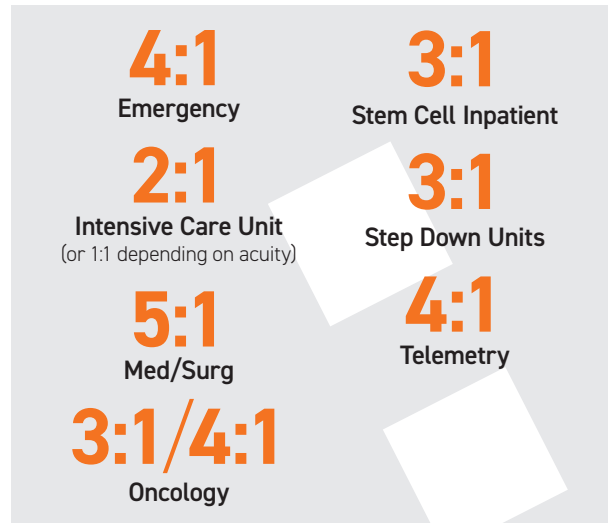
Elizabeth L. Vieito-Smith, D.N.P., RN, was named one of the **2023 Hospital and Health System Chief Nursing Officers to Know** by *Becker's Hospital Review*. This recognition underscores Dr. Smith's exceptional leadership and outstanding contributions to the next generation of nurses, the UHealth organization and the health care industry.

This honor recognizes Dr. Smith for establishing meaningful and industry-leading nurse-to-patient staffing ratios to promote nursing satisfaction and optimal patient outcomes. She also developed and implemented a new role for nurses called the "Admission-Discharge-Transfer Nurse Role," making UHealth one of the first in the United States to create a designated role to address and optimize the patient experience, leading to enhanced quality of care and greater satisfaction for staff and patients alike.

In 2022 and 2023, *Becker's Hospital Review* acknowledged several members of the UHealth executive leadership team, further positioning UHealth as a leading health care organization.

- Chief Executive Officer Kymberlee Manni, Ph.D.
- Vice President and Chief Financial Officer Ray Coto
- Chief Operating Officer Dipen J. Parekh, M.D. (2024)
- Chief Medical Officer Tanira B. Ferreira, M.D.
- Chief Information and Digital Officer David W. Reis, Ph.D.

INDUSTRY-LEADING NURSE-TO-PATIENT RATIO



In 2023, our nursing turnover rate significantly decreased year over year, dropping from approximately 20% to about 13%.

In partnership with our Talent Acquisition team, nursing recruitment and retention achievements include:

- Increasing in-person and virtual hiring events targeting nursing and nursing support roles.
- Implementing hiring blitz strategies directly targeting experienced candidates for hard-to-fill roles, as well as prioritizing staffing for areas with high agency utilization and overtime.
- Conducting evaluations of compensation and internal equity to secure talent and create internal alignment.
- Establishing a competitive sign-on bonus for RN2 level and above.

- Developing a nurse extern program.
- Implementing a student loan repayment program to offset the costs of student debt.

ADVANCED PRACTICE PROVIDERS DRIVE SYSTEMWIDE GROWTH

The health care system is grappling with many challenges, including a physician shortage as the country faces a growing need for health care services to accommodate an aging population faced with increased chronic illnesses. Advanced practice providers (APP), including nurse practitioners, certified registered nurse anesthetists and physician assistants, are instrumental in helping to alleviate this burden on our health care system.

Given the growing demand for nurses with advanced clinical expertise, UHealth has significantly expanded its South Florida footprint, resulting in a notable increase in the hiring and promotion of APPs. Over the past year, the Office of Advanced Practice (OAP) added 50 new APP positions and promoted 10 of our current APPs to new leadership positions. Since its founding in 2022, the OAP has quickly grown from just above 500 to more than 600 advanced practice providers.

Under the leadership of our new Associate Chief Nursing Officer, **Douglas Houghton, D.N.P., APRN, NEA-BC, FAANP**, the OAP made several enhancements to empower our APPs, including an improved onboarding to provide the necessary resources to foster their professional development and strengthened the APP Council to serve as a platform for sharing the latest clinical advancements and driving change.

Our APPs' commitment to providing high quality, cost-effective health care and evidence-based, patient-centered care is driving practice efficiencies by enhancing patient satisfaction, reducing wait times and achieving enhanced clinical outcomes.

RECOGNIZING OUR TRANSFORMATIONAL LEADERS

2023 UHealth Tower Leadership Excellence Commitment to Transformational Leadership Recipients

These individuals have shown a commitment to innovation, inspiring others to transform health care and advance patient care in a positive direction for the future.

Julio Garcia, B.S.N., RN

Executive Director of Nursing, Acute Care and Oncology
Inpatient Services
UHealth Tower and Sylvester Comprehensive
Cancer Center

Bridgette Morgan, B.S.N., RN

Core Desk Registered Nurse Coordinator
UHealth Tower

Clemencia Silk, M.S.N., RN

Associate Vice President, Surgical, Operative and
Invasive Procedures
UHealth – University of Miami Health System

Shane Soorus, M.S.N., APRN, AGACNP-BC

Advanced Practice Registered Nurse, Neurology
University of Miami Medical Group

“The progress made toward advancing our nursing workforce has been nothing less than extraordinary and demonstrates our commitment to providing the highest level of patient care.”

— Kimberlee Manni, Ph.D.
Chief Executive Officer,
UHealth – University of Miami Health System



STRUCTURAL EMPOWERMENT

FOSTERING A GREAT PLACE TO WORK

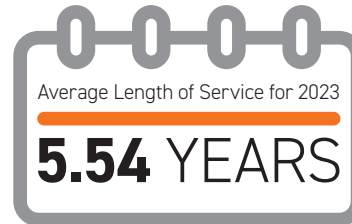
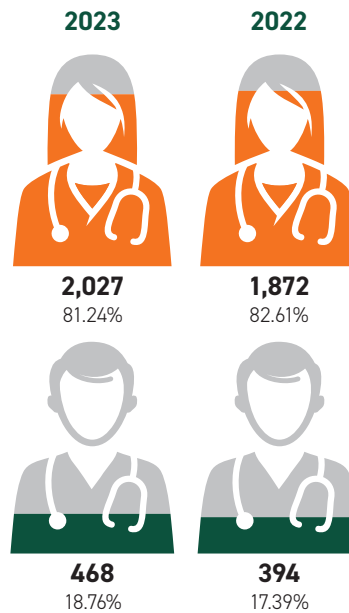
At UHealth, our goal is to create a professional work environment where our nurses feel empowered, so they can thrive and provide the very best care for our patients.

From investing in new educational resources and professional development to creating a collaborative culture through our “Anchored to Excellence” professional practice model, we’ve made enhancements to advance the caring art and science of nursing. This model provides a blueprint for the delivery of patient care and illustrates the alignment and integration of nursing practice with the mission, vision, philosophy and values of nursing at UHealth.

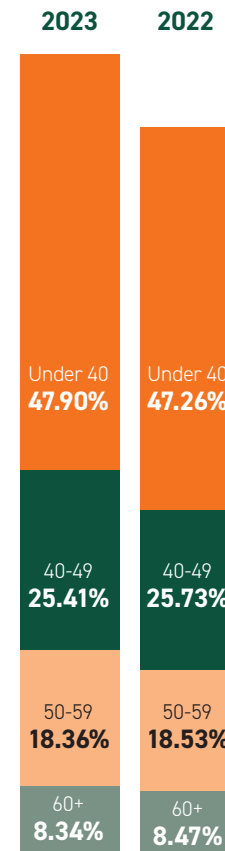
OUR NURSING TEAM

Our nursing team has expanded to include advanced practice registered nurses, registered nurses, licensed practical nurses, certified nursing assistants and a variety of technicians who play a critical role to support our health care system. Together these nursing professionals bring unique skills to the workplace that address the individualized needs of patients, ensuring an exceptional care experience.

By Gender



By Age



SYSTEMWIDE SURVEY FINDS NURSES FEEL VALUED AND SUPPORTED IN THE WORKPLACE

In 2023, UHealth conducted a survey of the more than 2,200 registered nurses across the organization to measure nurse satisfaction with a focus on quality of care and patient safety.

With an 81% response rate, the survey found that UHealth nurses feel supported in a work environment that emphasizes autonomy, professional growth and clinical decision-making in the best interest of the patient.

The survey proved to be a powerful tool to make our nurses' voices heard and identified areas of opportunities to build our culture of continuous improvement.

