



2024 NURSING
ANNUAL
REPORT



A MESSAGE FROM OUR CHIEF NURSING OFFICER	1
TRANSFORMATIONAL LEADERSHIP	2
STRUCTURAL EMPOWERMENT	6
EXEMPLARY PROFESSIONAL PRACTICE	10
NEW KNOWLEDGE, INNOVATION AND IMPROVEMENT	19
EMPIRICAL OUTCOMES	26
COMMUNITY ENGAGEMENT	28

A MESSAGE FROM OUR CHIEF NURSING OFFICER

At UHealth – University of Miami Health System, our nearly 3,200 dedicated nurses are empowered to provide compassionate, high-quality care to each patient they encounter. Guided by our mission and vision, every day is an opportunity for us to transform the way we deliver patient care, whether it's at the bedside, in the exam room, or through innovative research and education never wavering in our pursuit of excellence.

As you'll see in this report, 2024 was another remarkable year of growth and achievement, driven by the interdisciplinary collaboration of our nurses alongside our exceptional providers, faculty and staff across UHealth.

Over the past year, we turned ideas into action, making significant strides in strengthening our leadership and mentorship models to better support our nurses and advance our journey to Magnet designation. We also tapped into new and underutilized talent and resources, fostering a more engaged and impactful workforce united by a shared purpose. Our commitment to patient safety continued to drive nurse-led research and collaboration across disciplines, delivering strong results that improved patient outcomes. Inspired by the next generation of nurses, UHealth deepened its partnership with the University's School of Nursing & Health Studies, further bridging the transition from simulation-based education to clinical practice, ultimately enhancing the patient experience.

Our unwavering commitment to our patients extends beyond the walls of our health system, inspiring us to build stronger, more compassionate communities for today and future generations. Through a culture of empathy and philanthropy, our nurses continue to make a meaningful impact by actively participating in local charitable initiatives demonstrating the profound difference we make in the lives of those we serve.

I am incredibly proud of our department and deeply grateful for the opportunity to work alongside such talented, passionate and dedicated professionals. Thank you for taking the time to review our 2024 Nursing Annual Report and explore the far-reaching impact of our incredible nurses.

Sincerely,



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

Chief Nursing Officer, UHealth – University of Miami Health System

Associate Dean of Academic Health Centers Integration

Affiliate Faculty, University of Miami School of Nursing & Health Science



TRANSFORMATIONAL LEADERSHIP

EMPOWERING ETHICAL DECISION MAKING IN CLINICAL PRACTICE

In 2024, UHealth deepened its organizational commitment to clinical ethics by further embedding it into our professional practice culture.

In collaboration with the University of Miami's Institute for Bioethics and Health Policy — and led by UHealth's nursing department — *Ethics at UHealth* was introduced to ensure patient care respects dignity, rights and well-being while minimizing harm.

As part of this initiative, a new digital portal was developed to provide faculty and staff with clinical ethics education, resources and consultation support.

To drive engagement and adoption, more than 1,000 nurses received support in navigating ethical challenges in daily practice. Presentations at Grand Rounds, virtual and in-person huddles across inpatient and outpatient settings, and a special *Ethics at Midnight* series for overnight nursing staff contributed to this effort. In 2025, a nursing-specific subcommittee within the UHealth Ethics Committee is anticipated. This initiative aims to further empower nurses to address ethical concerns and strengthen the integration of clinical ethics into nursing practice through engaging educational programs.

ENHANCING ACCESS TO ADVANCED PRACTICE PROVIDERS

Over the past two years, UHealth nursing has actively participated in a multidisciplinary initiative to optimize Advanced Practice Provider (APP) productivity and expand patient access to care. Associate Chief Nursing Officer Douglas Houghton, D.N.P, APRN, has collaborated with administrative and medical department leadership, along with our schedule optimization team, to continuously enhance APP scheduling metrics. As a result, year-over-year scheduling rates have increased by 9%, while fill rates have also improved by 9% — demonstrating our ongoing commitment to operational efficiency and improved patient outcomes.

To further expand access to APPs and enhance utilization, we launched an APP-led post-discharge clinic last February, aimed at reducing readmission rates and improving health outcomes for recently discharged patients. Since its inception, the clinic has provided care coordination support to more than 500 patients, empowering them to take a more active role in their health care.

UHealth remains dedicated to increasing access and setting new standards in academic healthcare. Last fall, 40 new APP positions were created to support the opening of UHealth Doral. Additionally, UHealth SoLé Mia — set to become our largest outpatient medical facility — will create more than 45 APPs jobs when it opens next fall.

RECOGNIZING OUR TRANSFORMATIONAL LEADERS

2024 NURSE OF THE YEAR: TRANSFORMATIONAL LEADER

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

Inpatient Wound Care Manager, Wound Care, Ostomy & Hyperbaric Medicine, UHealth Tower

2024 COMMITMENT TO TRANSFORMATIONAL LEADERSHIP AWARD

SUMMER 2024

Anne Lee, M.B.A., RN, CCRN

Assistant Vice President, Clinical Operations, UHealth Tower

WINTER 2024

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

Advanced Practice Registered Nurse, Neurology
University of Miami Medical Group

INFLUENCING SAFETY AND DESIGN AT UHEALTH DORAL

Last November, UHealth continued its South Florida expansion with the opening of UHealth Doral, a state-of-the-art facility featuring five floors of clinical care services, including cardiovascular care, gastroenterology and endocrinology. Additional practice areas include orthopaedics and otolaryngology, urologic care from the Desai Sethi Urology Institute, and cancer services from Sylvester, the only National Cancer Institute-designated cancer center in the region.

Through thoughtful planning and design — along with valuable input from our nurses during the construction process — the exam rooms and cancer treatment units were developed to provide both function and comfort, enhancing workflows and creating a more streamlined experience for both patients and nursing staff.

To ensure operational readiness at the new site, the Nursing Professional Development Department (PD) partnered with the Gordon Center for Simulation and Innovation in Medical Education and our clinical consultant specialists from ADAMS, to prepare nurses, public safety officers, transporters and other clinical providers to feel empowered and ready to respond consistently and effectively during an emergency. Approximately 20 nurses participated in day-in-the-life scenarios and mock emergency drills, not only enhancing the team's preparedness but also building camaraderie before the opening.

Pre- and post- surveys were conducted to assess the impact of the training for UHealth Doral at the beginning and end of the sessions. Overall, nurse feedback was positive as they felt confident and ready to enact emergency protocols in their new work environment as needed. UHealth plans to incorporate these additional best practices into future emergency preparedness trainings for new facilities, including the upcoming opening of SoLé Mia in North Miami.

STRENGTHENING OUR ACADEMIC-CLINICAL PARTNERSHIP

Building on past successes, UHealth nursing has strengthened its partnership with the University of Miami School of Nursing & Health Studies (SONHS) to further bridge the gap between education and clinical practice.

As part of this effort, Chief Nursing Officer Elizabeth L. Vieito-Smith, D.N.P., RN, along with other University faculty and staff members, served on the Search Committee to recruit and hire Dean Hudson Santos, PhD, RN, FABMR, FAAN. Additionally, in 2024, Smith was appointed as one of the inaugural Associate Deans of Academic Health Centers Integration for the SONHS. Over the past five months, she has worked alongside the executive leadership team to redefine the nursing curriculum, emphasizing research and ensuring alignment with industry best practices and standards.

To foster a culture of continuous learning and improvement, we partnered with the Louis Calder Memorial Library, providing UHealth nurses with access to scholarly resources, journals, databases and research support services. These resources empower nurses to conduct their own research studies, advancing both nursing practice and patient outcomes.

"UHealth offers a comprehensive framework that facilitates nurse-driven research and evidence-based practice, fostering ongoing education, collaboration and innovation," Smith said.

Looking ahead, UHealth nursing remains committed to strengthening its partnership with SONHS to enhance clinical research capabilities, expand professional development opportunities and advance the science of caring.



CELEBRATING NURSING LEADERSHIP

Our nursing leadership team continues to bring distinction to UHealth and advancing our organization's mission and dedication to excellence.

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

- Appointed as one of the inaugural Associate Deans of Academic Health Centers Integration and Affiliate Faculty for the University of Miami School of Nursing & Health Studies
- Named one of *Becker's Hospital Review's* **2024 Chief Nursing Officers to Know** for the second consecutive year

- Honored as one of the **Top 25 Most Influential Women in Business** by the Women's Chamber of Commerce of Miami-Dade County

Douglas Houghton, D.N.P., APRN, ACNPC, NEA-BC, FAANP

- Named Director of Nursing Ethics, Institute of Bioethics and Health Policy

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

- Named as Grant Reviewer for the American Academy of Ambulatory Care Nursing's Research Committee's Grant Program



STRUCTURAL EMPOWERMENT

EMPOWERING EXCELLENCE THROUGH NEW LEADERSHIP MODEL AND CAREER DEVELOPMENT PROGRAM FOR ADVANCED PRACTICE PROVIDERS

In 2024, the Office of Advanced Practice Providers (OAP) experienced tremendous growth with the introduction of a new leadership model. Nearly 20 APPs were promoted to front-line clinical leadership roles, bringing the total to nearly 40 leaders. This expansion has empowered APP leaders to drive improvements in productivity, participate in decision-making, and enhance patient access to high-quality care through self-governance. It has also fostered greater trust among APPs, reinforcing the nursing department's strategic vision of shared leadership, professional development and patient care excellence.

