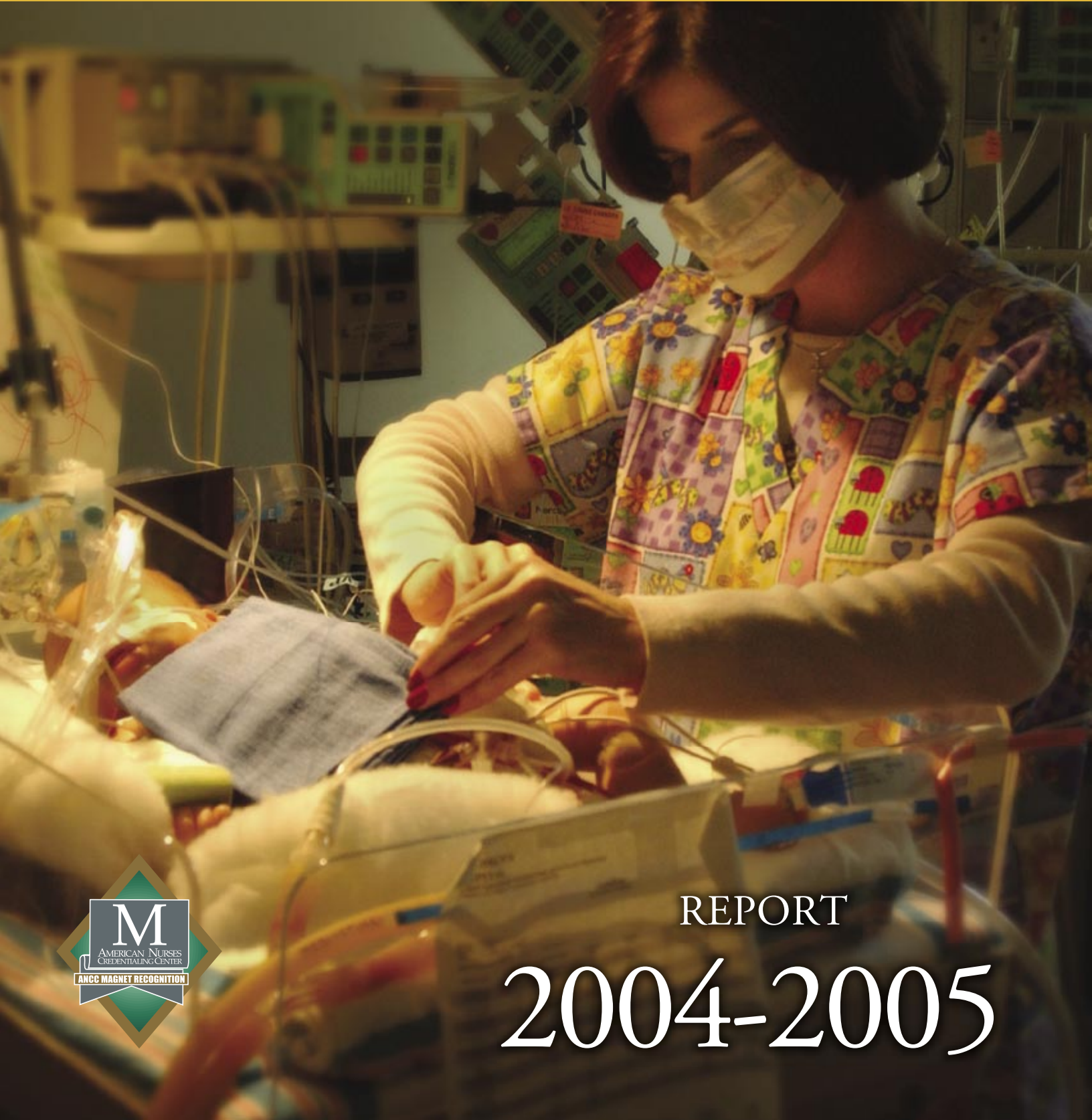




MIAMI
CHILDREN'S
HOSPITAL®
We're here for the children

Nursing



REPORT

2004-2005



MCH Nurses through



the years...



*F*or over 55 years, Miami Children's Hospital nurses have followed a tradition and legacy of commitment to the health and well being of children. Pediatric nursing care is practiced every day in an environment rich with learning and one which fosters the development of each individual. Recognized nationally for nursing excellence in 2003, MCH received "Magnet Recognition" the nursing profession's highest institutional honor - from the American Nurses Credentialing Center (ANCC). MCH was the first free-standing pediatric facility in both Florida and the Southeast to achieve this designation. Nationwide, it was only the fifth free-standing pediatric hospital to receive Magnet designation.