Top four RN satisfaction survey categories:

- Adequacy of Resources and Staffing
- Autonomy
- Fundamentals of Quality Nursing Care
- Leadership Access and Responsiveness

MAXIMIZING SUCCESS: NURSE RESIDENCY PROGRAM ACHIEVES 100% ONE-YEAR RETENTION RATE

Our nurse residency program, known as Titan 'Canes, is a comprehensive, one-year program that transitions the novice nurse to the role of an advanced beginner in a collaborative learning environment. These nurses are hired to participate in a 14-to-26-week orientation based on their specialty area, which includes evidence-based lectures, online learning modules, simulation experiences and an individualized preceptorship. They are also mentored by supportive staff, leaders and academic



B.S.N. RATE

2022	2023
86.57%	86.78%

NURSING CERTIFICATION RATE

2022	2023
35.34%	42.00%

CLINICAL ADVANCEMENTS AND PROMOTIONS

2023

- RN 1 to RN 2: **109**
- RN 2 to RN 3: **25**
- RN 3 to RN 4: **1**
- RN to APRN: **54**
- Leadership Promotions: **61**

2022

- RN 1 to RN 2: **106**
- RN 2 to RN 3: **10**
- RN 3 to RN 4: **0**
- RN to APRN: **24**
- Leadership Promotions: **57**

experts throughout the year.

The extensive education and hands-on experience offered through Titan 'Canes equips nurses with the necessary clinical skills and fosters critical thinking, communication, and leadership abilities essential for success in this diverse healthcare environment. As a result, new nurses are better positioned to excel in their care settings and contribute to improved patient outcomes, increased efficiency and enhanced overall quality of care. The success of the Titan 'Canes program has prompted UHealth to expand offerings in multiple specialty areas, such as the intensive care unit and ambulatory care, further driving growth and ensuring a well-prepared nurse to meet the evolving needs of the institution.

Since summer 2022, the program experienced a 100% one-year retention rate for program graduates, underscoring its success in driving long-term commitment and satisfaction for nurse participants.

NURSE INPUT SHAPES PROFESSIONAL DEVELOPMENT AND ENHANCED OUTCOMES

UHealth launched an annual learning needs assessment to adapt to the health care environment and our system's evolving needs, ensuring alignment with our nurses' professional development goals.

A systemwide survey was conducted and identified opportunities to enhance three key learning areas, including evidence-based practice, patient safety and professional development.

An action plan was developed and executed to support these three areas to enhance nursing practice, improve patient outcomes and further position nurses as health

care leaders and change agents:

Evidence-based Practice

The initiative to bolster evidence-based practice begins with onboarding the Titan 'Canes nurse residents who undertake a performance improvement project as part of their graduation requirements. In addition, all nurses are invited to participate in annual virtual poster fairs, virtual journal clubs and a range of online modules.

Patient Safety

Patient safety efforts encompass the management of medical emergencies and overall nurse competencies. Broader patient safety themes are addressed through:

- Zero-harm fairs and workshops
- Skills simulation labs
- Wound Treatment Associate Program
- Online modules
- Continuing education opportunities, including general and specialty grand rounds

Professional Development

To bolster career growth, we have introduced additional training into new staff orientations, review course offerings for certification exam preparation, self-care content and professional development opportunities through the UHealth Nursing Clinical Ladder Program for clinical nurses.

This work demonstrates our commitment to ongoing professional development and excellence in patient care, as well as the value of shared governance that is displayed in both policy and practice.

“At the heart of compassionate care, our nurses embody dedication, expertise, and empathy, creating healing spaces that reflect our commitment to excellence and patient care. We aspire for UHealth to be a destination for nurses, where they can learn, grow, build fulfilling careers, and pursue clinical excellence as integral members of our care team.”

— Dipen J. Parekh, M.D.
Chief Operating Officer,

UHealth – University of Miami Health System and
Founding Director, Desai Sethi Urology Institute

ELEVATING EXCELLENCE IN ONCOLOGY CARE

As the second of four hospital systems nationwide to offer an accredited hematology/oncology nurse practitioner fellowship program, UHealth plays a pivotal role in helping to shape the future generation of oncology advanced practice providers. Since 2017, our program has continued to elevate the standard of training, empowering novice nurse practitioners to broaden their knowledge and skills while working alongside a multidisciplinary team of cancer care providers.

In 2023, in response to our bi-monthly progress fellow reviews and year-end evaluations, we refined our program to offer enhanced training and support to future fellowship participants. As part of this effort, fellows are matched with trained advanced practice provider preceptors through the expert guidance of a preceptor ambassador, who also serves as a liaison between the two providers. Building upon our credibility as a leader in nursing excellence, this new addition will be highlighted at the 2024 ANCC Accreditation Transition to Practice Symposium.

We continue to formally evaluate the fellowship program to improve on participant experience and outcomes. As a result of last year's evaluation, in collaboration with the University of Miami School of Nursing, we plan to introduce oncology-specific simulations to provide hands-on, realistic training for advanced practice fellows.

2023 ONCOLOGY NURSING SOCIETY (ONS) TEAM ACHIEVEMENT AWARD

Johanna Garibaldi, B.S.N., RN, EMT-P



Nurse Navigator, Firefighter Cancer Initiative
Don Soffer Clinical Research Center

Aimee Green, D.N.P., APRN, FNP-BC, ABAHP, COHN-S

Advanced Practice Registered Nurse,
Firefighter Cancer Initiative
Don Soffer Clinical Research Center

Jessica MacIntyre, D.N.P., M.B.A., APRN, AOCNP

Executive Director, Clinical Operations and
Advanced Practice Registered Nurse
Sylvester Comprehensive Cancer Center

 Nursing is spearheading the charge as our organization unites to position UHealth as the leading global destination for health care. 

— Carlos Aja, B.S., RRT
Chief Operating Officer, UHealth Tower



EXEMPLARY PROFESSIONAL PRACTICE



The anchor represents our theme, and it reflects a practice environment built on a foundation of shared governance.

JOURNEY TO MAGNET DESIGNATION

Amidst the anticipation surrounding our American Nurses Credentialing Center (ANCC) Magnet journey, UHealth held its first nursing “Anchored to Excellence” Fair. It united our organization by raising awareness of our mission to achieve Magnet designation. Attendees enjoyed inspiring informational sessions from nursing leaders and fun-filled activities that sparked excitement and momentum for our efforts. The Magnet fair went on the road and embarked on an educational tour across our 12 satellite locations to facilitate systemwide adoption and integration of excellence practices.

NEW TRAINING WORKSHOP FOSTERS INTERDISCIPLINARY COLLABORATION AND BOOSTS PATIENT SAFETY

UHealth is fully engaged in The Joint Commission’s Zero Harm initiative, which focuses on the prevention of adverse events to hospital patients. In 2022, we launched our very first Zero Harm Workshop, a hands-on learning session designed to ensure inpatient nurses receive the proper education and training on current procedures based off evidence-based practice. The following year, the program was expanded to include certified nursing assistants and nurses within inpatient and outpatient care settings. The expansion resulted in the participation of more than 800 nurses and nearly 150 certified nursing assistants. Interdisciplinary collaboration with quality, pharmacy, infectious control partners, wound care, vendors, and advanced practice providers created a more informative and impactful experience for participants. As a result of the program’s success,

our hospital system decreased the number of adverse incidents by nearly half from 2021 to 2023.

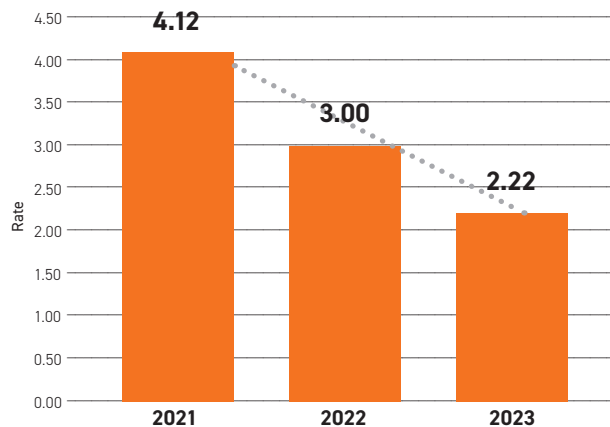
ADVANCES IN WOUND CARE

UHealth has made significant enhancements to its wound and ostomy care program to deliver quality care. Our specialized inpatient care team has more than doubled in size from three to seven certified wound care specialists in less than one year, leading to the implementation of new strategies, including increased weekend consulting services, dedicated wound care nurses per unit, and collaborative skin rounds involving the charge nurse, skin champion, or nurse manager which has proven instrumental in improving patient outcomes.

By leveraging the expertise of multiple stakeholders, including frontline nurses and leadership, UHealth identified issues proactively, implemented targeted interventions and monitored progress effectively. This interdisciplinary approach fosters a culture of accountability and continuous improvement, ultimately enhancing the quality of care delivered to patients. As a result of the department’s expansion and new strategies implemented, our health care system has achieved a nearly 60 percent decline in HAPIs over the last two years.

