



Stormont Vail
Health

best place to

WORK

2024 NURSING REPORT



2024 nursing REPORT

A LETTER FROM CHIEF NURSING OFFICER AMY KINCADE

Dear Team,

As I reflect on my first year as Chief Nursing Officer at Stormont Vail Health, I am grateful for our journey together. Alongside Assistant Chief Nursing Officer Salena Gillam, we have focused on enhancing nurse leadership, advocating for our care teams, and strengthening our reputation as the best place to train, work, and grow.

NURSING EXCELLENCE & ACHIEVEMENTS

Our preparations for Stormont Vail's fifth Magnet designation emphasize our commitment to excellence. Notable achievements include reductions in pressure injuries and catheter-associated UTIs, showcasing our dedication to high-quality care. We have fostered mentorship programs and enhanced safety measures, and I am encouraged by our nursing engagement survey results.

COMMUNITY RESPONSE & HEALTH DISPARITIES

We address community health disparities through our maternal-infant health initiative, TeamBirth, Care Transformation, and Endocrine Clinic Prescriptive Food Pantry. Additionally, we tackle pressing issues such as community violence, health literacy, access to care, and maternal morbidity.

INVESTING IN THE FUTURE OF NURSING

Investing in the future of the nursing workforce is essential. We partner with nursing schools and programs like our Nurse Residency Program, which helps attract and retain new nurses. I am proud of our recent graduates, with 77 residents in the fall and 29 in the spring participating in activities like the Case Study, Infection Prevention Scavenger Hunt, and Password to Wellness.

LOOKING AHEAD

Looking ahead to 2025, I am excited to build on our successes and continue to innovate and lead in nursing excellence.



With gratitude and admiration,
Amy Kincade, MBA, BSN, RN

Amy Kincade



about our NURSES

SYSTEM-WIDE

84.5% Nurses are BSN Prepared	227	Advanced Practice Providers (APRNs)
43.5% Nurses are Specialty Certified	1,830	Registered Nurses (RNs)
106 New Graduate Residents	283	Licensed Practical Nurses (LPNs)
66 Active Formal Mentors	63	Surgical Technologist (Surgery Techs)
	276	Medical Assistants (MAs)
	11	Operating Room (OR) Assistants
	366	Patient Care Technicians (PCTs)



transformational LEADERSHIP

At Stormont Vail, transformational leadership drives our mission to enhance community health. Our Magnet Nursing designation empowers team members to create meaningful change through strong nursing engagement, leadership development, and community involvement. As we expand regionally, we welcome Erin Plummer, our new Regional Director of Nursing, reinforcing our commitment to excellence.

Our recent nursing engagement survey achieved an 85% response rate, indicating improved resource adequacy, staffing, nurse autonomy, and professional development. We have started focus groups and a strategic improvement plan for

Organizational Development and Professional Governance to build on this progress.

Leadership development is crucial to our success. Programs like the Nurse Leader Residency and the Emerging Leaders Program prepare future leaders. This year, seven graduates from our Nurse Leader Residency will take the Certified Nurse Leader certification exam.

Through these initiatives, we remain dedicated to fostering an empowering environment for our nurses, benefiting the whole community.

structural EMPOWERMENT: BUILDING & ADVANCING THE NURSING WORKFORCE

Structural empowerment is essential for developing an exceptional nursing workforce at Stormont Vail. Our commitment to skilled nursing is reflected in our clinical education, transition programs, and mentorship, equipping nurses with the tools for outstanding patient care.

NURSE RESIDENCY & STUDENT PROGRAMS

In 2024, we celebrated the graduation of 106 residents from our Nurse Residency Program—77 in the fall and 29 in the spring. This milestone reflects the success of our onboarding and development strategy, which prepares nursing professionals for their careers. Our innovative programs, including Student Nurse Tech 1, Student Nurse Tech 2, and the Student Nurse Internship, offer valuable hands-on experiences essential for clinical practice.

HIGHER EDUCATION & COMMUNITY PARTNERSHIPS

We are committed to strengthening partnerships with local higher education institutions, such as Baker University, Washburn University, and community high schools. These collaborations provide valuable clinical placements for nursing students and improve our recruitment efforts.

This year, our partnership with the Topeka Center for Advanced Learning and Careers (TCALC) led to Stormont Vail hiring 15 students as patient care technicians and safety monitors. By attracting diverse candidates, we enhance our workforce and ensure it reflects the community we serve, which is essential for the future of healthcare in Kansas.