ANCC Magnet Recognition recognizes the MCH nursing staff for meeting the rigorous quality indicators and standards of nursing practice. A Magnet healthcare environment emphasizes high-quality patient care, clinical autonomy and responsibility, participatory decision-making, strong nurse leaders, two-way communication with staff, community involvement, opportunity and encouragement for professional development, effective use of staff and resources and high levels of job satisfaction. Other components include an environment that fosters evidence-based practice, nursing research, and innovations in practice.

On the pages to follow, you will come to know why being an MCH nurse is so special. You will also understand why MCH nurses are proud to be a part of such a professional and culturally sensitive environment that supports the growth and potential of each individual in the profession. The knowledge that each nurse brings to the healthcare team is respected, valued and considered essential to decision making related to each child's care. Family-centered care and linkages with the community are considered essential elements in providing excellent nursing care to support the child and family.

In short, the nursing staff of Miami Children's Hospital works collaboratively and collegially with a myriad of other disciplines to put the needs of children first. The quality of the team and the hospital's commitment to adhering to Magnet standards of excellence has created a fulfilling practice environment in which nurses are empowered to make a difference each day in the lives of the children and families we serve.

Jacqueline Gonzalez

*Jacqueline Gonzalez ARNP, MSN, CNAA, BC, FAAN
Senior Vice President and Chief Nursing Officer*

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Advancement Autonomy & Leadership

The Department of Nursing at Miami Children's Hospital holds the philosophy and belief that professional advancement is essential to the achievement of extraordinary nursing care delivery and that a clinical learning environment for students and staff is conducive to the continuing development and practice of excellence in patient care. Advancement is encouraged and recognized in a variety of methods such as promotion of registered nurses utilizing the clinical ladder program, encouraging autonomy and decision making within the council structure (governing standards of professionalism and practice), pursuing higher educational degrees, continuing education, achieving certification in a specialty area, integration of research and evidence-based practice and participation in professional nursing organizations.

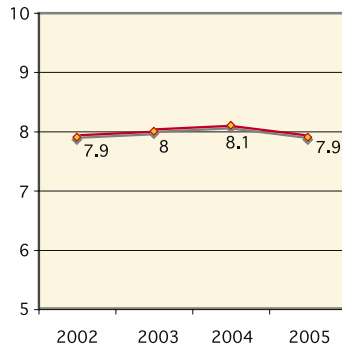




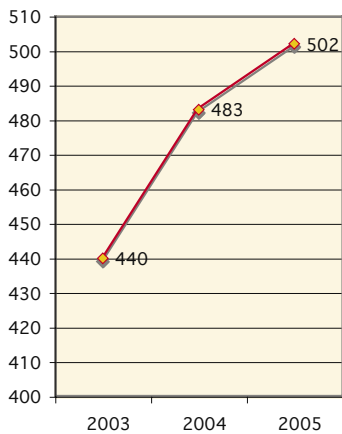
CLINICAL ADVANCEMENT

Miami Children’s Hospital APEX (Aim for Professional and Educational Excellence) professional/clinical ladder serves as the framework for nursing’s clinical advancement at the bedside. The criteria for clinical advancement from novice to expert is continually evaluated by the council membership. The APEX ladder council is comprised of nurses within the organization representing in-patient and out-patient services. The ladder’s criteria reflect the organization’s strategic initiatives and represent excellence in practice both professionally and clinically. The core program value is the promotion of clinical expertise and professionalism. Each nurse is encouraged to strive to achieve his or her maximum potential. Novice graduate registered nurses entering at the baseline on the ladder are mentored formally as inductees into the “Nursing Academy.” The Academy is an innovative approach that prepares nurses to transition from the academic setting to a career of excellence in pediatric nursing. The Academy provides preceptor-led experiences, observational activities, and a structured process of didactic, clinical and behavioral experiences which, combined with a structured support group, assists the new nurse in gaining confidence, knowledge and clinical advancement. In 2004, 75 nurses graduated from the Nursing Academy. In 2005, the percentage of RNs at the highest professional/clinical ladder level III achievement was 215 (43%) compared to 34% in 2003.