To further provide quality health care, a unit-based skin champion committee, led by the inpatient wound, ostomy, and continence nursing team was established. The team, known as the “Skin Saviors,” meets regularly to ensure UHealth adheres to the highest standards of care for patients with acute and chronic wounds.

Harm Events per 1,000 Patient Days



Source: Number of harm events from the “Zero Harm” dashboard (quality), patient days from the National Database of Nursing Quality Indicators (NDNQI).

“ Patient safety and quality care are dependent on building strong synergies systemwide to ensure nurses have what they need to provide the best care at the bedside. ”

— Tanira Ferreira, M.D.
Chief Medical Officer,
UHealth – University of Miami Health System



Expanding on the success of the wound and ostomy care initiatives, the inpatient wound and ostomy care team conducted a three-year research study on ostomy patients to explore if the use of a support belt (stealth belt) could improve their quality of life. The results of this research study are set to be published in the peer-reviewed journal *Surgeries* in March 2024.

INTERDISCIPLINARY AND EXTERNAL PARTNERSHIPS

With numerous interdisciplinary, UHealth nurses are positioned for interprofessional collaboration to promote patient-centered care. These affiliations provide additional resources and opportunities to achieve our strategic goals. In fact, for the past two years, there were more than 2,000 nursing students from across various universities with the highest enrollment coming from the University of Miami School of Nursing and Health Sciences.

External partnerships include:

- Florida Advanced Professional Practice Network
- Health Career Advancement Program
- Nursing Consortium of Florida
- Watson Caring Science Institute
- The Pap Corps

Nursing Programs	2022	2023
RN/B.S.N.	737	623
Nurse Practitioner/M.S.N.	237	269
Student Registered Nurse Anesthetist (SRNA)	64	69
D.N.P.	14	22
Total Nurses	1,052	983

NURSES EARN HIGHEST PRACTICE DEGREE IN NURSING

UHealth is proud of the many nurses who have earned a Doctor of Nursing Practice (DNP) degree. Not only does the DNP elevate the professionalism of our nursing staff, but it also can lead to more career opportunities. A nurse with the DNP degree uses evidence-based research and implements the findings into daily practice. Since UHealth is committed to the development and use of these evidence-based protocols, DNPs support the overall quality and safety of UHealth patient care.

The following is a list of our nurses who have earned this esteemed degree:

2023

Lyz Eidam, D.N.P., FNP-BC

Advanced Practice Registered Nurse, Miami Transplant Center / Division of Transplant Infectious Diseases
University of Miami Medical Group

Kimberly Trujillo, D.N.P., M.B.A., RN

Director, Nursing
UHealth Tower

Freddy Pizart, D.N.P., APRN, FNP-BC

Nurse Educator 3, Professional Development
UHealth

Susana Ramirez, D.N.P., APRN, FNP-BC

Advanced Practice Registered Nurse, Digestive Health and Liver Disease Division
University of Miami Medical Group

Renay Smith, D.N.P., M.B.A., APRN, FNP-C, CRNI

Advanced Practice Registered Nurse, Comprehensive Treatment Unit/Medical Oncology
Sylvester Comprehensive Cancer Center at Deerfield/
University of Miami Medical Group

Madonna Millan, D.N.P., APRN, FNP-BC, COCN-AP

Advanced Practice Registered Nurse, Division of Colon & Rectal Surgery
University of Miami Medical Group

Massiel Gomez, D.N.P., APRN, PCNP-BC

Advanced Practice Registered Nurse, Pediatric Neurology
University of Miami Medical Group

Katie Ann McMullen, D.N.P., APRN

Advanced Practice Registered Nurse, Pediatric Hematology
Sylvester

Ashley Barrios, D.N.P., AGACNP-BC

Advanced Practice Registered Nurse, Ortho Joint Reconstruction
UHealth Tower

Theresa St. Philippe, D.N.P., APRN, FNP-C

Advanced Practice Registered Nurse, Cardiovascular Division
University of Miami Medical Group

Carren Mullings, D.N.P., RN

Supervisor, Nursing Administration
UHealth

Oly Mendez, D.N.P., APRN, FNP-BC

Advanced Practice Registered Nurse,
UHealth Clinic at Walgreens
UHealth

Evelyn Roberto, D.N.P., APRN, FNP-BC

Advanced Practice Registered Nurse and Adjunct Clinical
Faculty, COVID Employee Hotline - Employee Health
Operations
UHealth

Joanna Gonzalez, D.N.P., APRN, FNP-BC

Advanced Practice Registered Nurse,
Department of Human Genetics
University of Miami Medical Group

**INCORPORATING WATSON'S THEORY OF HUMAN
CARING INTO EVERYDAY PRACTICE**

As part of our Magnet Journey, UHealth is committed to applying Jean Watson's Theory of Human Caring as our moral, ethical and theoretical framework for nursing practice, and underpins our nursing professional practice model. A growing number of UHealth nurses have been inspired to become a Caritas Coach, having completed the extensive Caritas Coach Education Program offered by the Watson Caring Science Institute. These nurses inspire, guide and support nurses to create healing environments that encourage holistic well-being for patients, families and fellow nurses.

2022/2023 Caritas Coaches

Mona El-Shazly, M.S.N., RN

Nurse Specialist, Nursing Professional Practice
UHealth

Marcelo Moyano, M.S.N., RN

Registered Nurse, Comprehensive Treatment Unit/
Fast Track
Sylvester

Daniela Barcan, B.S.N., RN

Registered Nurse 2, Ophthalmology -
Palm Beach Gardens
University of Miami Medical Group

Marguerita Aponte Inzinna, B.S.N., RN, AMB-BC

Registered Nurse 2, OPD-1 & Spine Clinic
Sylvester

Laura Traini-Mongelli, D.N.P., APRN

Director, Advanced Practice Providers,
Division of Hospital Medicine
University of Miami Medical Group

Pamela Dudkiewicz, D.N.P., APRN, BC, AOCNP

Advanced Practice Registered Nurse,
Hematology/Oncology
University of Miami Medical Group

Rebecca Budyszewick, B.S.N., RN

Registered Nurse 2, Outpatient
Bascom Palmer Eye Institute

Marcia Johnson, M.S.N.-Ed., PMC, AGNP-C, APRN, OCN

Director, Nursing
Sylvester

Sylvia Mendes, B.S.N., RN, CPN, CPHON

Nurse Specialist, Pediatric Hematology
Sylvester

Elizabeth L. Vieito-Smith, D.N.P., RN

Chief Nursing Officer
UHealth

**Jeannette Garcia-Slanker, D.N.P., APRN, FNP,
PMHNP, CPON**

Associate Chief Nursing Officer, Ambulatory Clinics,
Infusion Centers and Pediatric Services
UHealth

Vanessa Motel, B.S.N., RN, CEN, PMD

Discharge Specialist, Emergency Department
UHealth Tower

Deborah Piehl, M.S.N.-Adm.Ed., RN

Nurse Specialist, Professional Development
UHealth

Snezana Radnovic, M.S.N., APRN, CAPA

Advanced Practice Registered Nurse, Anesthesia
Bascom Palmer

Hilda Brito, M.S.N., RN, NPD-BC

Executive Director, Professional Development
UHealth

CELEBRATING MORE THAN 30 YEARS OF SERVICE: EILEEN BUTLER



In 2023, we celebrated the retirement of our longtime oncology nurse Eileen Butler, M.S.N., RN, OCN, and her contributions to Sylvester Comprehensive Cancer Center and the

National Oncology Nursing Society where she volunteered. During her more than 30 years of service with UHealth, Eileen served as a mentor and developed curricula to inform and educate nurses, residents and doctors about treating oncology patients receiving various cancer therapies. In Eileen's honor, a brick was installed in the Garden of Hope at Sylvester Comprehensive Cancer Center at Deerfield Beach.

“TEA FOR LEE”: CELEBRATING DR. LORETTA FORD'S 103RD BIRTHDAY

In honor of her significant contributions to continuing education for nurses, eight UHealth advanced practice providers were among the hundreds of attendees celebrating Dr. Loretta



Ana Harwood, D.N.P., APRN from Sylvester Comprehensive Cancer Center, greets Dr. Loretta Ford at a celebratory event honoring her legacy.

“Lee” Ford's 103rd birthday. Dr. Lee was the co-founder of the nurse practitioner role with Henry Silver, M.D., in 1965. According to the American Association of Nurse Practitioners, the advanced practice registered nurse (APRN) role is recognized in 70 countries.

NURSING EXCELLENCE RECOGNITION

2023 DAISY Awards

The DAISY Foundation honors nurses who go above and beyond to provide patients and families with excellence in clinical care and compassion. With 'The DAISY Award' nurses, nursing faculty or nursing students are celebrated for their contributions to this health care profession. This unique recognition program expresses gratitude to nurses wherever they practice, in whatever role they serve, and throughout their careers – from nursing student through lifetime achievement.