EXCELLENCE IN MENTORSHIP & CLINICAL EDUCATION

Our clinical education team launched an innovative 4,100-square-foot Simulation Lab featuring four patient rooms and high-fidelity manikin. This facility offers nurses essential real-world training in a supportive environment and has received strong support from our Operating Committee, the Stormont Vail Foundation, Topeka Public Schools, TCALC, and Baker School of Nursing.

Mentorship is vital to our professional development strategy, with 66 active mentors supporting the Nurse Residency and Emerging Leaders programs. This collaboration promotes growth among nursing staff and upholds high standards of patient care.

INVESTING IN THE FUTURE OF NURSING

State-of-the-Art Simulation Lab

- 4,100-square-feet
- 4 patient rooms
- 1 immersive training room
- 5 cutting-edge high-fidelity manikins

Professional Development

- Total Nursing School Scholarship Funds Awarded This Year: \$63,000

- Continuing Nurse Education Offerings: 154
- Total CNE Contact Hours Completed This Year: 823.4

Community Impact

- TCALC Graduates Hired into Patient Care Roles: 15
- Total Nursing Student Clinical Placements: 861
- Total Nursing School Affiliations: 21

PROFESSIONAL GOVERNANCE

This report reflects our commitment to clinical excellence, professional growth, and fostering a positive workplace culture. We look forward to building upon these achievements in the coming year.

COMMUNICATION COUNCIL

Mission Statement

Empowering nurses and staff to develop communication strategies that resonate with Stormont Vail's vision.

2024 Leadership

- Allison Reid, RN, Quality Improvement Manager
- Alison Wilson, Administrative Director

2024 Achievements

- Implemented interdisciplinary approaches to the "Nursing Now" initiative.
- Standardized welcome letter templates for newly hired staff across departments.

PRACTICE COUNCIL

Mission Statement

To serve as a vital resource for integrating evidence-based practices into nursing policy, ensuring safe and high-quality patient care.

2024 Leadership

- Chair: Jodi Andruss, RN, Quality Program Manager
- Elect: Esperanza Garza, RN, Baker School of Nursing Masters Level Instructor
- Director Sponsor: Angie Mendez, RN, Director, Medical Surgical

2024 Achievements

- Continued review of nursing policies, advocating for medication tubing labeling and aligning Central Venous Access Device (CVAD) assistance with best practices.
- Created a comprehensive, frequently-referenced document on policies and procedures, improving accessibility for bedside nurses.

RESEARCH COUNCIL

Mission Statement

Fostering the generation of new knowledge and innovative health improvements through a collaborative multidisciplinary team.

2024 Leadership

- Chair: Thaina Dos Santos Jensen, RN, PACU RN
- Director Sponsor: Carmen Burns, RN, Director, Clinical Research

2024 Achievements

- Delivered organizational education focused on quality improvement initiatives, promoting continuous professional development within our nursing teams.

PROFESSIONAL DEVELOPMENT COUNCIL

Mission Statement

To support a patient-centered approach while fostering opportunities for professional growth, development, and leadership among nurses at Stormont Vail.

2024 Leadership

- Chair: Elizabeth Pinkston, RN, 4 North Birthplace Charge Nurse
- Co-Chair: Tina Searcy, Express Care, Ambulatory LPN
- Elect: JenJo Johnson, RN, Acute Care, PACU RN
- Director Sponsor: Paula Sanders, RN, Director, Magnet and Clinical Excellence

2024 Achievements

- Enhanced the Stormont Vail preceptor program for nurses and technicians, improving training experiences.
- Increased the percentage of certified nurses at Stormont Vail, reflecting a commitment to professional excellence.
- Collaborated with the Nurse Residency program to ensure a supportive transition for new nurses.
- Successfully hosted the 2024 Nursing Symposium, showcasing our dedication to ongoing education and professional development.

WORKPLACE EXPERIENCE

Mission Statement

To empower nurses and team members at Stormont Vail to cultivate a safe, supportive working environment that promotes autonomy, diversity, job satisfaction, and overall well-being. Our strength lies in our collective commitment to each other.