**Patient Care RN
Years of Service**



**MCH RN FTEs in
Direct Patient Care**



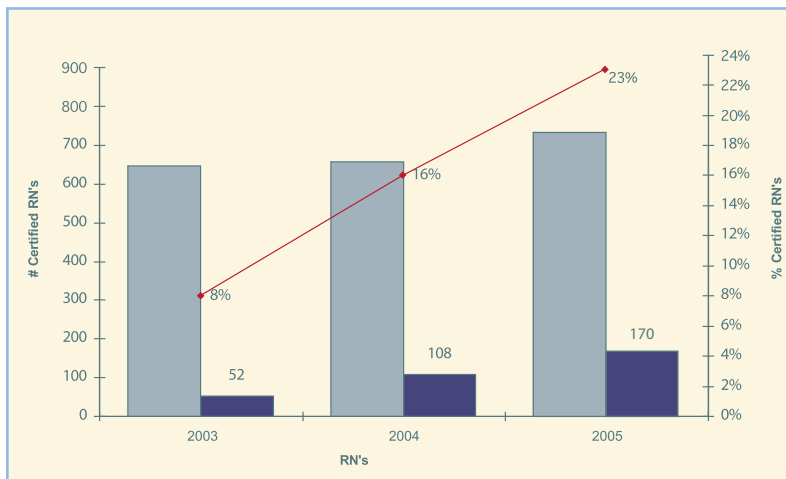
ACHIEVING NATIONAL CERTIFICATION

Nursing leadership at Miami Children’s Hospital is committed to the advancement of the nurse through national certification. Adopting the “ANCC Forces of Magnetism” high standard for nurse certification, Miami Children’s Hospital was a host test site for certification exams four times each year in 2004 and 2005 for the Certification Pediatric Nurse (CPN) exam and the ANCC Pediatric Nurse Certification exam. Providing the review courses and the exam on site resulted in an increase in the number of nurses certified when compared to 2003.

In addition to the on-site opportunities to earn certification, the Nursing Department was awarded a \$25,000 grant, “Bus to Excellence” from the Hugoton Foundation. The Hugoton Foundation Grant sponsored 25 nurse scholarships to attend the national Pediatric Nursing 20th Annual Conference in Orlando Florida in September 2004 as well as to take the Pediatric Nursing Certification Board CPN examination while attending the conference.



Certification



■ Total # RNs ■ # Certified RNs —●— % Certified RNs to Total # RNs



Bus to Excellence.

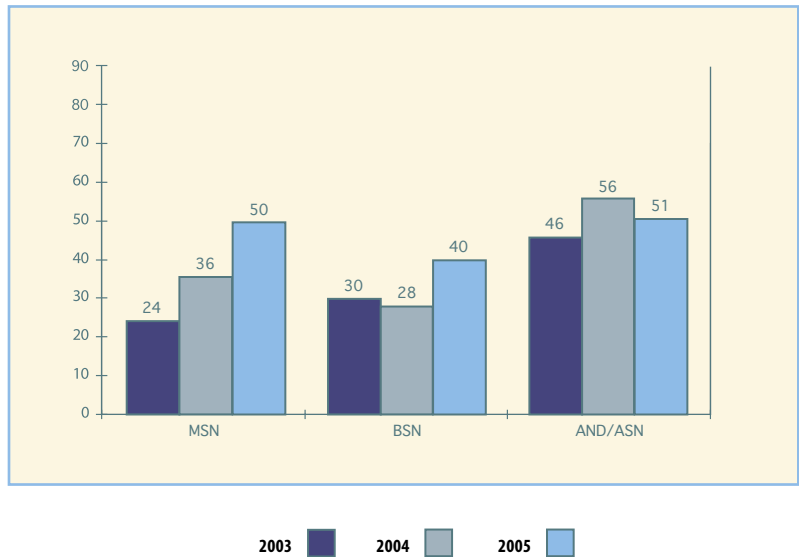


EDUCATIONAL ADVANCEMENT

Nursing at Miami Children’s Hospital is both an art and a science, incorporating many aspects of patient care, and the spirit of caring based on current and relevant research and evidence-based practice. Enhancing critical thinking skills is a pre-requisite to continuously providing and improving patient care. Professional responsibility and educational advancement is encouraged. Coaching, mentoring, flexible schedules and tuition reimbursement are strategies utilized to facilitate nurses’ return to school for educational advancement. In 2005, 141 members of the nursing staff were actively enrolled and pursued nursing educational advancement.



Staff Members of MCH enrolled in Nursing Education Programs



LEADERSHIP DEVELOPMENT

Leadership development and the quest for nurses to become highly competent leaders commences at the bedside. New nurses are guided by nurse preceptors to make autonomous and collaborative decisions concerning the needs of the patient. These early steps form the building blocks for the development of leadership. Nurses participate in decision-making councils, based on Standards of Practice and Standards of Professional nursing. The councils define the Standards of Practice and Professionalism at Miami Children's Hospital, developing strategies to improve, facilitate and support patient care and the nursing profession at large.