Individual Winner

Sergo Colin, B.S.N., RN

Registered Nurse 2, 9 North
UHealth Tower

Team Winner: Lennar Perioperative Department

Danielle Alonso, B.S.N., RN, CPN, CAPA

Registered Nurse 3

Katrina Van Orsdel, B.S.N., RN, CNOR, CNAMB

Registered Nurse 2

Jose Milian, B.S.N., RN

Registered Nurse 2

Kelly O'Connor, B.S.N., RN, CNOR

Registered Nurse 3

Jacqueline Perez, A.S.N., RN

Registered Nurse 2

Nicholas Hidalgo, A.S.N., RN

Registered Nurse 2

2022 DAISY Awards: Individual Winners

Marcelo Moyano, M.S.N., RN

Registered Nurse, Comprehensive Treatment Unit/
Fast Track
Sylvester

Snezana Radnovic, M.S.N., APRN, CAPA

Advanced Practice Registered Nurse, Anesthesia
Bascom Palmer

Kayla Peart, A.S.N., RN

Charge Nurse, Head and Neck
Sylvester

Anthony Sparks, B.S.N., RN

Registered Nurse, In-patient
Sylvester

Dayami De La Maza, M.S.N., CAPA, CPAN

Registered Nurse 3, Lennar UPAC
Sylvester

Team Winner: Wound Care, Ostomy & Hyperbaric Medicine Department, UHealth Tower

Lidice Gonzalez, B.S.N., RN, AMB-C, WTA-C

Wound Care Nurse

Ciognay Pire, M.S.N., RN, FNP-C, AMB-C, WTA-C, CWCN

Wound Care Nurse

Sandra Gomez, B.S.N., RN, WTA-C

Hyperbaric Nurse

Angelina Meza Suarez, B.S.N., RN, CHRN

Hyperbaric Nurse

Ana Restrepo, M.S.N.-Ed., RN, CWON

Inpatient Wound Care Supervisor

Tanya Pintado, B.S.N., RN, CWON

Wound Care Nurse

Sandra Zuniga, B.S.N., RN, WCC

Inpatient Wound Care Nurse

Mario Cabrera

Office Coordinator

Aloyma Martinez Cintado, B.S.N., RN, WCC, CWON

Inpatient Wound Care Nurse

Maria Santos

Office Coordinator

Louvens Pierre Louis

Courier

Monica Perez, B.S.N., RN

Director, Wound Care, Ostomy & Hyperbaric
Medicine Department
UHealth Tower

Nurse Leader

Monica Perez, B.S.N., RN

Director, Wound Care, Ostomy & Hyperbaric
Medicine Department
UHealth Tower

Team Winner: Head and Neck, UHealth Tower

Fradele Saint-Eloi, RN

Registered Nurse 2

Priscille Napoleon-Moise, RN

Registered Nurse 2

Sajo Jose Pellissery, RN

Registered Nurse 2

Cristina Acuna, RN

Registered Nurse

Luis Gonzalez, RN

Registered Nurse 2

Alexander Ruche, M.S.N., RN

Nurse Manager

Lideysi Alvarez Gonzalez, RN

Registered Nurse 2

2023 NURSE OF THE YEAR AWARDS

Every year, UHealth nurses recognize their peers for the exemplary care and compassion they demonstrate through a nomination for a Nurse of the Year Award. Winners are acknowledged for the exemplary care they provide patients as well as the contributions they make to the profession of nursing. The individuals who earned this honor and continue to inspire their colleagues at UHealth and in our community are named below.

APRN/CRNA

**Ivana Espinosa, M.S.N, APRN, AGPCNP-BC,
AOCNP, PMHNP**

Advanced Practice Registered Nurse, Oncology
Psychology
Sylvester

RN

Dominique Azan, B.S.N., RN, AMB-BC

Registered Nurse 2, Gynecology
Sylvester at Lennar

LPN

Destini Adkins, LPN

Licensed Practical Nurse, Multi-Specialty Clinics
Sylvester at Deerfield Beach

CNA

Gissel Monterrosa, CCMA

Medical Assistant, Radiation Oncology
Sylvester

Preceptor

David Echemendia, B.S.N., RN

Register Nurse 2, 9 North
UHealth Tower

Mentor

Reuben Cruz, M.S.N., RN, AMB-BC

Senior Manager, Nursing & Clinical Education
Bascom Palmer

Transformational Leaders

Myrnelle Fleur-Aime, M.S.N., APRN, FNP-C

Advanced Practice Provider Team Manager
Sylvester at Fort Lauderdale

Karleen Bien Aime, M.S.N., RN, OCN

Director, Nursing, Comprehensive Treatment Unit
Sylvester (North Satellites)

Transformational Leader: Inpatient

Julio Garcia, B.S.N., RN

Executive Director of Nursing, Acute Care & Oncology
Inpatient Services
UHealth Tower and Sylvester

Transformational Leader: Outpatient

Lee Weirich, B.S.N., RN, CNOR

Director, Nursing, Perioperative Services
Sylvester at Lennar

2022 NURSE OF THE YEAR AWARDS

CNA

Karla Largaespada, RMA

Medical Assistant 2, Multi-Specialty Clinics
Sylvester at Lennar

Preceptor

Norman Fuentes Perez, A.D.N., RN

Registered Nurse 2, Comprehensive Treatment Unit
Sylvester

Mentor

Myrnelle Fleur-Aime, M.S.N., APRN, FNP-C

Advanced Practice Provider Team Manager
Sylvester at Fort Lauderdale

Transformational Leader: Inpatient/Emergency Department

Gus Castillo, B.S.N., RN

Nurse Manager, 6 North
UHealth Tower

Transformational Leader: Outpatient

Yvette Rodriguez Arce, M.S.N., RN, CNOR

Director, Nursing, Ambulatory Surgical Center/Outpatient
Clinic
Bascom Palmer – Naples

Transformational Leader: Procedural

Frederick Soriano, B.S.N., RN, CGRN

Director, Nursing, GI Clinic, Digestive Health, Multi-
Specialty Care Center
UHealth Tower

2023 UHEALTH LEADERSHIP EXCELLENCE AWARDS

Commitment to Advancing a Culture of Belonging

These individuals have shown a commitment to advancing a culture of belonging for patients and colleagues through definable acts that promote inclusivity, value personal and cultural differences, and foster communication on the same.

Fall 2023

Yodaisy Llorente Ortega, M.S.N., RN

Registered Nurse 2, 9 North
UHealth Tower

Winter 2023

Adelaida Alvarez, RN

Registered Nurse 2, Bed Control/Transfer Center
UHealth Tower

Octavio Jimenez, B.S.N, RN

Nursing Manager, 6 South
UHealth Tower

Commitment to Multidisciplinary Collaboration:

These individuals have shown a commitment to promoting patient-centric care through multidisciplinary collaboration that builds trust and fosters improved communication across hospital teams.

Fall 2023

Laura Traini-Mongelli, D.N.P., APRN

Director, Advanced Practice Providers, Division of
Hospital Medicine
University of Miami Medical Group

Winter 2023

Gus Castillo, B.S.N., RN

Nurse Manager, 6 North
UHealth Tower

Maryse Dufresne, B.S.N., RN

Nurse Manager, 9 North
UHealth Tower

Stephanie Moss, D.N.P., APRN, ANP-BC

Executive Director, Clinical Operations
UHealth Tower

2023 WATSON CARITAS AWARDS

Tanya Pintado, B.S.N., RN, CWON

Wound Care Nurse
UHealth Tower

Samantha Vassell, LPN

LPN Supervisor, Lennar Sports Medicine
University of Miami Medical Group

2022 WATSON CARITAS AWARDS

Mona El-Shazly, M.S.N., RN

Nurse Specialist, Nursing Professional Practice
UHealth

Tanya Pintado, B.S.N., RN, CWON

Wound Care Nurse
UHealth Tower

2023 SYLVESTER COMPREHENSIVE CANCER CENTER EMPLOYEE STAR AWARDS

Alexandra Velozo, B.S.N., RN, CCM

Director, Nursing
Sylvester

Catalina Taborda, B.S.N., RN

Clinical Research Nurse 1, Clinical Research Services
Miller School of Medicine

Christopher De La Paz, M.S.N., APRN, AGNP-C, BMTCN

Advanced Practice Registered Nurse, Division of
Transplantation and Cellular Therapy
University of Miami Medical Group

Diego Bustillo, M.S.N., RN, OCN

Director, Nursing, Comprehensive Treatment Units
Sylvester (South Satellites)

Natalie Lopez B.S.N., RN

Registered Nurse, Comprehensive Treatment Unit
Courtyard/Fast Track
Sylvester

Karleen Bien Aime, M.S.N., RN, OCN

Director, Nursing, Comprehensive Treatment Units
Sylvester (North Satellites)