2024 Leadership

- Chair: Christie Mull, RN, Emergency Room Nurse Manager
- Elect: Bailey Cole, Advanced Practice Provider, Diabetes and Endocrinology Center
- Director Sponsor: Richelle Rumford, RN, Administrative Director Acute Care Services

2024 Achievements

- Championed nursing recognition through the DAISY program, highlighting outstanding contributions by nursing staff.
- Organized engaging activities and events for Nurses Week, fostering community and appreciation among nursing professionals.





exemplary PROFESSIONAL PRACTICE

At Stormont Vail, our nursing team is committed to fostering a culture of safety and consistently prioritizing the delivery of safe, error-free care. Our outstanding performance reflects our dedication and surpasses national benchmarks in critical safety indicators such as:

- Pressure Injury Rates (HAPI)
- Catheter-Associated Urinary Tract Infections (CAUTI)
- Central Line Infections (CLABSI)
- Falls

As we reflect on this year's accomplishments, it is clear that our nurses' dedication to professional excellence and community engagement has significantly advanced both patient care and safety standards at Stormont Vail.

CELEBRATING SUCCESSES

We proudly recognize our achievements through "Days Since Last" initiatives, emphasizing our commitment to safety and excellence. As we pursue excellence in nursing practice, we celebrate the accomplishments of our top units in 2024:

- 7 South: 1,962 days since the last CAUTI
- Spine Center: 1,987 days since the last CLABSI
- Medical ICU: 367 days since the last fall

NOTABLE IMPROVEMENT INITIATIVES

Sierra Torres, Charge Nurse of the IV Therapy Team, led a key initiative to enhance CLASBI. She conducted a literature review and collaborated with the Professional Governance Practice Council and our Supply Chain Operations to introduce alcohol-impregnated central line caps. This innovative approach has significantly reduced central line infection rates in our facility.

COMMUNITY ENGAGEMENT

Our nurses in the Maternal Child Division demonstrated exceptional dedication to enhancing maternal health outcomes in Kansas. In response to the Shawnee County Community Health Needs Assessment (CHNA), they collaborated with the March of Dimes to evaluate equity and inclusiveness in their practices. A notable achievement from this collaboration is the development of an anti-racism statement.

nurses leading healthcare in knowledge **INNOVATIONS,** & **IMPROVEMENTS**

DRIVING A CULTURE OF SAFETY

Our dedicated nursing staff showcases exceptional innovation and commitment to best practices. This year, we revitalized our Journal Clubs with the Research and Evidence-Based Practice Council, promoting engaging discussions on peer-reviewed articles. These efforts empower our team to adopt new, evidence-based practices that enhance patient care.

ENGAGING INNOVATIVE PROGRAMS

In partnership with Clinical Education and Quality Leadership, we launched the “STEPS to Safety” program, utilizing activities like Escape Rooms to reinforce safety protocols. Since its inception, nearly 2,000 team members have engaged in over **700** interactive sessions, significantly strengthening our safety culture.

ADDRESSING WORKFORCE CHALLENGES

Liz Barnes, Nurse Manager at our Spine and Joint Center initiated the Harry Potter-themed House Cup program to tackle nurse retention and engagement. This initiative fosters teamwork and competition in achieving patient satisfaction and reducing hospital-acquired infections. The program has led to notable increases in staff engagement and retention, promoting collaboration among team members.

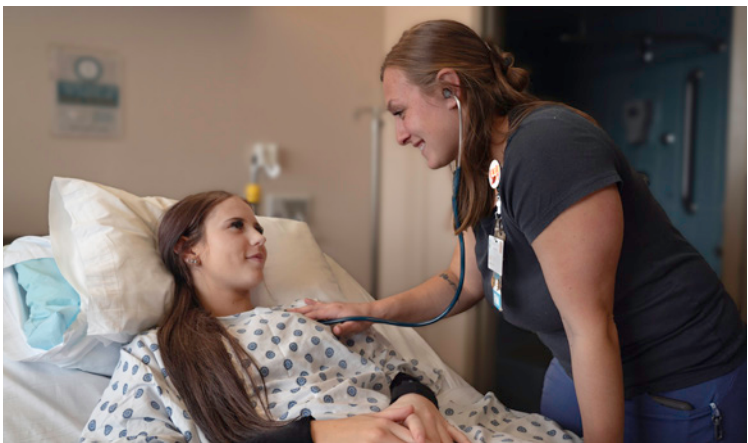
COMMUNITY IMPACT: PRESCRIPTIVE FOOD PANTRY

Understanding the intersection of community needs and health solutions, Stormont Vail nurses have launched a groundbreaking Prescriptive Food Pantry in response to food insecurity and its impact on health. This initiative has garnered recognition on the American Hospital Association’s Community Health Improvement (ACHI) website and is vital in helping patients manage chronic health conditions, including diabetes.