2004 and 2005 were record years as more than 260 nurses participated on councils of their choice each year which incorporated the Standards of Practice and positively impacted the Standards of Professional Nursing at Miami Children's Hospital. Examples of staff nurse involvement in practice contributing to extraordinary outcomes of care for patients include: evaluating and selecting patient care equipment, developing and modifying policy and procedures, creating protocols of care for the prevention of skin breakdown and IV infiltrations, pain and fall prevention, evaluating and purchasing a self-scheduling (web-based) system, refining and revising the clinical ladder program, and conducting research studies on healthcare professionals' attitudes and beliefs toward family presence at the bedside, pediatric nursing knowledge and attitudes towards pain, a skin prevalence study, the value of certification and the impact of support groups on new nurses.

In 2004, Managing for Performance with the Harvard Manage Mentor was introduced. A total of 15 nurse leaders completed this six-month blended-learning curriculum designed as a performance resource to deliver accessible, action-oriented information on key management and leadership topics. The course was offered again in 2005 and 16 more nurse leaders attended.





Harvard Management Graduates 2004

Susan Churchill (ED), RN, BSN, CPN

Marie Louisa Prophete (ED), RN, BSN

Mialing Velez (ED), RN, CPN

Elizabeth Woodman (3S), RN

Regina Morales (Nursing Administration), RN, BSN, CPN

Marina Sepulveda (3S), RN, BSN

Madelyn Ogle (Nursing Administration), RN, BSN, CNA

Debbie DeFavero (Nursing Administration), RN, BSN, CNA, CPN

Rusette Arends (ED), RN, BSN, CPN

Cynthia Ellis (Nursing Administration), RN, BSN, CNA

Jose Perdomo (Administration), RN, MBA, CNA

Ivette Roldan (International Programs), RN, BSN

Vicky So (Nursing Administration), RN, BSN

Kathleen Spence (Infusion Unit), RN, BSN, CPN

Luzminda Villanueva (3NE), RN, BSN



Harvard Management Graduates 2005

Annalyn Velasquez (NICU), RN, BSN

DeeannRae Johnson (GI Lab), RN, BSN

Jane Larew (NICU), RN, BSN

Manuella Janvier Anglade (CMS), RN, BSN

Mary Ernst (CICU), ARNP, MSN, CNA-BC

Miosotis Cervantes (3N), ARNP, MSN, CPN

Ruby De Jesus (3S), RN, BSN, CPN

Sandya Rigau (3E), RN, BSN

Suzy Prieto (3E), RN, BSN

Teresa MacKenzie (PCC), RN, CPN, CCM

Anissa Harris-Smith (ED), RN, BSN, CPN, CEN

Connie Fischman (CICU), RN, BSN

Deborah Salani (ED), ARNP-BC, MSN, CPON-BC

Kristen Roberts (2E), RN, MSN, CPN

Megan McCarthy (NICU), RN, BSN

Rebecca Yasona (3S), RN, BSN





SHARED GOVERNANCE COUNCIL STRUCTURE

The Governance Council provides a uniform, efficient mechanism for the support of patient care operations, delivery of patient care and professional development of the nursing staff. The councils are designed to provide a formal mechanism for the nursing staff to impact change and advancement in practice, leadership and research. Opportunities are identified which improve the quality of patient care, efficiency of operations and professional growth. Shared governance capitalizes on the nurse's knowledge of practice and integrates the nurse's participation in decisions regarding care of patients and their practice. All councils provide an opportunity for MCH nurses from all areas to meet regularly to discuss patient care. Each council communicates activities and issues relevant to patient care. Key issues and recommendations from councils are reported at the bi-monthly Nursing Leadership Council. The Senior Vice President/ Chief Nursing Officer provides oversight to all councils. Governance is monitored by the Nursing Leadership Council to appropriately manage the scope of the council's responsibility and to ensure that duplication is avoided.



Standards of Practice Councils

- Research/ Evidence Based Practice Council
- Clinical Practice Council
- Policy & Procedure Council
- Performance Improvement Council
- Documentation Council
- Medication Safety Council
- Patient Education Council

Professional Standards Councils

- Communication Council
- Professional Development Council
- Magnet Council
- Recruitment/ Retention/ Recognition Council



Supporting Councils

- Nursing Leadership Council
- Manager Leadership Council
- Advanced Practice Nurse Council
- Clinical Nurse Specialist Council

ADVANCEMENTS IN TECHNOLOGY

The Nursing Department at Miami Children's Hospital embraces and utilizes technology to improve patient safety, enhance the nurse's work environment and make operational processes more efficient.

Professor MCHex

Professor MCHex is a learning application, built collaboratively by children's hospitals nationally, which is available to all MCH employees on the hospital's portal and the internet. Professor MCHex is a web-based service focused on serving the educational needs of pediatric hospitals. All employees of the hospital are given full access to MCHex courses free of charge. Courses offered include: MCH mandatory requirements, clinical development, organizational performance, and management and leadership skills. Eleven courses which can be applied to Continuing Education (CEUs), are also available free of charge.