Last August, the OAP launched the APP Career Conversations program to support newly board-certified APRNs in RN roles at UHealth as they transition into advanced practice positions. Through a strong partnership with our recruitment team, more than 20 RNs have successfully moved into APP roles since the program's inception.

Thanks to the OAP's efforts, the APP turnover rate has decreased by more than 30% since 2023, now standing at 9.2%, reflecting a stronger commitment to retention and career advancement.

UHEALTH BUILDS NURSE CONFIDENCE WITH LAUNCH OF COMPREHENSIVE MENTORSHIP PROGRAM

In June 2024, Associate Chief Nursing Officer Douglas Houghton, D.N.P, APRN, launched UHealth's first nurse/APP mentorship program, designed to support professional growth at multiple career stages. The program features dedicated tracks for newly graduated nurses, new APPs, and first-time RN and APP leaders.

Recognizing that many talented new nurses leave the profession within their first year, UHealth introduced the New Professionals program to provide one-on-one mentorship for new nurse graduates and APRNs. This initiative supports their transition into clinical practice, strengthening their leadership skills and overall career development.

"We believe that fostering a culture of mentorship not only enhances individual growth but also strengthens our entire nursing community," Houghton said. "Together, we're creating a supportive environment where every nurse has the opportunity to thrive and build a long-lasting career at UHealth."

To support newly appointed nurse and APP leaders, UHealth also introduced the New RN/APP Leaders Mentorship Program, pairing first-time nurse and APP leaders with experienced mentors who provide guidance and support during their leadership transition.

To further enhance mentorship effectiveness, mentors received specialized training in:

- Maintaining effective communication
- Aligning expectations
- Assessing understanding
- Fostering independence

- Addressing diversity
- Promoting professional development

In its first six months, the mentorship program successfully matched more than 100 mentors and mentees, demonstrating strong engagement from both novice and experienced nurses. Looking ahead, the program aims to expand into academic research and quality improvement opportunities

ADVANCING NURSING EXCELLENCE IN OUTPATIENT CARE SETTINGS

Building on the success of our inpatient charge nurse academy, the PD department launched a two-day ambulatory charge nurse training program to equip new outpatient charge nurses with essential leadership and clinical skills. Covering topics such as infection control, patient experience and emergency response management, this program ensures nurses are well-prepared for any health care situation.

Among the first participants was Ashley Rexse, B.S.N., RN, OCN, who has been promoted twice since joining UHealth three years ago. Now serving as an RN 3 at Sylvester at Plantation, Rexes credits the charge nurse academy for expanding her leadership skills.

"The charge nurse academy was a unique experience that broadened my perspective and enhanced my confidence as a nurse leader," Rexes said. "It gave me the knowledge and tools I needed to enhance my decision-making skills and take my career to the next level."

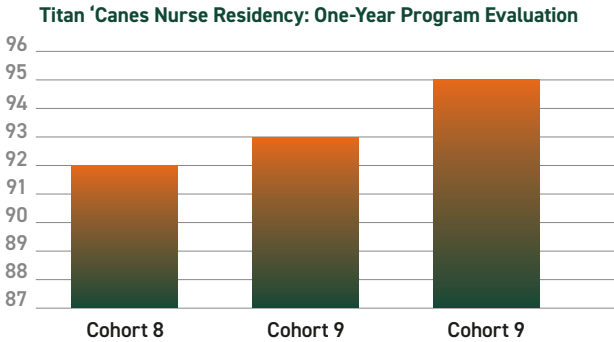
In 2024, more than 90 nurses participated in this professional development program. Next year, the ambulatory charge nurse academy will expand to include more front-line leaders, such as newly hired

nurse managers and supervisors, further strengthening leadership across outpatient care settings.

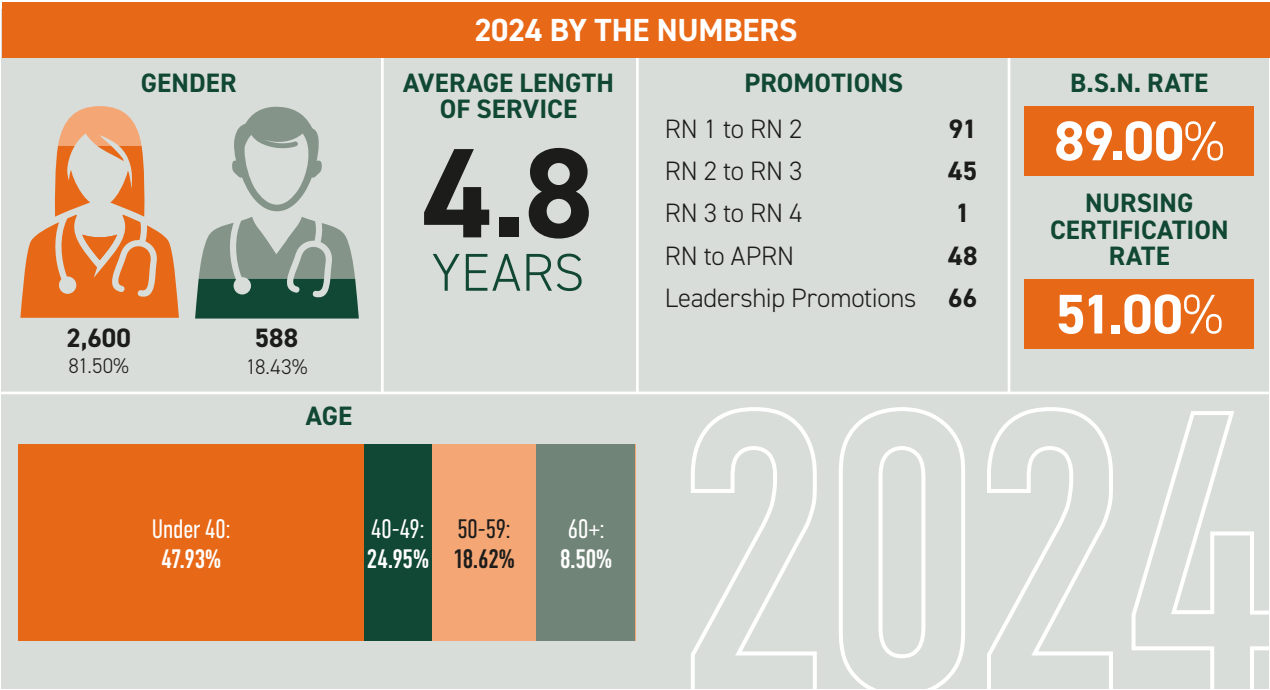
SUPPORTING THE NEXT GENERATION OF NURSES

UHealth remains committed to the professional growth and development of nurses at all levels, ensuring they have the resources and support needed to provide high-quality care and thrive in their careers.

For first-year nurses, the Titan ‘Canes nurse residency program provides a strong foundation through continued education, research opportunities and leadership training. The program has played a key role in helping new nurses adjust to clinical practice, leading to increased job satisfaction and long-term retention.



One of the program’s recent graduates, Jacqueline Santis, B.S.N., RN, completed the residency program in July 2024 and has since transitioned to our 8 South unit. She also serves as an advisory board member for the program, where she shares front-line insights and helps enhance the experience for future participants. Santis credits her success to UHealth’s mission and values, as well as the program’s focus on didactics, policy education and hands-on projects.



From leadership development and mentorship to career advancement and skill-building, UHealth is creating meaningful opportunities for staff at every stage of their professional journey. By investing in our people, we continue to strengthen our commitment to nursing excellence, retention and patient-centered care.

“Being part of UHealth’s Titan ‘Canes has been an invaluable experience, equipping me with the clinical skills and confidence needed to quickly adapt to a unit setting,” Santis said. “I am incredibly grateful for the training and continued support I received during these crucial first months, which not only kept me grounded but also shaped my clinical practice as a new nurse.”

Over the past year, UHealth has made significant strides in elevating the Titan ‘Canes program. As part of these efforts, the program introduced a more robust training process for preceptors, including symposiums and workshops designed to strengthen leadership development — benefiting both participants and their respective units and departments. Additionally, nurse residency opportunities have expanded to include the emergency department and more ambulatory settings. This past year, the program saw a nearly 28% increase in nurse resident hiring, while maintaining a one-year retention rate of over 90%. In addition, our 2024 program evaluation results demonstrated continuous improvement, reinforcing our commitment to enhancing educational outcomes for all participants.