This program, led by Dana Dobbie Blindt and Ashley Florez, identifies food-insecure patients via A1C tests (resulting in 9% or higher). It provides essential support, disease management education, and medication adherence guidance.

OUTCOMES

Long-term studies indicate that participation in the Prescriptive Food Pantry improves health outcomes, as seen in enhanced A1C test results. By addressing the social determinants of health, we demonstrate our commitment to holistic, patient-centered care.



appendices

NURSING PROFESSIONAL PRESENTATIONS

ASSESSING PEDIATRIC READINESS IN THE ED

Presenters

- Rachel Ault, MSN, RN, PNCB
- Corey Gonzales, BSN, RN
- Casey Monthey, BSN, RN, RCES
- Christie Mull, MSN, RN, CEN

Venue

- 2024 Stormont Vail Nursing Symposium (Poster)

BLUNT CEREBROVASCULAR INJURY (BCVI)

Presenters

- Tamine Gogel, DNP, MSN, MBA, APRN-C
- Katie Trejo, BSN, RN

Venue

- 2024 Stormont Vail Nursing Symposium (Poster)

BUILDING TIME MANAGEMENT: A BUS RIDE SIMULATION

Presenter

- Hannah Prohaska Branham, MSN, RN

Venue

- 2024 Stormont Vail Nursing Symposium (Poster)

COMMUNITY CULTURE: MAPPING YOUR NURSE IDENTITY

Presenter

- Thaina Dos Santos Jensen, BSN, BA, RN

Venue

- 2024 Stormont Vail Nursing Symposium (Podium Presentation)

CONNECTING WITH OUR RURAL HEALTH COMMUNITIES

Presenter

- Tracy Duran, MSN, RN

Venue

- 2024 Stormont Vail Nursing Symposium

EARLY POST OPERATIVE APPOINTMENT: AN EFFECTIVE STRATEGY TO DECREASE POST BARIATRIC EMERGENCY DEPARTMENT VISITS

Presenters

- Meloni Ells, BSN, RN
- Partha Bhurtel, MD, FASMBS
- Wael Khreiss, MD, FASMBS
- Amber Groeling, RD

Venues

- 2024 American College of Surgeons Quality and Safety Conference (Top 20 Abstract)
- Stormont Vail Health Nursing Symposium (Poster)

ED COLUMBIA SUICIDE SEVERITY RATING SCALE COMPLIANCE

Presenters

- Carolyn Wittman, BSN, RN, CEN
- Casey Monthey, BSN, RN, RCES
- Morgan Gerhardt, MBA, BSN, RN
- Christie Mull, MSN, RN, CEN
- Carolyn Jones, MHCL, BSN, RN, NE-BC

Venue

- Stormont Vail Health Nursing Symposium (Poster)

EMERGENCE AGITATION IN THE POST ANESTHESIA CARE UNIT

Presenter

- Thaina Dos Santos Jensen, BSN, BA, RN

Venue

- 2024 OR Manager Conference

FROM AWARENESS TO ACTION: IMPLEMENTING NURSE SAFETY INITIATIVES

Presenter

- Thaina Dos Santos Jensen, BSN, BA, RN

Venue

- Magnetizing KC Symposium (Podium Presentation)

GROWING FALL PREVENTION IN THE COMMUNITY

Presenter

- Annie Buckland, BSN, RN, TCRN

Venue

- Stormont Vail Health Nursing Symposium (Poster)

IMPORTANCE OF NURSES' KNOWLEDGE AND ATTITUDE TOWARDS HAPI

Presenter

- Grace Kuria, BSN, RN

Venue

- Stormont Vail Health Nursing Symposium (Poster)

IMPROVING MATERNAL HEALTH THROUGH TEAM BIRTH & COMMUNITY PARTNERSHIPS

Presenters

- Emersen Frazier, MPH
- Mariella Kennedy, RN

Venue

- Stormont Vail Health Nursing Symposium (Podium Presentation)

LEVERAGING INFORMATICS TO IMPROVE CAPACITY MANAGEMENT

Presenter

- Marley Baum, BSN, RN

Venue

- Stormont Vail Health Nursing Symposium (Poster)

NUTRITION TOGETHER: ELECTRONIC CAPTURE OF GLOBAL MALNUTRITION COMPOSITE SCORE (GMCS)