Bar Coding with Medpoint™

MCH celebrated its first year of the successful house-wide implementation of the MedPoint medication bar-coding system in 2004. The system is utilized in all inpatient units and the staff's dedication to ensuring medication safety has served to prevent medication errors from occurring. The nursing department is committed to patient safety by updating MedPoint with the latest safety enhancements such as a dose-check system based on age and weight and in 2005 introduced a hand-held version of the application.



Computerized Documentation

In June 1997, MCH implemented a computerized clinical documentation system selectively throughout the hospital. Since 2001, the computerized system is used house-wide to document care provided by the interdisciplinary healthcare staff in all inpatient areas. The system contains the patient history, flow sheets and progress notes for all disciplines to document their assessments, observations, interventions, plan of care and education. The system is available at the nursing station and on wireless mobile workstations that are taken to the patient's bedside. Throughout the campus, the system is available to all healthcare providers who have a special password and access to view and utilize pertinent patient information to enhance care and patient safety.





Web-Based Scheduling

In 2004, MCH began a process to implement a new web-based staffing/scheduling system for the nursing staff. A search for a system was conducted by a team that included nursing representatives in leadership and staff positions with staff from other clinical departments. The team made several site visits nationally to evaluate systems being used by various hospitals. The system selected was the Nightingale® system, which enables nurses to access their unit's schedules via the web and to have direct input regarding their scheduling preferences. Once schedules are published, nurses have the ability to view their own and their unit's schedule from work or from home. The system also enables the Nursing Leadership to view previous, current and future staffing across all inpatient units, allowing the most productive use of precious nursing resources. The system went live in January 2005.

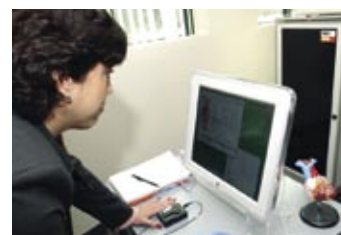


On-Line Student Orientation

As a national and international center for pediatric excellence, MCH is often called upon to provide clinical sites for nursing students regionally, nationally and internationally. In 2004, 712 nursing students completed pediatric clinical hours at MCH from colleges and universities and 728 in 2005. To provide a more efficient process for orienting students and faculty, MCH developed a unique web-based orientation program. At their convenience, students and faculty are able to access the orientation module and complete it prior to their arrival at MCH. This innovative web-based approach to training has proven to be a major cost-saving and effective tool that complements the hospital's efforts in recruiting and reaching out to the largest number of students anytime, anywhere. Faculty and student satisfaction with this program has been overwhelmingly high.

Pediatric Human Patient Simulator

MCH has a Pediatric Human Patient Simulator lab on-site and utilizes the simulator laboratory to provide education and training for nursing and non-nursing staff. Simulations include a variety of clinical situations that nurses potentially face as they care for pediatric patients. In the simulator laboratory, nurses, physicians and other healthcare professionals enhance their clinical skills and become more efficient in responding to rapid response and emergency situations – all in a non-threatening environment. In 2005, MCH was designated a Beta test site for Meti-Sim Infant Simulator and awarded a \$45,000 grant from the Hugoton Foundation for purchase of an Infant Human Patient Simulator.



Tele-Tracking™

Tele-Tracking™ utilized by nursing staff, is an automated means of communication between nursing and Environmental Service Personnel alerting the need for a bed to be cleaned. This technology facilitates rapid turnover of beds; as a patient is discharged the system alerts the Environmental Service personnel who in turn respond within a specified time period. The bed is cleaned and ready for the next patient, avoiding any unnecessary admission delays. This is another example of how technology works for and with the nurse at Miami Children's Hospital.





Spectra Link™ Phones

In 2004, Spectra Link™ phones were introduced to the inpatient units and the Operating Room to enhance service, communication and satisfaction. These wireless phones make it possible for nurses to place and receive calls from any location within the hospital. Children and families, nurses and physicians enjoy the direct line of communication and find that it allows them to discuss patient care needs in a more personal and timely fashion. In 2005, this service was expanded to include the admitting office nurses and the nurses on the IV Team.



iSTAT™ Point of Care Testing

MCH nurses utilize iSTAT™ to perform point-of-care testing. This approach improves outcomes by allowing a rapid assessment of the patient at the bedside, leading to immediate and timely decisions in treatment. The iSTAT™ is a portable machine (not much bigger than a phone) that is brought to the bedside for patient lab testing with only 0.1 ml of blood. The nurse runs laboratory tests such as blood gas, lactic acid and electrolytes with results available within 120 seconds. The results are downloaded into the patient's computerized medical record and utilized by the entire healthcare team caring for the patient.