TRANSFORMING CARE THROUGH PATIENT INSIGHT AND PERSPECTIVE

More than 100 nurse leaders gathered for “UHealth Experience: Nurturing Excellence in Nursing,” a full-day educational event focused on the power of genuine human connection in health care and its impact on patient outcomes.

In collaboration with the Office of Patient Experience, attendees engaged in training and educational sessions, gaining strategies to build trust and strengthen relationships with patients, families and colleagues. A key highlight was a panel discussion featuring members of our Patient Advisory Council, who shared their experiences at UHealth, both as patients and family members. This meaningful dialogue reinforced the value of caring communication in delivering exceptional care.

Beatriz Elena Caicedo, M.S.N., RN, AMB-BC, a UHealth nurse leader with 20 years of experience, appreciated the opportunity to hear directly from patients and families.

“The program was incredibly interactive and engaging. The stories shared truly illuminated how patients experience health care,” said Caicedo. “We laughed, we cried and felt an immense sense of purpose and gratitude — reinforcing the power of empathetic communication.”

We will continue collaborating across interdisciplinary teams to develop programming that provides nurses with the valuable insights into the multifaceted nature of patient care.

IDENTIFYING OPPORTUNITIES FOR CONTINUED LEARNING AND GROWTH

Building on the success of our professional development program, we conducted our annual systemwide nursing workforce survey to identify key learning needs and preferences.

A detailed action plan was then developed and executed to:

- Guide professional development initiatives
- Enhance nursing practice and job satisfaction
- Position nurses as health care leaders and change agents

KEY FOCUS AREAS

MEDICAL EMERGENCY TRAINING To address the significant interest in medical emergency management training, current initiatives were enhanced and new programs added to equip nurses with the required knowledge and skills. Educators and practitioners provided guided mock medical and emergency scenarios from identification to intervention and documentation. Participating nursing staff practiced with emergency equipment within their workspaces.

Our PD continued to work closely with the University of Miami Gordon Center for Simulation and Innovation in Medical Education to provide additional staff training in various aspects of emergency management including, Fundamental Critical Care Support First Five Minutes, Advanced Cardiovascular Life Support and Pediatric Advanced Life Support renewal courses.

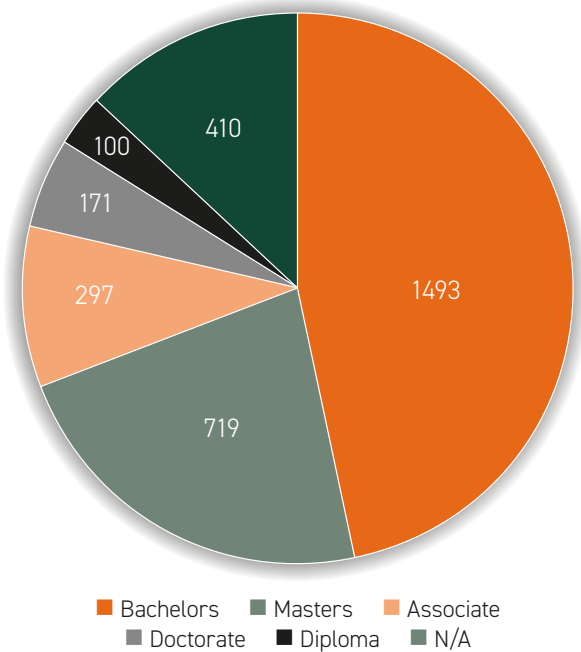
A new initiative, American Heart Association's Resuscitation Quality Improvement (RQI) program, was tested in both inpatient and outpatient settings. This program not only enhances resuscitation skills but also serves as a platform for gathering insights into staff learning needs and preferences. Implementation of the RQI program delivers quarterly cardiopulmonary resuscitation (CPR) training sessions to staff, allowing them to maintain their competency and proficiency in CPR techniques and resuscitation protocols.

PROFESSIONAL DEVELOPMENT To strengthen career growth, we introduced additional trainings for new staff orientations, reviewed course offerings for certification exam preparation and eliminated financial barriers to cover costs associated with obtaining certifications. Our PD department engaged in cross-departmental collaboration to offer a comprehensive range of programs and events tailored to nurses' career advancement and leadership development, including:

- **Leadership Training:** Nurses participated in proprietary leadership programs offered by UHealth's Talent and Organizational Development to develop the necessary skills leaders to be successful at every level.
- **Charge Nurse Academy for Ambulatory Areas:** Charge Nurse Academy for Ambulatory Areas provided 14 CEs. Due to positive feedback from participants, this program will also be offered for new nursing managers and supervisors.
- **Ambulatory Nurse Residency Program:** This program offers valuable training opportunities for nurses transitioning to ambulatory care settings.

- **Grand Rounds:** We began presenting more diverse and specialized topics to promote collaboration and continuous learning.
- **Certifications:** In partnership with the Training and Upgrading Fund, we have conducted specialty certification review courses, including:
 - Ambulatory Care Certification
 - Imaging Nurse
 - Progressive Care Nursing Certification
 - Certified Case Manager
 - Oncology
 - Neuroscience Nurse Certification
 - Urology Nursing

Education Breakdown (ASN, BSN, MSN, DNP) As of 12/31/2024



SELF-CARE Integrating self-care into our nursing practice continues to be essential for promoting well-being and sustaining compassionate care delivery. Dr. Jean Watson's Theory of Human Caring, our nursing theory, emphasizes the importance of humanistic-altruistic values by practicing loving-kindness, compassion and mindfulness. Extensive practices were put in place to address the self-care needs of nurses, including:

- Nursing Grand Rounds
- Monthly self-care activities

- Self-study virtual training modules
- Self-care activities during Nurses Week
- Caritas Council initiatives
- Cancer Support Services for staff caregivers, including, Virtual Chair Yoga, "Getting Fit" Series, Art Therapy, Live Music Performances, Spiritual Support and Relaxation Activities

This work demonstrates the influence of our nursing workforce, as well as our commitment to ongoing professional development and shared governance through concrete actions applied to policy and practice.



EXEMPLARY PROFESSIONAL PRACTICE

REDUCING HOSPITAL-ACQUIRED PRESSURE INJURIES

Following the success of our Wound Scout pilot program to reduce hospital-acquired pressure injuries (HAPIs) in our intensive care units, last September we expanded this transformative technique to all inpatient units across UHealth Tower and Sylvester Comprehensive Cancer Center. As part of this initiative, UHealth nurses use long-wave infrared thermography to provide non-invasive, objective detection of early signs of deep tissue pressure injuries (DTPI).

Key actions included in-person and remote comprehensive training and integration into clinical practices for nurses and on-site vendor support. We also integrated thermal anomaly documentation into our electronic health records to monitor and track individual cases, while ensuring greater accountability in wound assessment and management.

"UHealth is now proud to report a historically low HAPI rate, showcasing the effectiveness of our integrated strategies and the commitment of each of these incredible team members," said Ana Restrepo, M.S.N.-



“UHealth remains committed to the professional growth and development of nurses at all levels, ensuring they have the resources and support needed to provide high-quality care and thrive in their careers.”

Ed, RN, CWON, who oversees our inpatient wound and ostomy care service. "This achievement underscores not only the power of technology in improving patient safety, but also the strength of our multidisciplinary collaboration in setting new standards for patient care and reducing preventable harm."

The successful expansion of this initiative was driven by a collaborative task force comprised of our inpatient wound care team, nursing management, information technology, organizational learning and clinical operations. By December 2024, our HAPI rate had dropped to just 0.01%, marking a 90% reduction since introducing this technology and a significant achievement for our organization. This accomplishment is due to the Wound Scout technology, which has greatly improved early detection and prevention of DTPIs.

TRANSFORMING OUR NURSING PRACTICE THROUGH A CULTURE OF CARING

Over the past decade, UHealth has adopted and promoted Dr. Jean Watson's Theory of Human Caring, emphasizing the importance of humanistic values, empathy and internal personal relationships in the nurse-patient interaction. In 2022, the Caritas Council was formed to further support the integration of this theory and its 10 Caritas Processes® into our nursing practice systemwide.

Watson's Caring Science integrates mindful and compassionate self-care practices as the foundation for caring for others. In 2024, the Caritas Council introduced "caring carts" across many of UHealth's satellite locations, distributing micro-practice bags filled with essential self-care items, such as bath bombs, lotions, essential oils and teas, to promote nurse wellness. The carts have been well-received by our nurses, who have

added their own self-care recommendations, such as books, affirmation cards, hot chocolate and other treats.

The Caritas Council continues to serve as a platform for sharing and celebrating its transformative practices. It also plans to distribute caring carts to more satellite locations while further integrating Watson's Caring Science into our clinical practice over the next few years.