Presenters

- DeAnna Bean BSN, RN, NI-BC, CPHQ
- Anne Hesse BSN, RN, NI-BC

Venue

- Stormont Vail Health Nursing Symposium (Poster)

PROCESS IMPROVEMENT IN THE CARDIOLOGY OFFICE FOR RECALL SYSTEM

Presenter

- Jenny Quanstrom, RN

Venue

- Stormont Vail Health Nursing Symposium (Poster)

RESTRUCTURING NURSE RESIDENCY TO PROMOTE RESILIENCY AND EMOTIONALLY INTELLIGENT NURSES

Presenters

- Bonnie Jackson, MSN, RNC
- Bobbi Kohls, MSW, LSCSW

Venue

- Stormont Vail Health Nursing Symposium (Poster)

SKILLS TRAINING FOR RECOVERY AND RESILIENCE IN NURSING STUDENTS

Presenter

- Vicky McGrath, DNP, MBA, RN

Venue

- Stormont Vail Health Nursing Symposium (Poster)

THE ROLE OF ALCOHOL IMPREGNATED CAPS IN CLABSI PREVENTION

Presenter

- Sierra Torres, AND, RN, CCRN, TCRN, VA-BC

Venue

- Stormont Vail Health Nursing Symposium (Poster)

UTILIZING EMR TO DECREASE WORK BURDEN AND FRUSTRATION

Presenter

- Alicia Criger, BSN, RN

Venue

- Stormont Vail Health Nursing Symposium (Poster)

ACCREDITATIONS & CERTIFICATIONS

NOTEWORTHY ACCREDITATIONS

The Joint Commission

- Flint Hills Campus and Topeka Campus
- Advanced Certification in Perinatal Care
- Advanced Total Hip and Knee Replacement
- Advanced Primary Stroke Center
- Chest Pain

The US News and World Report

- TAVR Accreditation
- Recognized as 2nd in Kansas in the “Best Hospitals” issue of U.S. News & World Report, achieving the highest rating in four cardiac procedures or conditions:
 - Catheter Percutaneous Coronary Intervention
 - Chest Pain-MI
 - Left Atrial Appendage Occlusion
 - Transcatheter Aortic Valve Replacement

The Compliance Team (TCT)

- Rural Health Designation - Flint Hills Rural Health Clinic

Blue Cross and Blue Shield of Kansas (BCBSKS)

- Blue Distinction Centers + Maternity Care Designation

SPECIAL RECOGNITIONS

Cribs for Kids

- National Safe Sleep Hospital “Gold” Safe Sleep Hospital

Mayo Clinic Care Network

- Member

Midwest Transplant Network

- Excellence in Donations: Organ Excellence Award

IAC Vascular Testing Accreditation

- Gold Milestone

American Heart Association’s Get With The Guidelines

- Heart Failure GOLD PLUS with Target: Heart Failure Honor Roll and Target: Type 2 Diabetes
- Honor Roll
- Stroke Gold Plus

Topeka Center for Peace and Justice

- Educational Award for Improving Health Disparities

Topeka Capital-Journal’s 2024 Best of Topeka/Community’s Choice Awards

- Hospital/Medical Center Category
- Family Practice Category
- Pain Management Clinic Category
- Men’s Health Services Category
- Sports Medicine/Orthopedic Category
- Express Care for Urgent Care/Walk-in Clinic Category

2024 DAISY AWARDS



Sara Miller, RN
Spine Center



Sara Cook, RN
Spine Center



Sandra Vassell, RN
Post-Acute Care Unit



Chelsie Lowery, RN
Flint Hills



Claire Ohlde, RN
Medical ICU



Cornelia Campbell, APRN
Express Care



Courtney Blum, RN
ED



Courtney Fately, RN
Spine Center



Danielle Mitchell, APRN
Urology



Debra Fritts, RN
Cancer Center



Ivan Lopez, RN
Pediatrics



Keely Luetje, RN
PICU



Mariella Kennedy, RN
Birthplace



Melissa Swanson, RN
Emergency Room



Nikki Strathman, RN
7 South



Rachel Luthi, APRN
Weight Management Center



Sadie Miller, RN
Birthplace



Suzette Keck, RN
NICU

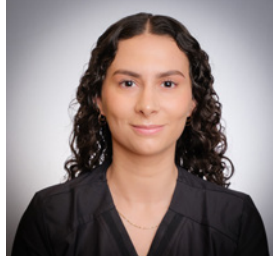
2024 EXCELLENCE IN NURSING



Excellence in Nursing Practice
Thaina Dos Santos Jensen, BSN, BA, RN
Post Anesthesia Care Unit