IntelliChart® – Automated Patient Classification and Acuity System

The IntelliChart® Patient-Focused Information Management System, purchased in 2005 is an automated patient classification and information management system produced by Delta Healthcare Consulting Group, Inc. of Salt Lake City.

IntelliChart® is a comprehensive patient classification system that allows for:

- Real-time patient inventory
- Patient classification based on patient criteria or visit/procedure type
- Patient classification on actual and/or forecasting basis

IntelliChart® uses real-time admission and discharge information via the unidirectional Admission, Discharge and Transfer (ADT) interface to calculate real-time patient turnover rates. These rates are included in calculating and reporting real-time workload associated with admission/discharge/ transfer activities. The IntelliChart® patient classification process is performed on-screen and is compatible with a keyboard, mouse or light pen.

Email Accounts

In 2005, all nursing unit staff were given an email account for hospital use. The purpose of the email is to promote two-way communication between directors, managers, clinical nurse specialists, staff, peers and enhance dissemination of hospital-wide information. The staff can access their email accounts through the hospital portal Intranet or from home.





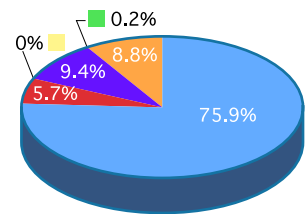
Family-Centered Care at Miami Children's

At Miami Children's Hospital, a family-centered care approach is incorporated into all aspects of care delivery. The hospital staff fully encourages families to stay with their children around the clock, providing sleeping accommodations for parents. An open dialogue between the nursing staff and team and the family is maintained throughout each child's stay.

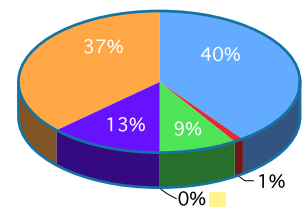
Miami Children's Hospital upholds the core principles of family-centered care (FCC).

- Patients and families value their experience when their needs are met and honored with respect and dignity.
- The staff provides honest and unbiased information, communicating to the patients and families complete information that is affirming and useful.
- Families are encouraged to share and participate in all levels of care, allowing and empowering the child and family to discover their own strengths and make informed choices and decisions about the child's health.
- Patients and families collaborate in the development of policies, programs and education related to delivery of care.
- The hospital ensures that there is flexibility in policies, procedures and practices so that services are tailored to the needs of each child and family.
- Cultural diversity is valued and celebrated.

2005 MCH Patient Diversity



2005 MCH RN Diversity





NICU staff design team.



The new family sleep room, before (left) and after (right).

The nursing staff is actively involved in promoting family-centered care. For example, the staff in the Cardiac Care Center held a fundraising drive for the renovation of the unit's family sleep room. The staff in collaboration with the Parent Advisory Committee raised more than \$20,000, which, with the help of an interior designer, new furniture and accents turned the area into a "home away from home". The grand opening was held April, 2005. Additionally, based on NICU nursing staff recommendation, the breast pump room was remodeled to provide a more comfortable and "home-like" feel. Also in NICU, the staff met several times in 2005 with architects to plan a new and expanded NICU. The design includes private rooms with sleeping accommodations at the bedside for a family member. In addition, nurses Lisette Gorelick RN, BSN and David Plant RN, participated in creating a "Quiet Room" in the Emergency Department to serve as a retreat for families.

FAMILY PRESENCE RESEARCH

Family presence research was conducted for all healthcare staff at MCH to ascertain staff practices and attitudes toward family presence during MD rounds, invasive procedures and CPR. After IRB approval, a modified MacLean (2000) Family Presence Survey Tool, used by the Emergency Nurses Association, was disseminated to all healthcare professionals. Several commonly cited barriers for not having families present at the child's bedside at all times included concerns that families might become emotionally upset and interfere with care as well as issues regarding availability of adequate space at the bedside to permit families to be present during care situations. The research data is being used to guide the promotion of consistent family presence practices in all patient care areas. Nurses are catalysts for family-centered care, as evidenced by the encouragement of 24-hour family presence, as desired by the family. Families are viewed as their child's expert and are partners in the care of their child.



PALLIATIVE CARE PROGRAM

The Palliative Care Program was created to enhance the nurse's competency and comfort in supporting families facing the need for end-of-life care. An eight-hour End of Life Nursing Education Consortium (ELNEC) class is offered to prepare nurses to become expert resources in the unit when the need arises.

The PICU nursing staff also created a resource book for parents facing end-of-life crises. The booklet is part of the resource material for parents and is now available in all nursing units. The bereavement packet given to the parents includes a memory book, with the child's photos, a locket of hair or footprints; nutritional snacks for the grieving family and chaplain support.