Juliette Cardenas, M.S.N., APRN, FNP-BC, AGACNP-BC

Advanced Practice Registered Nurse, Rapid Response
Provider, Comprehensive Treatment Units
Sylvester

Leah Anton, M.S.N., APRN, FNP-C, AOCNP

Advanced Practice Registered Nurse, Research Oncology,
Phase I/ET Clinic
Sylvester

Sharleene Josep, A.S.N., RN

Registered Nurse 2, Comprehensive Treatment Unit
Sylvester

Monica Valdivia, B.S.N., RN, OCN

Nurse Manager, Comprehensive Treatment Unit
Sylvester at Doral

Cary Rodriguez, B.S.N, RN

Registered Nurse 2, Hematology Oncology
Sylvester at Plantation

Corinna Povoli, B.S.N., RN

Registered Nurse 2, Multi-Specialty Clinics
Sylvester at Deerfield Beach

Rohanmi Perez, M.S.N., RN

Clinical Research Nurse 2, Clinical Research Services
Miller School of Medicine

2022 SYLVESTER COMPREHENSIVE CANCER CENTER EMPLOYEE STAR AWARDS

Diana Dean, B.S.N., RN

Nurse Supervisor, Comprehensive Treatment Unit
Sylvester at Aventura

Claudia Grandas Moreno, B.S.N., RN

Clinical Research Nurse 3, Clinical Research Services
Miller School of Medicine

Tamara Gort, M.S.N., APRN, AGCNP, AMB-C

Nurse Manager, Multi-Specialty Clinic and
Hematology Oncology
Sylvester

Cynthia Escobar, M.S.N., APRN, FNP-BC

Advanced Practice Registered Nurse, Medical Oncology
Sylvester at Plantation

Stefan DeSimone, B.S.N., RN, M.P.H.

Nurse Manager, Phase I/ET Clinic
Sylvester

Jessica Ardente, M.S.N., APRN, FNP-BC, CPHON

Advanced Practice Registered Nurse, Pediatric
Hematology/Oncology
Sylvester

Rene Gonzalez, RN

Clinical Research Nurse 1, Clinical Research Services
Miller School of Medicine

Jessica MacIntyre, D.N.P., M.B.A., APRN, AOCNP

Executive Director, Clinical Operations and Advanced
Practice Registered Nurse
Sylvester

Ivana Espinosa, M.S.N., APRN, AGPCNP-BC, AOCNP, PMHNP

Advanced Practice Registered Nurse,
Oncology Psychology
Sylvester

Catalina Taborda, B.S.N., RN

Clinical Research Nurse 1, Clinical Research Services
Miller School of Medicine

2023 GOOD CATCH AWARDS

The Good Catch awards are presented to faculty and staff for their dedication and foresight in reducing patient harm and protecting the well-being of patients and their families.

Ashley Rodriguez, RN

Registered Nurse 2, Stem Cell Inpatient Unit
Sylvester

Charmaine Dimuzio, B.S.N., RN

Registered Nurse 2, Multi-Specialty Clinics
Sylvester at Deerfield Beach

Corinna Povoli, B.S.N., RN

Registered Nurse 2, Multi-Specialty Clinics
Sylvester at Deerfield Beach

John Alvarez, APRN, FNP-BC, ANP-C

Advanced Practice Registered Nurse,
Worker's Compensation
University of Miami Medical Group

Jonelle Mattis, M.S.N., APRN, FNP-BC

Registered Nurse 2, ADT Nurse
UHealth Tower

Karen Castillo, RN

Registered Nurse 2, 8 North
UHealth Tower

Leila Mallari, B.S.N., RN, CCRN, BMTCN, OCN

Registered Nurse 3 – Specialty, Stem Cell Transplant, ICU
Sylvester

Lisa Cammock, B.S.N., RN

Registered Nurse 2, Multi-Specialty Clinics
Sylvester at Plantation

Mariya Kalnysh, RN

Registered Nurse, 10 South
UHealth Tower

2022 GOOD CATCH AWARDS

Digna Vargas, B.S.N., RN, OCN

Registered Nurse 2, Courtyard Research Comprehensive
Treatment Unit
Sylvester

Duni Pino Jr., RN

Registered Nurse 2, Critical Care Unit
UHealth Tower

Kenli Ortigoza, B.S.N., RN

Registered Nurse 2, Emergency Department
UHealth Tower

Kimberly Rodriguez, B.S.N, RN, AMB-BC

Registered Nurse 2, Hematology Oncology
Sylvester at Plantation

Larz Christian, LPN

Patient Navigator, Site Disease Group
Sylvester

Liliana Acosta Cabadilla, RN

Registered Nurse 2, 8 North
UHealth Tower

Saidelys Rodriguez, B.S.N., RN, AMB-BC

Research Infusion Nurse 2, Courtyard Research
Comprehensive Treatment Unit
Sylvester

Vinet L. Black Stewart, M.S.N., RN

Registered Nurse 2, 8 South
UHealth Tower

Theresa Wagner, B.S.N., RN

Registered Nurse 2, 11 North
UHealth Tower



NEW KNOWLEDGE, INNOVATION AND IMPROVEMENT

UHEALTH ONCOLOGY NURSE INITIATES IN-DEPTH STUDY TO IMPROVE CHEMOTHERAPY SIDE EFFECTS

Caterine Diaz, B.S.N., RN from our NCI-designated Sylvester Comprehensive Cancer Center, pioneered the first IRB-approved study on the effectiveness of aromatherapy as a natural remedy in helping ease chemotherapy-induced nausea and vomiting for patients with cancer.

Diaz, alongside nurse scientist **Debbie Anglade, Ph.D., RN**, and **Roberto Roman Laporte, Ph.D., D.N.P., RN**, presented their research proposal during the 2022 Sigma International Nursing Research Congress in Edinburgh, Scotland.

The year-plus study included 100 patients on moderate-to-high emetogenic chemotherapy regimens. The patients were divided into two groups and asked to document their experience with their respective treatments. One group received a standard anti-nausea medication, while the latter received an additional supplemental aromatherapy inhalation blend of peppermint, ginger, lavender and spearmint.

The study results are expected to be disseminated in spring 2024.

NURSES SCREEN FIREFIGHTERS FOR CANCER RISK

Since the founding of the Firefighter Cancer Initiative (FCI) in 2015, UHealth nurses have collaborated with a multidisciplinary team of scientists, health care practitioners and occupational health and safety experts, to screen firefighters for cancer risk. Since firefighters do not always want to come in for routine screenings, a team of UHealth nurses decided to bring the screenings



From left to right: **Jessica MacIntyre, D.N.P., M.B.A., APRN, AOCNP**, **Natasha Schaefer Solle, Ph.D., RN**, **Aimee Green, D.N.P., APRN, FNP-BC, ABAAHP, COHN-S**, **Johanna Garibaldi, B.S.N., RN, EMT-P**

to them. To achieve this goal, they designed a mobile clinic that was cost-effective and convenient, and they used an evidence-based approach to increase access for this high-risk population. The mobile clinic team included clinical operations specialists, a collaborating physician, a nurse practitioner, a registered nurse and a licensed practical nurse.

The results of the FCI were presented at the 48th Annual Oncology Nursing Society Congress in 2023. The poster's authors showed that 151 out of 219 firefighters (approximately 70%) underwent screening from January 2022 to June 2022. Ninety-five percent of these visits were new patient visits, yielding an increase in patient volume greater than 200%. According to the study, the use of the mobile clinic is an innovative and effective model to overcome barriers to care in high-risk populations. Moreover, the clinic allows nurses to create screening awareness in spaces where they may not normally be able to access.

UHEALTH ACHIEVES LOWEST-EVER FALL RATE

During the first year of the COVID-19 pandemic, UHealth began remote video monitoring of patients to decrease safety sitter exposure to the coronavirus. This intervention simultaneously facilitated surveillance of high-risk fall patients. In 2023, the program expanded to accommodate 135 patients and achieved a 60% reduction in inpatient falls, marking a significant enhancement in patient safety and care measures.

THIRD ANNUAL VIRTUAL POSTER FAIR (VPF) AT UHEALTH

October 23, 2023 to November 6, 2023

Antonia Pryor Leavitt, D.N.P., APRN-BC. Expansion of the Fertility Preservation Program to All Newly Diagnosed Prepubertal Oncology Patients at a Pediatric Hospital.

Johnny Torres, B.S.N., RN, CNOR. Preventing Hypothermia in the Perioperative Period.

Lisa Coton, B.S.N., RN, CNOR, AMB-BC. Eyelid Cancers: Overview.

Dena Videtic, M.S.N., RN, CRN and **Ellen Zabate, M.S.N.-N.I., RN, CCRN.** Optimization of Iodine Allergy Workflow.