2024 CARITAS COACHES

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

Nurse Specialist, Professional Practice &
Nursing Accreditation Programs
UHealth – University of Miami Health System

Rebecca Budyszewick, M.S.N., RN

Registered Nurse 2, Outpatient Retina Clinic
Bascom Palmer Eye Institute

Marcelo Moyano, D.N.P., APRN, FNP-BC

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

Daniela Barcan, B.S.N., RN

Registered Nurse 2, Ophthalmology Clinic
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 Comprehensive Cancer Center

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

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

Director, Nursing, Facility Nursing Supervision
UHealth – University of Miami Health System

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

Nurse Specialist, Pediatric Hematology
Sylvester Comprehensive Cancer Center

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

Chief Nursing Officer,
UHealth – University of Miami Health System
Associate Dean of Academic Health Centers Integration
Affiliate Faculty, University of Miami School of Nursing
and Health Science

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

Associate Chief Nursing Officer, Ambulatory Clinics,
Infusion Centers and Pediatric Services
UHealth – University of Miami Health System

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

Discharge Specialist, Emergency Department
UHealth Tower

Snezana Radnovic, M.S.N., M.B.M., APRN, FNP- BC, CAPA, PMHNP-BC

Advanced Practice Registered Nurse, Anesthesia
Bascom Palmer Eye Institute

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

Nurse Director, Infusion Services Administration
UHealth – University of Miami Health System

Joy Goodie, B.S.N., RN, MA, LCPC

University of Miami School of Nursing & Health Studies

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

Executive Director, Clinical Operations
UHealth Tower

Tamara Gort, M.S.N., APRN, AGPCNP-C, NE-C, AMB-C, ONN-CG, BA

Nurse Manager, Multi-Specialty Clinic and
Hematology Oncology
Sylvester Comprehensive Cancer Center

Mariella Guzmeli-Cobas, B.S.N., RN, AMB-BC

Director, Nursing, Multispecialty & Oncology Clinics
Sylvester at Lennar

Lee Weirich, M.S.N., RN, CNOR, NEA-BC

Director, Nursing, Perioperative Services
Sylvester at Lennar

Mirella Villasuso, M.S.N., APRN-BC, AMB-BC

Director, Nursing, Medical Specialty Care Center
UHealth Tower

Kimar Estes, M.S.N., APRN, FNP-BC, CEN

Executive Director, Nursing
UHealth – University of Miami Health System

Doreen Ashley, D.N.P., APRN, NE-BC

Executive Director, Nursing, Nursing Support Services
UHealth – University of Miami Health System

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. Congratulations to our nurses who have earned this esteemed degree:

Nicole Gottlieb, D.N.P., APRN, FNP-C, NE-BC

APP Team Manager, UPAC
Sylvester at Lennar

Marcelo Moyano, D.N.P., APRN, FNP-BC

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

Yanelis Garcia Beceiro, D.N.P. APRN, FNP-BC

Advanced Practice Registered Nurse,
Orthopedic Oncology
University of Miami Medical Group

Reuben Cruz, D.N.P., RN, AMB-BC

Sr. Manager, Nursing & Clinical Education for
Ambulatory Services
Bascom Palmer Eye Institute

Cash Bratetic, D.N.P., APRN, AGACNP-BC, FNP-C, CCRN

Advanced Practice Registered Nurse,
Miami Transplant Center
University of Miami Medical Group

Ossiany Mons-Fiallo, D.N.P, APRN

Advanced Practice Registered Nurse, Surgery Oncology
University of Miami Medical Group

ACHIEVING NURSE EXECUTIVE- AND NURSE EXECUTIVE ADVANCED-BOARD-CERTIFICATION

In 2024, several UHealth nurse leaders earned their Nurse Executive (NE-BC) and Nurse Executive Advanced (NEA-BC) Board-Certifications. This distinguished credential highlights their advanced expertise in leadership, demonstrating their commitment to excellence and contributions to UHealth's success. Congratulations to our nurse leaders who have achieved distinguished certification:

Douglas Houghton, D.N.P., APRN, ACNPC, NEA-BC, FAANP

Associate Chief Nursing Officer for
Advanced Practice Providers
UHealth – University of Miami Health System

Evelyne Wempe, D.N.P., MBA, APRN, AOCNP®, NE-BC

Director, Clinical Operations, Advanced Practice
Sylvester Comprehensive Cancer Center

Jasmine Sandoval, D.N.P., MBA, RN, NE-BC

Nurse Manager, Head and Neck Oncology Clinic
Sylvester Comprehensive Cancer Center



Julio Garcia, B.S.N., RN, NE-BC

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

Lee Weirich, M.S.N., RN, CNOR, NEA-BC

Director of Nursing, Department of
Perioperative Services
Sylvester Comprehensive Cancer Center

Nicole Gottlieb, D.N.P., APRN, FNP-C, NE-BC

APP Team Manager, Preoperative Assessment Center
Sylvester at Lennar

Tonisha Stephenson, M.S.N., RN, CNOR, NEA-BC

Nurse Manager, ABLEH Surgery
Bascom Palmer Eye Institute

Tracee Smith, M.H.A., RN, CPHON, BMTCN, NEA-BC

Director, Nursing, Alex's Place, and Non-Oncology
Infusion Suite
Sylvester Comprehensive Cancer Center

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

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

RECOGNIZING NURSING EXCELLENCE

2024 BEACON AWARD FOR EXCELLENCE



Five of UHealth's nursing teams earned Beacon Awards for Excellence from the American Association of Critical-Care Nurses (AACN). The Beacon for Excellence award is a three-year national designation, recognizing nursing units for providing exceptional care and supportive work environments with greater collaboration, higher morale and lower turnover.

UHealth Tower's 8 South cardiothoracic step-down unit, along with the cardiovascular, neuroscience and surgical intensive care units each received a silver-level designation. This recognition marks the first cardiothoracic step-down unit in South Florida, among only 55 units in the state to have received this honor. The medical intensive care unit earned a bronze-level designation.

"It's an incredible honor to earn five Beacon Awards and a testament to the dedication and collaboration of our exceptional nursing teams," said Elizabeth L. Vieito Smith, D.N.P, RN, chief nursing officer for UHealth. "Our nurses take pride in delivering compassionate care for our patients faced with some of life's challenging moments, further strengthening our commitment to excellence."

Established in 2003, the Beacon Award for Excellence offers a roadmap to help guide exceptional care through improved outcomes and greater overall patient satisfaction. The designation recognizes unit caregivers who successfully improve patient outcomes and aligns with the AACN's six Healthy Work Environment Standards. These standards include:

- Skilled communication
- True collaboration
- Effective decision-making
- Appropriate staffing
- Meaningful recognition
- Authentic leadership



WATSON CARING SCIENCE LOTUS RECOGNITION™



Watson Caring Science Lotus Recognition™

Watson's Caring Science incorporates the art and science of caring and includes concepts from the fields of philosophy, ethics, ecology and mind-body-spirit medicine. In medicine, it has proven to improve patient care and reduce staff burnout. Lotus Recognition celebrates real-life examples of the values, philosophy and human caring theory guided by Watson's Caring Science.

UHealth's Caritas Council was awarded the Watson Caring Science Institute's (WCSI) Lotus Recognition™.

2024 DAISY AWARDS

The DAISY Foundation honors nurses who go above and beyond to provide patients and families with excellence in clinical care and compassion. The DAISY Award recognizes nurses, nursing faculty or nursing students and celebrates 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.

Orquidia Ruiz, M.S.N., APRN, FNP-C

Registered Nurse 3, 10 North
UHealth Tower

Ivet Lara, M.S.N., APRN, FNP-BC

Advanced Practice Registered Nurse
UHealth Tower

2024 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.

REGISTERED NURSE

Diana Angarita, M.S.N., RN, AGPCNP-BC, AMB-BC

Registered Nurse 3, Ambulatory Surgery
Bascom Palmer Eye Institute

MENTOR

Jaclyn Salvador, M.S.N., RN, CNOR

Core Desk RN Coordinator, Perioperative Services
Bascom Palmer Eye Institute

PRECEPTOR

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

Registered Nurse 2,
Courtyard Research Comprehensive Treatment Unit
Sylvester Comprehensive Cancer Center

LICENSED PRACTICAL NURSE

Lana Jackson

Licensed Practical Nurse, Multi-Specialty Clinic
Sylvester at Plantation

CERTIFIED NURSING ASSISTANT/ MEDICAL ASSISTANT

Lidia Olivera

Certified Nursing Assistant 2
Bascom Palmer Eye Institute

ADVANCED PRACTICE REGISTERED NURSE

Vladimir Andino Alonso, M.S.N., APRN, FNP-C

Advanced Practice Registered Nurse, Urology
UHealth Tower

2024 UHEALTH TOWER 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.

WINTER 2024

Adelaida Alvarez, B.S.N., RN

Registered Nurse 2, Bed Control and Transfer Center
UHealth Tower

Octavio Jimenez, B.S.N., RN

Nursing Manager, 6 South
UHealth Tower

SUMMER 2024

Cristy Garcia

Manager, Administration Support and
Business Operations
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.