COMMUNITY INVOLVEMENT

Miami Children's is actively involved in many community events. Examples include the active collaboration of the Neonatal ICU with fund raising for the March of Dimes, the Cardiac ICU staff's participation with the American Heart Walk events and the Hematology/Oncology Department's participation in numerous cancer walks, including the Relay for Life. MCH nurses volunteer with the Red Cross, the Miami-Dade County Youth Fair and with regional disaster preparedness.



The nursing staff has shared information about bike safety, gun safety and spinal cord injury prevention with thousands of teens attending the State of Florida Safety and Career Day. Another program in which the nursing team is active is "Cheat the Reaper," which promotes teen safety on prom night. The purpose of the program is to build awareness among teens of the devastation that can result from driving while intoxicated. MCH nurses put together a disaster drill moulage kit and applied make up to students who were acting in a disaster sequence. Since the introduction of the program, there have been no deaths reported due to driving under the influence at the Miami Beach High School's prom night. As a result, the program was featured nationally on CNN.



Carmen Duque, ARNP, MSN of the Craniofacial Center shared with 4,000 middle and high school students information on career path options at the April 2005 "Seventh Annual State of Florida Safety and Career Day" and at in the July 2005 "Summer Science Enrichment" program for high school students. She presented "before" and "after" pictures to show the amazing results occurring at the center and explained to the students the multifaceted role of an Advanced Registered Nurse Practitioner.

OK FINE Program

The MCH nursing team helps children in the Overtown community to improve their health and reach their academic potential. Miami Children's Hospital teamed with the Florida Department of Education, the Alonzo Mourning Foundation and other sponsors to develop the OK FINE (Overtown Kids-Fitness, Involvement, Nutrition and Education) program at the Overtown Youth Center. OK Fine is housed

in the Overtown Youth Center, a facility donated by the Alonzo Mourning Charities, and offers recreational and academic after-school and summer programs for children at risk of poor classroom performance. The program is being considered as a model for other communities. Children participating in the program are offered a health assessment that includes physical, behavioral, nutritional and fitness components. The outcome of the assessment determines the type of intervention appropriate for each child.



Camps

Summer is a time for outdoor fun and games. Many medical conditions affect the ability of children to participate in traditional summer camps. This is why many MCH departments offer camps designed to meet the needs of children diagnosed with a variety of chronic medical conditions. As a result, these children enjoy the excitement and fellowship of sleep-away camp in a medically supervised setting. Here are some of the camps offered by MCH in which nurses regularly participate:



- Camp Funrise- Rheumatology Division
- Miami Children’s Hospital Dan Marino Center Camp
- Diabetes Youth Camp
- United Order True Sisters (UOTS) Special Camp - Hematology/ Oncology Division
- Ventilation-Assisted Children’s Camp (VACC) - Pulmonology
- Epilepsy Camp





Lighting the Way Through Inspiration

2nd Frida Hill Beck Center of Nursing Excellence Celebration of Nursing

What is your passion? That was the question asked of nurses as they prepared for an evening of friendship and dining sponsored by Miami Children's Hospital in December of 2004. The hospital's celebration of nursing featured two nationally recognized nurse leaders. Ret. Brigadier General Clara Adams Ender, author of "My Rise to the Stars," and JoEllen Koerner, PhD, RN, FAAN, author of "Mother Heal Myself" along with her daughter, inspired nurses from MCH, local nursing students and faculty, and the nursing community to renew their passion for nursing. Staff nurses were invited to share their talents, which included singing, photography and baking/cake decorating. The evening brought tears of inspiration to the eyes of many and warmth to the hearts of others. Guests were given candles to help them in lighting their way and a book sale and signing event brought the evening to a close.



Celebration of Nursing, An Evening of Stars

3rd Frida Hill Beck Center of Nursing Excellence Celebration of Nursing

Showcasing MCH nursing talent, was the theme of the 2005 “Evening of the Stars” annual evening of fellowship and celebration of nursing held in December. The talents showcased at this event were many. The evening began as the room was packed with people and energy and nurses were entertained by motivational speaker, Daniel O’Connor who provided excellent tips, in a fun and humorous presentation, for enhancing communication skills. His presentation was followed by staff skits, dance and musical renditions symbolizing the individual department’s uniqueness and contributions to patients, families and nursing. Honored at the event was Joan Stout, RN, FAAN, Administrator of the Hugoton Foundation for her generosity and charitable contribution of \$45,000 towards the purchase of the portable Meti-Sim infant human simulator.