Mona El-Shazly, M.S.N., RN. Adoption of Caring Science Theory in Hospitals and Institutions at CARITAS Conference.

Oly Mendez, D.N.P., APRN, FNP-BC. Increasing Knowledge of Sexually Transmitted Infections in Sexually Active Females Reporting Symptoms of UTIs at Walk-in Clinics: A Quality Improvement Project.

Jared Chandler, B.S.N., RN. Armband Fatigue.

Odine Jacques B.S.N., RN, Judit Rizo B.S.N., RN, Christopher Mercado A.S.N., RN, Monica Martel B.S.N., RN. One versus Two Assignment Sheets.

Cynthia Bradley, D.N.P., RN, OCN. Breast Cancer Recovery Integrating Body Image, Sexuality, and Intimacy into Survivorship Program.

Daniela Barcan, B.S.N., RN. Organic Food Better than Conventional.

Annery Diaz, D.N.P., APRN, FNP-BC. Bridging the Knowledge Gap in the Management of Dyslipidemia: A Quality Improvement Project.

Sherly Dumerzil, B.S.N., RN and Steven SanBartolome, B.S.N., RN. RN Response Time to Patient Call Light.

Igor Suarez, M.S.N., RN, Debbie Anglade, Ph.D., RN, M.S.N., CPHQ, CCM, Maria Ruffner, B.S.N., RN, CAPA, Grissel Cofresi, M.S.N., RN, FNP, Karina Gattamorta, Ph.D. Analyzing Nursing Factors Influencing Total Recovery Room Time.

Tri Nguyen, M.B.A., CPHQ, FACHE. The Interdisciplinary Approach to Staff Development.

Yamile Daroythty, B.S.N., RN. Importance of Time-Out.

Belkis Dominguez, B.S.N., RN, CRNO. Painless Eye Injection Technique.

Maria Ruffner, B.S.N., RN, CAPA. National Academies of Sciences, Engineering, and Medicine Consensus Report: Leading Health Indicators 2030: Advancing Health, Equity, and Well-Being.

Maylin Diaz, B.S.N., RN, CRNO. Photodynamic Therapy.

Carina Victoria, B.S.N., RN. Herpetic Keratitis.

Leandra Ogden-Fuentes, M.S.N., RN. Managing Type 2 Diabetes: Metformin versus Healthy Lifestyle.

Nury Cabrera, B.S.N., RN, CRNO and Rebecca Budyszewick, B.S.N., RN. Why Nurses Need Hydration.





“ Our dynamic nursing workforce continues to lead with transformational innovations and discovery, shaping a better future for healthier communities in South Florida and beyond. ”

— Roy Weiss, M.D., Ph.D.
Chief Medical Officer, Ambulatory Services, UHealth –
University of Miami Health System

SECOND ANNUAL VIRTUAL POSTER FAIR (VPF) AT UHEALTH

October 17-21, 2022

Susan Chieco, B.S.N., AMB-BC, RN. Preoperative Calls for Bascom Palmer - Palm Beach Gardens Ophthalmic Surgery: Improving Patient Experience, Positive Outcomes and DOS Cancellations.

Maria Ruffner, B.S.N., RN, CAPA and **Carolina Rodriguez, B.S.N., RN, CPN.** Be Part of the Solution, Not the Problem: Improving Nursing Decolonization Documentation.

Daniela Barcan, B.S.N., RN. Exploring Caritas Caring Process #1 Sustaining Humanistic – Altruistic Values by Practice of Loving Kindness and Equanimity with Self and Others.

Melissa Winch, M.S.N., B.Sc., APRN, FNP-C. Intermittent Fasting as an Intervention for Metabolic Control: A Literature Review.

Mona Elshazly, M.S.N., RN. A Self-Care Program for Outpatient Oncology Nurses and Staff: Incorporating the First Caritas Process.

Angie Dela Cruz, M.S.N., RN, PCCN, CPHQ,
Jolene Hodges, M.S.N.-Ed., APRN-BC, RN, CCM,
Julianne L. Burgos, B.B.A., RN, CPHQ, Maddyel Sanchez, B.S.I.E., Tri Nguyen, M.B.A., CPHQ, FACHE,
Marie Anne Sosa, M.D. Monitoring Mortality to Catalyze Quality Improvement.

Caterine Diaz, B.S.N., RN. Effects of Aromatherapy on Chemotherapy-Induced Nausea and Vomiting: A Control Trial Protocol.

Jeannette Garcia Slanker, D.N.P., APRN, FNP, PMHNP, CPON. A Nurse-Led Pediatric Palliative Care Program in Alex's Place a Pediatric Oncology Ambulatory Center.

Yamila Melendez, D.N.P., APRN, FNP-BC. Reducing DVT events in an Academic Hospital Oncology Setting Using MAGIC Criteria to Address PICC Line Management: A Quality Improvement Project.

Alexandre Mendes, APRN, AGNP-BC. Patient Safety and Timeliness in Cardio-Oncology (CO)Referrals: A Literature Review (LR).

Irene Nonell, B.S.N., RN, CRNO. Adverse Effects of UV Exposure.

Belkis Dominguez, B.S.N., RN, CRNO. Perception of Pain.

Maylin Diaz, B.S.N., RN, CRNO. What is Monkey Pox?

Rebecca Budyszewick B.S.N., RN and **Nury Cabrera, B.S.N., RN, CRNO.** Resilience; A Symptom of Burnout Syndrome.

Tri Nguyen, M.B.A., CPHQ, FACHE. Extending the Time Window for Stroke Interventions: The DAWN of a New Practice Paradigm.

Alexis Cassagnol, M.S.N., RN, Melissa Llano Mendoza, B.S.N., RN, Maria Ruffner, B.S.N., RN, CAPA. All Hands-on Deck: A Team-Based Approach to Achieving Zero Falls.

Renee K. Ide, B.S.N., RN and **Tina Van De Werken, B.S.N., RN.** Open Globe Injuries.

Emma B. Kamau, D.N.P., RN-BC, RN. Readiness for Hospital Discharge Scale (RN-RHDS), Evidence-based Practice (EBP) Quality Initiative Pilot in 6 North and 6 South (Neurology Department), UHealth Tower.

Jessica MacIntyre, D.N.P., M.B.A., APRN, NP-C, AOCNP. Fostering Oral Chemotherapy Understanding and Safety (FOCUS) Project: Interventions for Improving Knowledge and Compliance with National Safety Standards.

2022/2023 PUBLICATIONS, POSTERS AND PRESENTATIONS

Foronda, C.L., Mehta, E., Morales, M.J., Cacchione, M., **Gattamorta, K.A.,** and Cardenas, M. (2023). Usability of a Virtual Reality Application to Educate Family Caregivers of Children with Asthma. *Clinical Simulation in Nursing*, 84, 1-5.

Maritza C. Alencar, D.N.P., MBA, APRN-BC, BMTCN, FAANP, *et al.* Strategies for Optimization and Growth of an Oncology Symptom Management Advanced Practice Provider-Driven Clinic. 2022 JADPRO Live: The Annual APSHO Meeting; Aurora, CO; October 20-23. – *Poster Presentation*

Ashley Barrios, D.N.P., AGACNP-BC. The Impact of a Preoperative Education Package on Total Arthroplasty Outcomes: A Quality Assurance Project. Presented at the 2023 Quality Improvement and Patient Safety Showcase at Jackson Memorial Hospital (JMH); May 23, 2023. – *DNP Poster Presentation*

Maya Bloomberg, M.S.N., APRN. Spreading Awareness About Sickle Cell Disease: What to Know. NBC6's *Jawan Strader* Is Joined by Hematology Nurse Practitioner Maya Bloomberg to Share Everything We Need to Know About Sickle Cell Disease. *Voices with Jawan Strader, NBC6*; September 9, 2023.

Pamela B. Dudkiewicz, D.N.P., APRN, FNP-BC, AOCNP. (2023). Bone Marrow Aspiration and Biopsy. In C. Harris (Ed.), *Adult-Gerontology Acute Care Practice Guidelines* (2nd ed., pp. 548-553). Springer Publishing.

Nicole Gay, APRN-C, Amber Thomassen, M.A., M.S.N., AGNP-BC, AOCNP, APRN and Rodriguez E. How I Counsel Patients About Lung Cancer Screening: A Lung Cancer Screening Navigator Offers Their Perspective on Shared Decision-Making. *Oncology Nursing News*. 2023 October;17(5):36.

Auerbach JS, Gershengorn HB, Aljure OD, Lamelas J, Patel SS, Ferreira TD, **Lazaro A Gonzalez, M.S.N., APRN, AGACNP-BC** and Cabrera JL. Postcardiac Surgery Euglycemic Diabetic Ketoacidosis in Patients on Sodium-Glucose Cotransporter 2 Inhibitors. *J Cardiothorac Vasc Anesth*. 2023 June;37(6):956-63.