WINTER 2024

Gus Castillo, B.S.N., RN

Nurse Manager, 6 North
UHealth Tower

Maryse Dufresne, B.S.N., RN

Nursing Manager, 9 North
UHealth Tower

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

Executive Director, Clinical Operations
UHealth Tower

SUMMER 2024

Julianne Burgos, B.B.A., RN, CPHQ

Executive Director, Quality Management
Surgical Services
UHealth – University of Miami Health System

Sheila Robbins

Unit Secretary, 9 North
UHealth Tower

2024 COMMITMENT TO MAGNET JOURNEY TRANSFORMATION AWARD

Awardees across UHealth have gone above and beyond to support our journey toward Magnet designation from the American Nurses Credentialing Center.



SUMMER 2024

Ramon Ally, M.B.A., CLSSGB

Manager, Clinical Practice
UHealth – University of Miami Health System

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

Nurse Specialist, Professional Practice &
Nursing Accreditation Programs
UHealth – University of Miami Health System

Eduardo Izquierdo, M.S.N., RN, AMB-BC

Registered Nurse 2, OPD-1 & Spine Clinic
Sylvester

Elayne Jacobs

Nursing Communications Manager
Office of Marketing, Communications and
Physician Relations
UHealth – University of Miami Health System

Anice John, M.S.N.-Ed., RN

Nurse Specialist, Professional Practice &
Nursing Accreditation Programs
UHealth – University of Miami Health System

Brenda Montero

Manager, Business Operations
UHealth – University of Miami Health System

Helen Palacios, B.S.N., RN, AMB-BC

Nurse Specialist, Professional Practice &
Nursing Accreditation Programs
UHealth – University of Miami Health System

Jessica Reyes

Senior Project Coordinator, Professional Practice &
Nursing Accreditation Programs
UHealth – University of Miami Health System

Sandra Vanegas, B.S.N., RN

Nurse Specialist, Professional Practice &
Nursing Accreditation Programs
UHealth – University of Miami Health System

2024 APP RECOGNITION AWARDS

PA OF THE YEAR

Carol Antequera, DMSc, PA-C

Supervisor, Advanced Practice Providers,
Gastroenterology
University of Miami Medical Group

AMBULATORY APP OF THE YEAR

Amy Weeks, M.S.N., PPCNP, CPTMP

Advanced Practice Registered Nurse, Pediatrics
University of Miami Medical Group

INPATIENT APP OF THE YEAR

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

Advanced Practice Registered Nurse,
Ortho Joint Reconstruction
UHealth Tower

APP TRANSFORMATIONAL LEADER OF THE YEAR

Sarah Flory, M.S.N., APRN, FNP-BC, PMHNP-BC

Director, Clinical Operations
UHealth Clinic at Walgreens

APP PRECEPTOR/MENTOR OF THE YEAR

Myrnelle Fleur-Aime, M.S.N., APRN, FNP-BC, PMHNP-BC

Advanced Practice Provider Team Manager
Sylvester at Fort Lauderdale

CRNA OF THE YEAR

Jennifer Lindley, M.S.N.A., APRN, CRNA

Certified Registered Nurse Anesthetist, Ophthalmology
Bascom Palmer at Palm Beach Gardens

SYLVESTER COMPREHENSIVE CANCER CENTER APP OF THE YEAR

Felipe Novoa, M.S.N., APRN, FNP-BC

Advanced Practice Registered Nurse,
Hematology/Oncology
Sylvester Comprehensive Cancer Center

2024 PATIENT EXPERIENCE AWARDS

PATIENT- AND FAMILY-CENTERED CARE AWARD

Cathy Rosenberg, M.S.N., ARPN, ACNP-BC, AACN, CNRN

Instructor, Neurological Surgery
UHealth Tower

OFFICE OF PATIENT EXPERIENCE AWARD

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

Executive Director, Clinical Operations
UHealth Tower

2024 WATSON CARITAS AWARDS

The Watson Caritas award honors UHealth faculty and staff for demonstrating Caring Science Theory Practices across three categories, including a registered nurse, an individual and a team from nursing or non-nursing roles.

TEAM AWARD

UHealth Site Disease Group Navigation Program

NURSE

Brittni Blouin, B.S.N., RN, AMB-BC

Registered Nurse 3, Multi-Specialty Clinics
Sylvester at Plantation

2024 PRESIDENT'S CHOICE AWARD FROM THE HAITIAN AMERICAN NURSES ASSOCIATION OF FLORIDA, INC.

Carmante Extra, D.N.P., MSN-Ed., APRN, FNP-BC, D.Min

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

2024 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.

Andrea Beseke, B.S.N., RN

Registered Nurse 3, Ambulatory Services
Bascom Palmer Eye Institute

Brendon Gobert, B.S.N., RN

Registered Nurse 2, Perioperative Services
Bascom Palmer Eye Institute



Carla Lopez, B.S.N., RN, AMB-BC

Registered Nurse 2, Ambulatory Services
Bascom Palmer Eye Institute

Brenier Garcia, B.S.N., RN, CRNO

Registered Nurse 2, Emergency Services
Bascom Palmer Eye Institute

Tiffany Chan, B.S.N., RN, MEDSURG-BC

Registered Nurse 2, Ambulatory Services
Bascom Palmer Eye Institute

Ranie DeRouen, B.S.N., RN

Registered Nurse 2, Ophthalmology
Bascom Palmer at Naples

Tina Van De Werken, B.S.N., RN

Registered Nurse 2, Ophthalmology
Bascom Palmer at Naples

Patricia Marsh, B.S.N., RN

Registered Nurse 2, Ophthalmology
Bascom Palmer at Palm Beach Gardens

Ilene Rone, A.S.N., RN, RNFA

Registered Nurse, Ophthalmology
Bascom Palmer at Palm Beach Gardens

Broc Barwick, B.S.N., RN, PCCN

Registered Nurse 3, Ophthalmology
Bascom Palmer at Palm Beach Gardens

Nickeya Gordon, B.S.N., RN

Registered Nurse 2, Ambulatory Services
Bascom Palmer Eye Institute

Johanna Mae Quintana, B.S.N., RN

Registered Nurse 2, Ambulatory Services
Bascom Palmer Eye Institute

**Cindy Margarita Valiente, M.S.N., RN,
AGNP-C, AMB-BC**

Director, Nursing, Ambulatory Services
Bascom Palmer Eye Institute

Maria Yamar, B.S.N., RN

Registered Nurse 2, 11 South
UHealth Tower

Tim Dewys, B.S.N., RN

Registered Nurse 2, Perioperative Services
UHealth Tower

Blanca Gonzalez, B.S.N., RN

Registered Nurse 2, 9 South
UHealth Tower

Dagny Amigo, B.S.N., RN

Registered Nurse 2, Comprehensive Treatment Unit
Sylvester at Lennar

Yodary Quitana Baez, B.S.N., RN

Registered Nurse 2, Comprehensive Treatment Unit
Sylvester at Lennar

Alyssa Arguelles, B.S.N., RN

Registered Nurse 2, Multi-Specialty Clinic
Sylvester at Lennar

Melissa Rojas, A.S.N., RN

Registered Nurse 2, Comprehensive Treatment Unit
Sylvester at Lennar



NEW KNOWLEDGE, INNOVATION & IMPROVEMENT

DRIVING CENTRAL LINE SAFETY WITH USE OF STERILE TABLE

After experiencing higher-than-usual central line-associated bloodstream infection rates (CLABSI) in an inpatient medical oncology unit, Anely Campo B.S.N., RN, and Gina Martinez, B.S.N., RN, conducted an innovative study using a sterile table for sanitary procedures at the patient bedside, minimizing the risk of contamination at the central line site and decreasing CLABSI rates.

The intervention required that nurses transport a sterile table to a patient's room when preparing for a sterile procedure. The sterile table was cleaned before and after use with appropriate sanitation wipes, leaving the nurse with an aseptic surface to prepare a sterile field. When not in use, the table was stored in a secured location draped with a plastic cover.

Prior to implementation, there were eight CLABSIs for the three previous quarters. The results of this intervention are significant and show that the CLABSI rate decreased to zero for the fourth quarter of 2024. Moreover, the three quarters following the study fell to only five CLABSIs, which is a nearly 38% decrease.

Campo was invited to present the results of the study at the 49th Annual Oncology Nursing Society Congress in Washington, D.C., marking the first nurse to represent UHealth at such a prestigious and highly regarded event in the field of oncology nursing. Our nursing department has since expanded the use of a sterile table to all inpatient units.