Excellence in Nursing Practice
Brianna Fandrich, BSN, RN
6 North Oncology



Excellence in Nursing Leadership
Brooke Lyle, BSN, RN
Behavioral Health-Child and Adolescents



Excellence in Nursing Leadership
Carolyn Wittman, BSN, RN, CEN
Emergency Room



Excellence in Nursing Mentorship
Eleanor Butler, BSN, RN
EP Laboratory



Excellence in Nursing Mentorship
Mollie Rice, BSN, RN
Hospitalist Program



Excellence in Nursing Preceptorship
Kelsi Brown, BSN, RN
Neonatal Intensive Care Unit



Excellence in Nursing Research
Jodi Andruss, BSN, RN
Quality Program Manager, Cardiac Care & Interventional



Excellence in Advanced Practice Provider
Heather Eisenbarth, APRN, FNP-C
Cancer Center



Excellence in Licensed Practical Nursing
Trisha Barrett, LPN
Primary Care-Carbondate



Excellence in Licensed Practical Nursing
Derrick Perry, LPN
Spine Center



Excellence in Patient Care
Silvia Barrios, MA and Interpreter
Emporia Clinic



Excellence in Patient Care
Bryan Busicnki, RMA
Emergency Room-Flint Hills Campus



Excellence in Patient Care
Alexandria Fairhurst, PCT
5 East Pediatrics and Adolescent



Excellence in Patient Care
Heather McGhee, PCT
Emergency Room



Distinguished Community Outreach
Summer Baker, BSN, RN, CMSRN
Learning & Talent Dev.



Rising Stars
Chris Brent, BSN, RN
Neonatal Intensive Care Unit

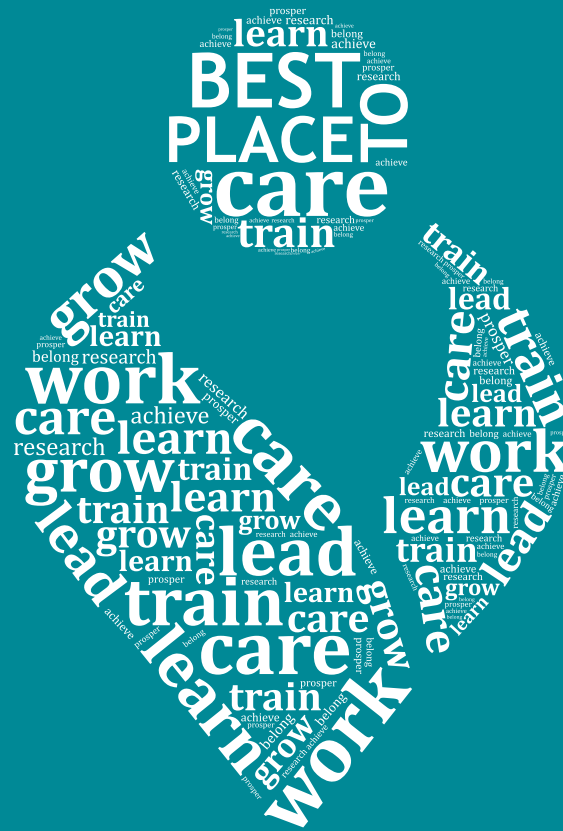


Rising Stars
Esperanza Garza, MSN, RN
Baker University School of Nursing

These awards are sponsored by

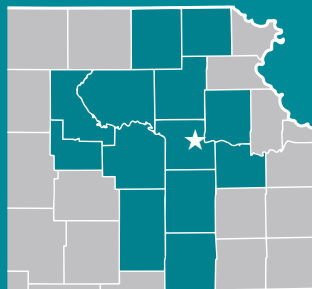


we are Stormont



Stormont Vail Health

Serving a multicounty region in Kansas, Stormont Vail Health features the region's only **Level II Trauma Center** and **Level III Neonatal Intensive Care Unit**. Stormont Vail provides primary and specialty care needs for patients in **Topeka, Manhattan, Junction City, and Emporia**, along with clinics in surrounding communities of **Carbondale, Emporia, Meriden, Netawaka, Osage City, Oskaloosa, and Wamego**.



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



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