Douglas Houghton, D.N.P., APRN, ACNPC, FNP, FAANP. Tracheostomy: Evidence, Techniques, and Best Practices in Acute Care. American Association of Nurse Practitioners (AANP) National Conference; New Orleans, LA; June 2023. – *Podium Session*

Douglas Houghton, D.N.P., APRN, ACNPC, FNP, FAANP. Venous Thromboembolic Disease: EBP for Prevention, Diagnosis, and Treatment. American Association of Nurse Practitioners (AANP) National Conference; New Orleans, LA; June 2023. – *Podium Session*

Douglas Houghton, D.N.P., APRN, ACNPC, FNP, FAANP. Workplace Violence: Stop the Madness! American Association of Nurse Practitioners (AANP) National Conference; New Orleans, LA; June 2023. – *Podium Session*

Jeanette S. King, PA-C. Oncology Drug Crash Course: Nivolumab Plus Relatlimab (Opdualag). *Oncology Nursing News*. December 15, 2023.

Harris K (2023). *Adult-Gerontology Acute Care Practice Guidelines* (2nd ed.). NIELSEN BOOKDATA. This textbook features a contribution from **Morgan Mount, APRN, AOCNP.**

Elledge D., **Antonia Pryor Leavitt, D.N.P., APRN-BC,** Hoeft A., and Albritton K. (2023). Utilization of the Adolescent and Young Adult Psycho-Oncology Screening Tool in a Pediatric Hospital Adolescent/Young Adult Program. *Psycho-Oncology*; accepted for publication.

Susana Ramirez Restrepo, D.N.P., APRN, FNP-BC. Implementing Effective Depression Screening in Patients with Liver Disease in an Outpatient Hepatology Clinic. Presented at Lennar Foundation Medical Center; December 3, 2023. – D.N.P. Poster Presentation

Cathy Rosenberg, M.S.N., ACNP-BC, Ashley Barrios, M.S.N., AGACNP-BC, Yanelis Garcia Beceiro, M.S.N., APRN, FNP-BC and **Diana Hoppe, M.S.N., AGACNP-BC.** Improving Utilization of Advanced Practice Registered Nurses in Meeting Quality Initiatives for the Health System and Demonstrating Financial Value. Poster Presentation at the Quality Improvement and Patient Safety Showcase at Jackson Health System; May 23, 2023.

Renay Smith, D.N.P., M.B.A., APRN, FNP-C, CRNI, Jessica MacIntyre, D.N.P., M.B.A., APRN, AOCNP and Mariana Khawand-Azoulai, MD. Simulation Based Learning to Increase Confidence Level When Discussing Palliative Care. Presented at the American Society of Clinical Oncology (ASCO) Quality Care Symposium in Boston, MA; October 28, 2023.

Fischer L. New Management Strategies Seek to Improve Quality of Life for Patients with Lymphedema. Interviews with **Melanie Taylor, APRN** and **Mark Lin, APRN.** November 20, 2023.

Sosa MA, **Laura Traini-Mongelli, D.N.P., APRN** and **Stephanie Moss, D.N.P., APRN, APN-BC.** Reducing Length of Stay at UHealth Tower. Poster Presentation at the Quality Improvement and Patient Safety Showcase at Jackson Health System; May 23, 2023.

Fischer L. Tenets of Counseling Cancer Survivors During Remission. Interviews with Paola Rossi, M.D., and **Adrienne Vazquez-Guerra, APRN.** *Oncology Nursing News*. November 30, 2023.

Jeannette Garcia Slanker, D.N.P., APRN, FNP, PMHNP, CPON and **Sylvia Mendez, B.S.N., RN, CPN, CPHON.** APHON Pediatric Chemotherapy and Biotherapy Provider Course. Sylvester Comprehensive Cancer Center, Miami, Florida, November 2022, December 2023.

Angie Dela Cruz, M.S.N., RN, PCCN, CPHQ, Julianne L. Burgos, B.B.A., RN, CPHQ, Maddyel Sanchez, BSIE, Andrea Krause, M.S.Ed., CPHQ, LSSGB, Marie Anne Sosa, M.D. Maintaining a Culture of Zero Harm: A Quality Initiative. University of Miami Department of Medicine 8th Annual Eugene J. Sayfie, MD Research Day March 16, 2022 and 4th Annual GME Quality and Safety Showcase Posters, May 19, 2022.

Precious Ferguson, M.S.N., APRN, FNP-BC. Supporting the Novice Oncology NP: The Benefits of Preceptorship. *Oncology Nursing News*. 2022 October;16(5):22.

Jessica MacIntyre, D.N.P., M.B.A., APRN, NP-C, AOCNP, et al. Fostering Oral Chemotherapy Understanding and Safety (FOCUS) Project: Interventions for Improving

Knowledge and Compliance with National Safety Standards. 2022 ASCO Quality Care Symposium. J Clin Oncol. 2022;40(28 Suppl):370.

Glenda Quinones, D.N.P., APRN, NP-C. Knowledge Awareness of Depression Screening in Individuals with Chronic Liver Disease among Health Care Providers in Miami, Florida: A Quality Improvement Project. 2022 Gastroenterology & Hepatology Advanced Practice Providers (GHAPP) Annual Conference. – *Best Poster Award*

Anaisys Rueda, M.S.N., APRN-BC, Jessica MacIntyre, D.N.P., M.B.A., APRN, NP-C, AOCNP and Amber Thomassen, M.S.N., MA, APRN-BC, AOCNP. Challenges Faced by Adolescent and Young Adult Patients with Cancer. *Oncology Nursing News*. 2022 December;16(6):32.

Bradley T, Kwon D, Monge J, Sekeres M, Chandhok N, **Amber Thomassen, M.S.N., M.A., APRN-BC, AOCNP, et al.** Molecular Characteristics and Outcomes in Hispanic and non-Hispanic Patients with Acute Myeloid Leukemia. *EJHaem*. 2022 October;3(4):1231-1240.

Elizabeth L. Vieito-Smith, D.N.P., RN. Role Innovation Staffing Model Utilizing Admission, Discharge, Transfer (ADT) Nurse, Nursing Leadership Summit, Orlando, Florida, May 2023.

Elizabeth L. Vieito-Smith, D.N.P., RN. Role Innovation Staffing Model Utilizing Admission, Discharge, Transfer (ADT) Nurse, Nursing Leadership Summit, Austin, Texas, October 2022.

Elizabeth L. Vieito-Smith, D.N.P., RN. Role Innovation Staffing Model Utilizing Admission, Discharge, Transfer (ADT) Nurse, National CNO Summit Virtual Conference, September 2022.



Elizabeth L. Vieito-Smith, D.N.P., RN. Empowering Leaders through Association Engagement, Nursing Consortium of South Florida, Miami, Florida, May 2022.

Reuben Cruz, M.S.N., RN, AMB-BC. World Association of Eye Hospitals (WAEH). Community of Practice Nurses. Online Presentation and workshop on Guided Brainstorming. June 2022.

Reuben Cruz, M.S.N., RN, AMB-BC. World Association of Eye Hospitals (WAEH). 16th Annual Meeting. Baltimore, Maryland. Developing Process Improvement Projects at Bascom Palmer Eye Institute. Guest Speaker: October 2022.

Snezana Radnovic, M.S.N., M.B.M., APRN, FNP- BC, CAPA. American Society of Peri-anesthesia Nurses (ASPAN): Chicago, Illinois. Bringing the World into Focus – Identifying Red Flags in Eye Surgery. Poster Presentation: April 2023.

Reuben Cruz, M.S.N., RN, AMB-BC. The Royal Victorian Eye and Ear Hospital, Australia. Eye Drop Administration at Home Video Package for Patients. Launched during the 16th Annual (WAEH) Meeting. August 2022.

Reuben Cruz, M.S.N., RN, AMB-BC and Yvette Rodriguez-Arce M.S.N., RN, CNOR. Cover Story Feature – *The Ophthalmic ASC Magazine*. Article Title: The Efficiency Ballet: Coordinating Patient Flow at an ASC Requires a Thoughtful Process and a Well-Trained Team. Naples, Florida. October 2023.

Lavern Cole, A.D.N., RN. Navigating Burnout and Achieving Work-Life Balance for the *Ambulatory Care Nurse*, Official Journal of the Society of Otorhinolaryngology and Head-Neck Nurse, AMB-BC11, Summer 2022.

EMPIRICAL OUTCOMES

PATIENT PERCEPTION OF CARE AT UHEALTH

Every day, UHealth nurses work tirelessly to protect patients and provide exceptional care. These skilled providers are diligent about establishing proactive measures in their work environment to make sure high-risk areas and patients' individual needs are addressed.