ENGAGING PATIENTS IN OUR PATIENT SAFETY CULTURE

Underscoring our commitment to patient safety, UHealth nurses marked their annual participation in National Patient Safety Awareness Week by educating patients on a variety of health care topics. From fall and wound prevention to medication adherence, nurses encouraged patients to get more involved in their own health care experiences and improve outcomes.

LEVERAGING QUICK RESPONSE (QR) CODES TO ENHANCE PATIENT OUTCOMES

As the field of medicine becomes increasingly specialized, patients may feel overwhelmed when managing their health care. This challenge is even greater for those undergoing cancer treatment, given the side effects of chemotherapy and radiation. In fact, up to 75% of cancer patients report experiencing some form of cognitive impairment after treatment, according to the *Journal of Clinical Oncology*.

UHealth oncology nurses play an integral role in supporting patients as they manage their treatment journeys. Jasmine Sandoval, D.N.P., MBA, RN, NE-BC, a nursing manager for Sylvester's Head and Neck Oncology Clinic, has worked as an RN for nearly 15 years, with the last two as an oncology nurse.

After noticing an increase in post-surgical care questions to the nurse triage line, Sandoval initiated a study for a pilot program at her clinic using QR codes to engage and educate patients on basic post-surgical care information. The QR codes are displayed in the clinic waiting areas, linking to crossword puzzles, word searches and other games specifically designed to enhance patients' health care education.

"Cancer patients often feel overwhelmed by the amount of information and tasks required to maintain their health, making it difficult for them to recall or retain key details," Sandoval said. "I wanted to create a fun way to empower them, helping them take control of their health while undergoing treatment."

Her project quickly gained international interest, earning her a grant to present her findings at Sigma Theta Tau International Honor Society of Nursing's (SIGMA) 35th International Research Congress in Singapore. She also presented her research during our nursing Grand Rounds to further disseminate her findings across UHealth. Since health care continues to evolve in the digital era, Sandoval's contributions address the importance of increased patient engagement for better health outcomes.

2024 PUBLICATIONS, PRESENTATIONS AND POSTERS

Lee M, **Leavitt A, D.N.P., APRN-BC**, Ramey A, Jones J, Milan J, Pagan L, Jani C, Lopes G, Balise R, & Kobetz E (2024, March). Geospatial Analytics of Supply-Demand Gaps to Increase Utilization of Lung Cancer Screening. Presented at the 2024 American Society of Preventative Oncology General Poster Session; Chicago, IL.

Lee M, **Leavitt A, D.N.P., APRN-BC**, Ramey A, Jones J, Milan J, Pagan L, Jani C, Lopes G, Balise R, & Kobetz E (2024, April). A Data-Driven Approach to Increase Lung Cancer Screening Rate in the Catchment Area of an NCI-Designated Cancer Center via Community Outreach and Engagement. Presented at the 2024 NCCN Annual Conference General Poster Session; Orlando, FL.

Jessica MacIntyre, D.N.P., M.B.A., APRN, AOCNP, Kristine Morales, Sarah Sabin, Ernesto Justo. ANCC Transition to Practice Symposium Benefits of a Structured Preceptorship Program and the Value of the Preceptor Ambassador. Oncology Nursing Symposium, April 2024.

Maya Bloomberg, M.S.N., APRN. THSNA in Chicago – Rethinking Hemophilia Management and Monitoring Novel Treatment; April 5, 2024.

Maya Bloomberg, M.S.N., APRN. WFH in Madrid – Care for the Rare: Congenital and Acquired Rare Bleeding Disorders; April 21, 2024.

Anely Campo, B.S.N., RN, Gina Martinez, B.S.N., RN, Julio Garcia, B.S.N., RN, PMQ, Vanessa Trujillo, R.N., WTA-C, Maritza Alencar, D.N.P., MBA, APRN-BC, BMTCN, Elizabeth L. Vieito-Smith, D.N.P., RN. Decreasing Central Line-Associated Bloodstream Infection (CLABSI) and Standardized Infection Ratio (SIR) in an Inpatient Medical Oncology Unit by Use of a Sterile Table. 49th Annual Oncology Nursing Society Congress, Washington, D.C.; April 25, 2024.

Garcia, J., Campo, A., Martinez, G., Salmon, D., Smith, E., Mattis, J. Role Innovation Staffing Model: Utilizing Admission, Discharge, and Transfer (ADT) Nurses in Oncology Units. 49th Annual Oncology Nursing Society Congress, Washington, D.C.; April 25, 2024.

Martinez, G., Garcia, J., Campo, A., Lykon, J., Smith, E., Abreu, J. Enhancing Administration Efficiency of Chemotherapy and Biotherapy with Certified Oncology Registered Nurses in Non-Oncology Units. 49th Annual Oncology Nursing Society Congress, Washington, D.C.; April 25, 2024.

Oriana Damas, Cristiana Assumpcao, Mengarelli, Luis Garces, Julia McAleavy, Isabela Hernandez, Maria Alejandra Quintero, **Mailenys Ortega, APRN, FNP-BC,** Cristal Batista, Betty de la Torre, David Kerman, Maria Abreu, Amar Deshpande, Siobhan Proksell. Intervals of a Plant-Based, Low-Calorie Diet Improve Clinical Symptoms Compared with Usual Diet in Patients Initiating Advanced Therapies for Moderate-to-Severe Ulcerative Colitis. Digestive Disease Week (DDW); May 18-21, 2024; Washington, D.C.



Bin He C, Pha D, Kronenfeld R, Lewis A, Harrington T, Lee L, Chavez H, Rogers B, Brauer E, **Bloomberg M, M.S.N., APRN**, Alvarez O. Listening to Patients and Providers' Voice to Improve Vaso-occlusive Pain Management for Adults with Sickle Cell Disease in the Emergency Department. Presented at Quality Improvement and Patient Safety; May 21, 2024.

Jessica MacIntyre, D.N.P., MBA, APRN, AOCNP, FAANP & Evelyn P Wempe, D.N.P., MBA, APRN, ACNP-BC, AOCNP, NEA-BC, CRN. Benefits of a Structured Preceptorship Program and the Value of the Preceptor Ambassador. ANCC Accreditation Transition to Practice Symposium, New Orleans, LA; May 2024.

Douglas Houghton, D.N.P, APRN, ACNPC, NEA-BC, FAANP, Advanced Practice Provider Leadership in Critical Care: Best Practices. American Association of Critical Care Nurses National Conference; May 2024.

Douglas Houghton, D.N.P, APRN, ACNPC, NEA-BC, FAANP, Tracheostomy: Evidence, Techniques and Best Practices in Acute Care. American Association of Critical Care Nurses National Conference; May 2024.

Douglas Houghton, D.N.P, APRN, ACNPC, NEA-BC, FAANP, Antibiotics and Infection in Acute Care: Update 2024. American Association of Critical Care Nurses National Conference; May 2024.

Douglas Houghton, D.N.P, APRN, ACNPC, NEA-BC, FAANP, Ethics Rounds: From the ICU to Primary Care, American Association of Nurse Practitioners National Conference; June 2024.

Douglas Houghton, D.N.P, APRN, ACNPC, NEA-BC, FAANP, Antibiotics and Infection in Acute Care: Update 2024, American Association of Nurse Practitioners National Conference; June 2024.

Douglas Houghton, D.N.P, APRN, ACNPC, NEA-BC, FAANP, Workplace Violence: Effective Prevention for Leaders, American Association of Nurse Practitioners National Conference; June 2024.

Aimee Green, D.N.P., APRN, FNP-BC, ABAHP, COHC, et al. Best Practices in Firefighter Screening [Oral Presentation]. Presented at the American Association of Occupational Health Nurses Virtual National Conference; June 2024.

Aimee Green, D.N.P., APRN, FNP-BC, ABAHP, COHC, et al. The Occupational Health Nurse as Educator: Development of an Education Curriculum and Mobile Application for Firefighters [Poster Presentation]. Presented at the American Association of Occupational Health Nurses Virtual National Conference; June 2024.

Tanya Pintado, B.S.N., RN, CWON, and **Monica S. Perez, B.S.N., RN.** An Innovative Approach in Wound Care. UTalk Nursing Forum; July 2024.

Alexandra M Hernandez, M.S.N., APRN, FNP-C, AOCNP. Cancer Genetic Risk Factors: What's New and What You Need to Know. 19th Annual New Orleans Summer Cancer Meeting. New Orleans, LA; July 2024.

Lilia A Fernandez Gongora, M.S.N., APRN, AMB-BC, AGPCNP-BC. Benign Lesions (DF, SK, SH, Angiomas). Presented at the University of Miami 1st Annual Dermoscopy Fundamentals: Building a Strong Foundation for Resident Physicians; August 9, 2024.

Karen Scanlon Henry, D.N.P., APRN, AOCNP, FNP-BC. Biomarkers and Lung Cancer. Presented at APP Oncology Symposium; August 2024.

Alexandra M Hernandez, M.S.N., APRN, FNP-C, AOCNP. The Role of APP in Cancer Genetics: Case Studies & Application to APP Practice. 2024 Sylvester APP Oncology Symposium, Miami, Florida; August 2024.

Nicole Gay, M.S.N., APRN, FNP-C. Advancing Awareness and Education in Lung Cancer Screening. 2024 Sylvester APP Oncology Symposium, Miami, FL; August 2024.

Arais Cavada, M.S.N., APRN, FNP-BC & Evelyn P Wempe, D.N.P., MBA, APRN, ACNP-BC, AOCNP, NEA-BC, CRN. Interventional Oncology & Liver-Directed Therapies. ONS Bridge 2024, Virtual Conference; September 2024.

Douglas Houghton, D.N.P, APRN, ACNPC, NEA-BC, FAANP, et al. Implementing a Bedside Percutaneous Tracheostomy and Ultrasound Gastrostomy Team Reduces Length of Stay and Hospital Costs Across Multiple Critical Care Units in a 1500 Bed Tertiary Care Center. *Journal of Intensive Care Medicine*; October 2024.

Sindy Gutierrez, M.S.N., APRN, FNP-BC. How a Simple Conversation Led Me to Create Meaningful Change in Cancer Clinical Practice | ONS Voice; October 3, 2024.

Sindy Gutierrez, APRN, FNP-BC. How a Simple Conversation Led Me to Create Meaningful Change in Cancer Clinical Practice | ONS Voice; October 3, 2024.

Karen Scanlon Henry, D.N.P., APRN, AOCNP, FNP-BC. Nursing Insights into Lung Cancer Updates from ESMO. Presented at European Society of Clinical Oncology (ESMO) East; October 2024.

Karen Scanlon Henry, D.N.P., APRN, AOCNP, FNP-BC. Triage Nurse Series: Updates in Lung Cancer Biomarkers and Their Significance for the Triage Nurse; October 2024.

Jasmine Sandoval, D.N.P., M.B.A., RN, NE-BC, and Laura Bellini Santangelo. Healing Bridges: Nursing Collaboration on the Cancer Care Continuum. Nursing Consortium of Florida Conference; November 14, 2024.

Angie Dela Cruz, M.S.N., RN, PCCN, CPHQ; Vanessa Vega, M.B.A., LSSGB; Mercy Rodriguez, B.S.Ed. Improving Avoidable Hospital Visits After Chemotherapy. Nursing Consortium of Florida; November 14, 2024.

Evelyn P Wempe, D.N.P., M.B.A., APRN, ACNP-BC, AOCNP, NEA-BC, CRN. Role of the Advanced Practice Nurse in Interventional Oncology. Sociedad Latinoamerica Enfermería Oncología (Society of Latin American Oncology Nursing), Lima, Peru; November 2024.

CARITAS COACHES CAPSTONE PROJECT 2024

Mariella Guzmeli-Cobas, B.S.N., RN, AMB-BC, Tamara Gort, M.S.N., APRN, AGCNP-BC, NE-BC, AMB-BC-ONN-CG. Incorporating Micro Practices in the Ambulatory Practice Setting.

Karleen Bien-Aime, M.S.N., RN, OCN. Improving Self-Care Among Nurse Leaders Through the Integration of Watson's Caring Theory and Caritas Processes.

Joy Goodie, B.S.N., RN, MA, LCPC, CCM. Mission Caritas: Evidence-Based Training and Mentoring Protocol for Nurse Residents.

Stephanie Moss, D.N.P., ARNP, ANP-BC. Embracing Loving Kindness by Promoting Compassionate Awareness to Self-Care – A Leadership Pause.

Doreen Ashley, D.N.P., APRN, NE-BC. Promoting a Supportive and Caring Environment Amongst Healthcare Leaders.

Kimar Estes-Orange, M.S.N., APRN, FNP-BC, CEN. Me Time TeaTime.

Mirella Villasuso, M.S.N., APRN, ANP-BC, AMB-BC. Coloring Your Way to Caring: Intentional Micro-Practice for Nurses in an Outpatient Clinic.

Lee Weirich, M.S.N., RN, CNOR, NEA-BC. Introducing the 10 Caritas Processes® to Ambulatory Perioperative Nurses: A Pathway to Reducing Stress, Burnout and Enhancing Nursing Care.

FOURTH ANNUAL VIRTUAL POSTER FAIR AT UHEALTH OCTOBER 21 TO NOVEMBER 11, 2024

Jasmine Sandoval, D.N.P., MBA, RN, NE-BC. Engage 2 Educate: Leveraging QR Code Technology to Enhance Patient Knowledge and Outcomes.

Jacqueline Martyniuk, B.S.N., RN. Reducing the Risk of Cancer by Diet Modification.

Daniela Barcan, B.S.N., RN. Caritas Caring Process No. 1 Loving-Kindness and Care for Self and Others.

Carina Victoria, B.S.N., RN, AMB-BC. Benefits of Telemedicine in Oncology Patients.

Monica Perez, B.S.N., RN and Tanya Pintado, B.S.N., RN, CWON. An Innovative Approach in Wound Care.

Taylor Stephan, M.S.N., APRN, FNP-BC. Onboarding of Nursing Students and Clinical Faculty at UHealth Tower.

Karleen Bien-Aime, M.S.N., RN, OCN. Improving Self-care Among Nurse Leaders Through the Integration of Watson's Caring Theory and Caritas Processes.

Jasmine Sandoval, D.N.P., MBA, RN, NE-BC, and Laura Bellini Santangelo. Healing Bridges: Nursing Collaboration on the Cancer Care Continuum.

Shannon Haas, M.S.N., RN, Tiarra Harris, M.A., and Jasmine Sandoval, D.N.P., MBA, RN, NE-BC. Healing Bridges: Nursing Collaboration on the Cancer Care Continuum.

Nicole Ferry, B.S.N., RN. Retinal Detachment: Signs and Symptoms.

Mona El-Shazly, M.S.N., RN. Incorporating Wellness Rooms Within Healthcare Organizations for Nurses.



Yamile Daroytthy, B.S.N., RN. Infection Prevention.

Belkis Dominguez, B.S.N., RN, CRNO.
Pneumatic Retinopexy.

Gillian Milian, B.S.N., RN. SBAR Communication Tool.

Vanessa Trujillo, B.S.N., RN, WTA-C. Synergizing Safety, Savings, and Pioneering Care: Revolutionizing Patient-Centric Approaches to Newly Food and Drug Administration (FDA)-Approved Chemotherapy, Immunotherapy, and Biotherapy (CIB) at an Academic Medical Center's Inpatient Oncology Floor.

Maria Ruffner, B.S.N., RN, CAPA. Analyzing Nursing Factors Influencing Total Recovery Room Time.

Joy Goodie, B.S.N., RN, MA, LCPC. Mission Caritas: Evidence-Based Training & Mentoring Protocol for Nurse Residents.

Narino Caballero, B.S.N., RN, Rebecca Romage B.S.N., RN, Valeria Bombonato, B.S.N., Yasmine Akhtar, B.S.N., RN. Titan 'Canes Nurse Residency Program Cohorts 8 Group 1. Among ICU RNs, How Does Implementing an In-Service Education on Documenting Patient Belongings.

Jessica Teixeira, B.S.N., RN, Pakngern Herrera, B.S.N., RN, Lisbet Garcia, B.S.N., RN, Morelia Adrianzen, B.S.N., RN. Titan 'Canes Nurse Residency Program Cohorts 8 Group 2. CLABSI Preventative Measures.

Shawn Bradstreet, B.S.N., RN, Erika Cabrera, B.S.N., RN, Brooke Kaplan, B.S.N., RN, Victoria Ruse, B.S.N., RN. Titan 'Canes Nurse Residency Program Cohorts 8 Group 3. Quality Improvement: Improving Patient Outcomes and Nurse Efficiency.

Alexandra Alvarez, B.S.N., RN, Cindy Alvarez, B.S.N., RN, Camila Chagallo, B.S.N., RN, Jeniffer Martinez, B.S.N., RN. Titan 'Canes Nurse Residency Program Cohorts 8 Group 4. Improving Nursing Float Experience: Enhancing Patient Care and Hospital Efficiency.

Tatiana Rondon, B.S.N., RN, Jennifer Rodriguez, B.S.N., RN, Magnelis Gonzalez, B.S.N., RN, Maria Bustillo, B.S.N., RN. Titan 'Canes Nurse Residency Program Cohorts 9 Group 1. Enhancing the Confidence of Assistive Personnel in Emergency Situations.

Jesse Jimenez, B.S.N., RN, Mirelys Mirabal, B.S.N., RN, Jennifer Paladino, B.S.N., RN, Michelle Gonzalez, B.S.N., RN. Titan 'Canes Nurse Residency Program Cohorts 9 Group 2. The Impact of a Targeted Educational Program on Enhancing TSAM.