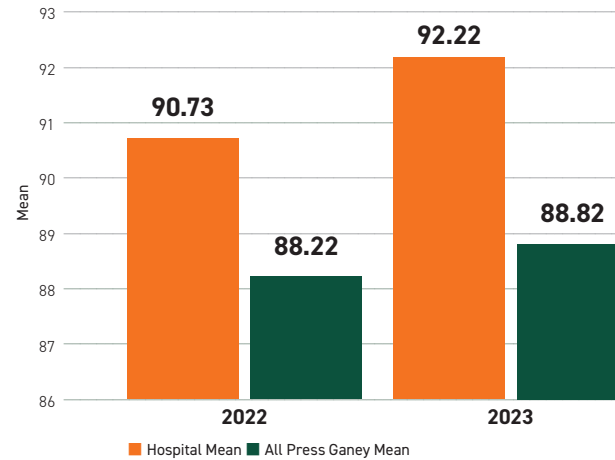
To assess how well our nurses perform, patients are asked to complete a patient satisfaction survey following their inpatient or outpatient encounter. Based on the results, UHealth nursing units can assess their impact on quality of care and patient outcomes.

The charts below reflect the outcomes related to performance and professionalism of UHealth nurses compared to national benchmark data provided by our vendor Press Ganey. In 2023, the following UHealth service lines demonstrated an outperformance of the benchmarks in the subsequent questions related to nursing care.

Patient Experience Outperforming Questions

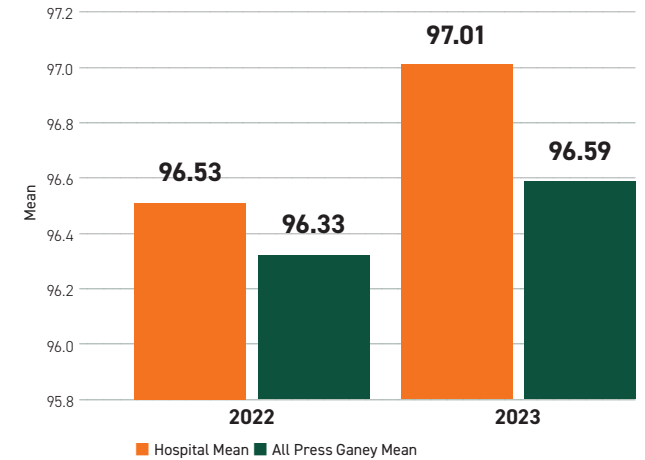
SERVICE LINE: INPATIENT

Question: *Amount of attention paid to your special or personal needs*



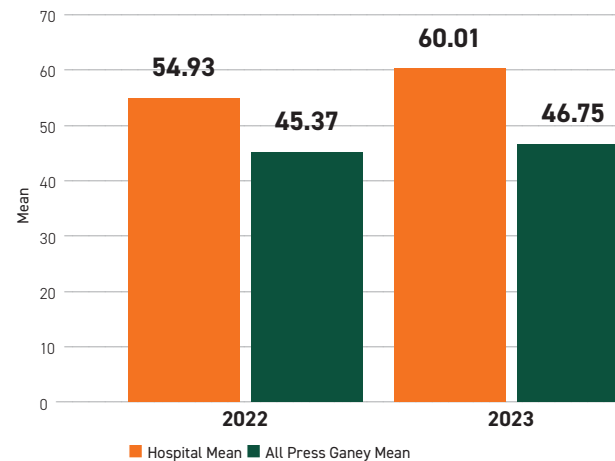
SERVICE LINE: OUTPATIENT SERVICES

Question: *Staff treated you with respect and dignity*



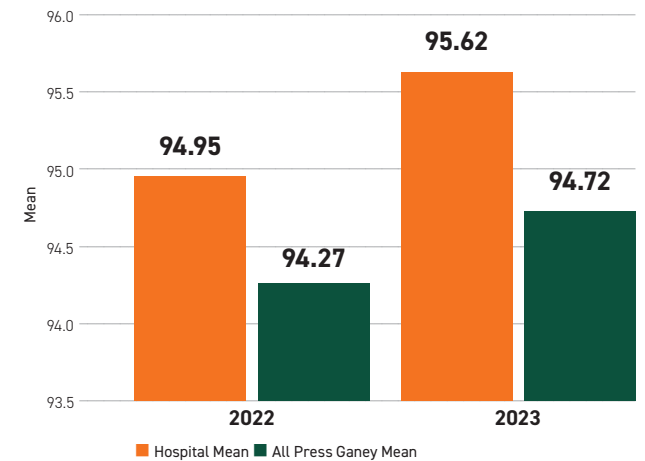
SERVICE LINE: INPATIENT

Question: *Hospital staff took your preferences into account*



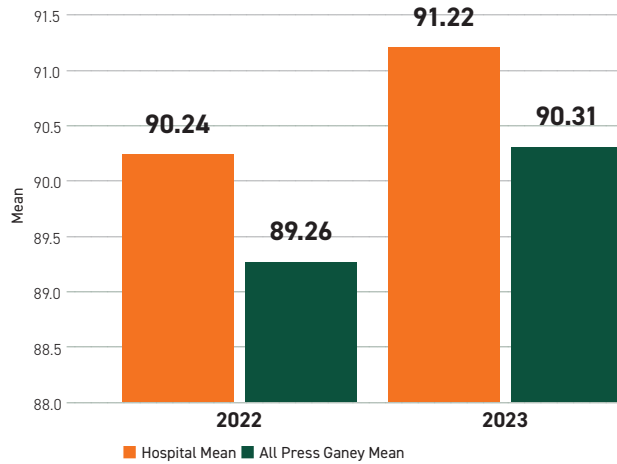
SERVICE LINE: MEDICAL PRACTICE

Question: *Staff worked together to care for you*



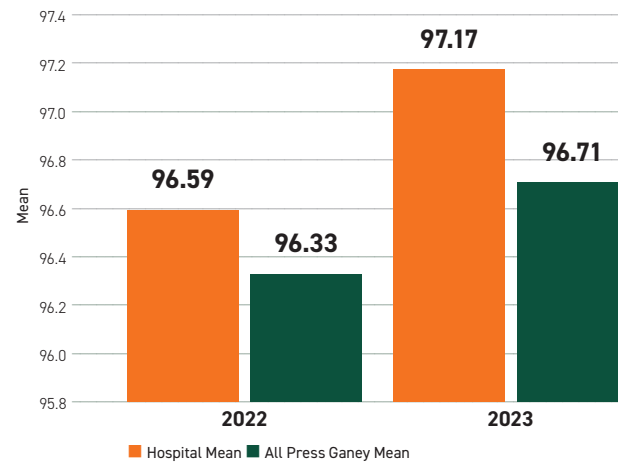
SERVICE LINE: EMERGENCY DEPARTMENT

Question: *Courtesy of the nurses*



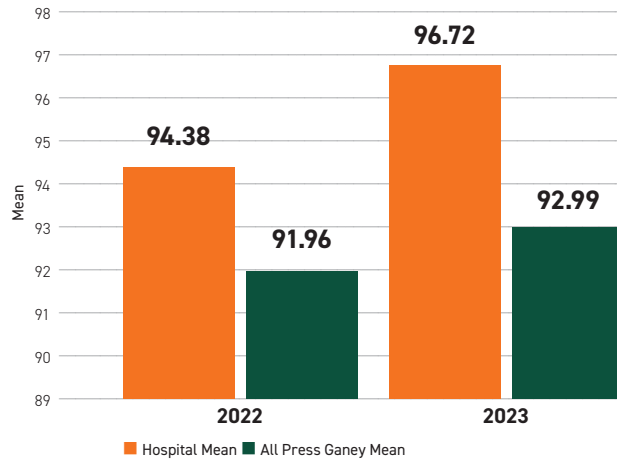
SERVICE LINE: OUTPATIENT ONCOLOGY

Question: *Staff worked together to care for you*



SERVICE LINE: URGENT CARE

Question: *How well the nurse/assistant listened to us*



COMMUNITY ENGAGEMENT

DEMONSTRATING COMPASSION THROUGH VOLUNTEER ACTION

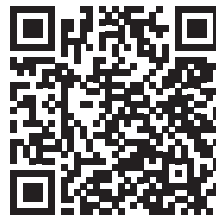
UHealth has a strong and robust partnership with the surrounding South Florida community. The patients we treat are diverse and have many health care needs. Through dedicated community partnerships and services, UHealth nurses engage in outreach activities through education and training to reach our neighbors and improve outcomes.

DOLPHINS CHALLENGE CANCER

Nurse volunteers from UHealth were on site to provide first aid at the 2023 Dolphins Challenge Cancer, which raises funds for cancer research at Sylvester Comprehensive Cancer Center. The yearly initiative continues to inspire thousands of cyclists, runners and walkers to unite in the fight against cancer.







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