Nancy Moreno, B.S.N., RN, Ishavetta Orphe, B.S.N., RN, Lourdes Serrano, B.S.N., RN. Titan 'Canes Nurse Residency Program Cohorts 9 Group 4. The Impact of Shift Duration on Nurse Burnout & Quality of Care.

Luzedy Ocasio, B.S.N., RN, and Maria Almanzar, CCRP. Clinical Translational Research Site (CTRS).

Maria Zalazar, B.S.N., RN, AMB-BC. IUD Process Improvement.

Santeena Badalamenti, M.S.N., RN. Impact of Professional Development in Clinical Practice.

Maylin Diaz, B.S.N., RN, CRNO. Use of Avastin in Ophthalmology.

Joy Goodie, B.S.N., RN, MA, LCPC. Mission Caritas: Introducing Nurse Residents to Watson's Theory of Caring.

Rebecca Budyszewick, B.S.N., RN. The Cost of Caring; Compassion Fatigue.

Nury Cabrera, B.S.N., RN, CRNO. Transpupillary Thermotherapy (TTT) Laser.

VIRTUAL JOURNAL CLUB

Digna Vargas, B.S.N., RN, OCN. January 11, 2024.
Lee, B., Leng, J., & Kerbel, R. (2023). Using a clinical triggers system to improve early recognition of clinical changes. *Clinical Nurse Specialist: The Journal for Advanced Nursing Practice*, 37(5), 228-236.

Jeffrey Hernandez, D.N.P., APRN, AGNP-C, MSCN.
March 14, 2024.

Hauser, S. L., Bar-Or, A., Cohen, J. A., Comi, G., Correale, J., Coyle, P. K., ... & Kappos, L. (2020). Ofatumumab versus teriflunomide in multiple sclerosis. *New England Journal of Medicine*, 383(6), 546-557.

Toni Leavitt, D.N.P., APRN-BC, FNP-BC, AOCNP.
Leavitt, A. P., Albritton, K. H., Cazzell, M., & Stevenson, E. (2023). Expansion of the Fertility Preservation Program to all Newly Diagnosed Prepubertal Oncology Patients at a Pediatric Hospital. *Journal of Clinical Oncology*, March 2024 41, 1-8.

Lisa Coton, B.S.N., RN, CNOR, AMB-BC.
September 12, 2024.

Fischer, J. P., & Nichols, C. (2019). Leadership Practices and Patient Outcomes in Magnet vs. non-Magnet Hospitals. *Nursing management*, 50(5), 26-31.

Ashley Rexses, B.S.N., RN, OCN. November 21, 2024.
Brennan, D., & Wendt, L. (2021). Increasing quality and patient outcomes with staff engagement and shared governance. *Online Journal of Issues in Nursing*, 26(1), 1-10.

UNIVERSITY OF MIAMI SCHOOL OF NURSING & HEALTH STUDIES DNP PRESENTATIONS

Faria Duja. Educating Caregivers About Anaphylaxis (UHealth Tower) Pediatrics.

Alex Manzano. Novice Nurse Mentorship Program (UHealth Tower).

Jessica Morales. Novice Nurse Mentorship Program (UHealth Tower).

Joy Goodie, B.S.N., RN, MA, LCPC, CCM. Implementation of a Caring Science Training and Mentoring Protocol (UHealth).

Christina Salazar. Tracheostomy Injury Prevention Program (UHealth Tower).

Paul Raymond-Gonzales. Heat Awareness – Building Community Heat Resilience in Hot Ambient (UHealth Tower).

Paul Raymond-Gonzales. Temperatures for Outdoor Worker (UHealth Tower).

Alia Lescaille. Empowering Outdoor Workers with a Heat Stroke Infographic Algorithm for Timely Identification and Care (UHealth Tower).

Georgiy Lyzhin. Enhancing Utilization of Quantitative Neuromuscular Blockade Monitoring in the Perioperative Setting (UHealth Tower).

Kirsten Toft-Nielsen. Silence is Orange and Green: Recommendations for a “Silent” Paging System to Reduce Excess Hospital Noise from Overhead Paging (UHealth Tower).

Kersaint Edmee. Asthma Management for Haitian Children: Customized Asthma Action Plan for Caregivers and Providers (UHealth Tower) Pediatrics.

Amber Thomassen. Survivorship Care Planning for Phase 1 Clinical Trial Participants.

Taylor J. Stephan, M.S.N., APRN, FNP-BC. A Quality Improvement Initiative to Reduce No-Show Rates for GI Motility Procedures through Pre-Procedure Reminder Calls.

Tracee C. Smith, M.H.A., B.S.N., RN, NEA-BC, CPHON, BMTCN. Closing the Influenza Immunization Gap for Children with Sickle Cell Disease Receiving Specialty Care at Sylvester Comprehensive Cancer Center.



EMPIRICAL OUTCOMES

OPTIMIZING NURSING WORKFLOWS AND DOCUMENTATION FOR ENHANCED PATIENT SAFETY AND EFFICIENCY

UHealth nurses continue cultivating a patient safety culture through patient advocacy, protocols and standards compliance, ongoing education and training, and evidence-based practice research.

In August 2024, we initiated the first phase of streamlining nurse workflows to enhance the quality and accuracy of recorded wound care assessments in our electronic health records. These new elements were incorporated into our daily patient care activities and observations, including micro-positioning aspects such as weight-shifting, passive range of motion and head rotation. The assessment updates also included identifying the names of specialty mattresses used, and specific reporting areas for wound care team members to evaluate and complete, if deemed medically necessary for the patient. The initiative has resulted in more comprehensive patient documentation and received positive feedback from nursing staff. Looking ahead, our nursing quality team plans to collect, monitor and establish additional metrics for wound consults, including the types and frequency of consultations, to further enhance and streamline nursing workflows.

Subsequently, we reviewed and optimized our nursing documentation to harmonize our patient refusal of treatment workflow with our policy. In collaboration with our nursing informatics, administration and educators, this updated documentation allows for our nurses to effectively record the patient's refusal of treatment, including the patient's specific concerns that contribute to

the refusal. This improvement in documentation resulted in a more compliant and comprehensive documentation of the patients' needs and facilitates the nursing documentation workflow.

These initiatives reinforce our commitment to providing the highest standards of care and services, ultimately leading to improved patient outcomes.



RN SATISFACTION

Most recent RN satisfaction survey:

- 81% response rate
- 80% of units outperformed benchmarks for Magnet

Top Magnet RN Satisfaction categories:

- Fundamentals of Quality Nursing Care
- RN-to-RN Teamwork and Collaboration
- Interprofessional Relationships



MAGNET NURSING-SENSITIVE INDICATORS

Q4 2022 – Q3 2024

INPATIENT CARE

Patient Falls with Injury¹

- 95% of units outperformed benchmarks for Magnet

Hospital-Acquired Pressure Injuries (HAPI) Related to Medical Device²

- 95% of units outperformed benchmark for Magnet

C. Diff³

- 95% of units outperformed benchmark for Magnet

OUTPATIENT CARE

Surgical Errors Rate⁴

- 98% of units outperformed benchmark for Magnet

Patient Burn Rate⁵

- 98% of units outperformed benchmark for Magnet

PATIENT EXPERIENCE

Q4 2022 – Q3 2024

INPATIENT CARE

- **Courtesy and Respect:** 82% of units outperformed benchmark for Magnet
- **Patient Engagement:** 91% of units outperformed benchmark for Magnet
- **Likelihood to Recommend Hospital:** 91 percentile rank (As of December 2024)

OUTPATIENT CARE

- **Patient Education:** 88% of units outperformed benchmark for Magnet
- **Pain Management:** 88% of units outperformed benchmark for Magnet

¹ Injury Falls per 1,000 Patient Days

² Percent of Patients with Medical Device-Related HAPIs

³ New Healthcare Onset C. Diff per 1,000 Patient Days

⁴ Surgical Errors per 1,000 Patient Visits/Cases

⁵ Patient Burns per 1,000 Patient Visits/Cases

COMMUNITY ENGAGEMENT

CONNECTING WITH OUR LOCAL COMMUNITIES

The spirit of compassion and teamwork that UHealth nurses bring daily extends beyond the hospital and clinic settings. Through dedicated community partnerships and services, UHealth nurses are making a difference by giving back to the communities we serve. From raising funds for the Dolphins Cancer Challenge in support of innovative cancer research to conducting free health screenings, the combined contributions of our nurses have a significant impact on neighborhoods across South Florida.

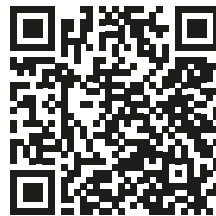
Here is a snapshot of our nurses in action from throughout the year.



“Our unwavering commitment to our patients extends beyond the walls of our health system, inspiring us to build stronger, more compassionate communities for today and future generations.”







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