HURICANE RELIEF EFFORTS

Answering local, regional and national communities' calls for help for children in need is a way of life for Miami Children's Hospital Nursing Staff and this 2005 Hurricane season proved to be an astounding mission in commitment and dedication. Miami Children's Hospital LifeFlight® critical care transport team, directed by Maria Fernandez, ARNP, MSN, MBA, CMTE mobilized quickly to respond to the call to evacuate patients from Children's Hospital of New Orleans. There was tremendous team work demonstrated as LifeFlight® nursing worked diligently to assure the needs of the children in our region as well as those in areas devastated by the hurricane. Two nurse-led teams, assisted in air evacuation and transport of more than 23 patients.



In response to Hurricane Katrina, the President and CEO, Children's Hospital of New Orleans, Steve Worley stated, "The hospital (referring to Children's Hospital of New Orleans) was safely and completely evacuated of all patients and their families. Those who helped to accomplish this monumental feat, accomplished in less than 24 hours have my sincere appreciation. I also thank the children's hospitals around the country that responded immediately to our calls. It is a comfort to know that our patients are in good hands".

Jacqueline Gonzalez, MSN, ARNP, CNAA Senior Vice President, Chief Nursing Officer Miami Children's Hospital expressed at a NACHRI Annual Meeting regarding the Children's Hospital response to Hurricane Katrina and Rita, "We are no strangers to hurricanes. We live in a hurricane belt... in 1992 we experienced Hurricane Andrew and we remember vividly when a fellow children's hospital showed up at our doorstep offering support the minute the roads were cleared". Looking forward, Gonzalez stated the need for "all children's hospitals to collaborate and know who they can call upon. Because any day it could be any one of us".

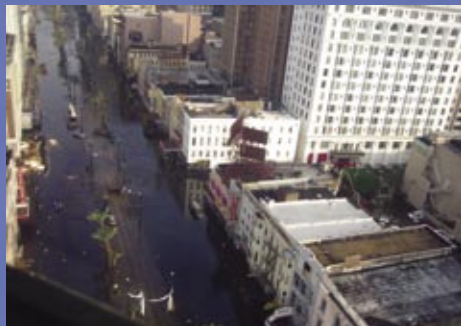


Photo of Maria Fernandez, ARNP, MSN, MBA, CMTE, Director of LifeFlight® featured in People Magazine.

Simultaneously, the general medical/surgical nursing staff were coordinating and providing care to more than 12 children utilizing Miami Children's Hospital as a shelter during the storm. Vicki Rosenfeld, RN, BSN, CPN established a "home away from home" environment of care for the several ventilator-dependent children being sheltered on the unit she serves as manager. Lastly, the nursing staff was invited to participate in partnership with the Miami Veteran's Administration (VA) Hospital to receive patient evacuees from the New Orleans region as part of a national effort directed by the National Disaster Medical System. A pediatric mobile emergency room was set up at the Opa Locka Coast Guard station and nursing staff. The entire Miami Children's Hospital family united to welcome these children and their families to the area, as clothes, personal care supplies and toys were provided to these families in need. Seven children were triaged and 3 children required admission to the hospital.





NURSING'S COMMITMENT TO THE FUTURE: TEACHING

The Nursing Department at Miami Children's Hospital is committed to the future of nursing, reaching out to potential future nurses at the earliest possible age and level of comprehension. The Nursing Department begins to expose children to the career as early as elementary school and continues to provide students with exposure to the field of nursing during high school and into the college years.

KAPOW

Kids and the Power of Work (KAPOW) is a program designed for 4th graders to educate them about the world of healthcare professions. It is a regularly occurring event that is coordinated by the Volunteer Services Department at MCH in cooperation with Child Life, Nursing and multiple departments. The children have the opportunity to personally see healthcare professionals at work. KAPOW familiarizes children with the hospital setting. MCH nurses contribute to the goal of the program by encouraging students to consider careers in nursing as they ponder their career choices. Jane Bragg, RN, MSN, MBA, CPON, CNA, BC and Cathy Viar, RN, BS, CIC have been very involved in the program, providing classroom visits in the schools.



Bring Your Child to Work Day

Bring your Child to Work Day, which coincides with the national observance by the same name, is a fun yet exhausting day for children of MCH employees. The event – open to children in the third through sixth grades – is coordinated by the hospital's Department of Education and Professional Development and includes a special focus on nursing. The children are divided into groups of 10 to 12 and visit multiple areas of the hospital. The children participate in hands-on learning experiences during their stays in the care areas, which include, but are not limited to: the Operating Room, Emergency Department and LifeFlight®.

The Nursing Shortage Consortium of South Florida (NSCSF)

Senior Vice President/Chief Nursing Officer, Jackie Gonzalez, ARNP, MSN, CNAAB, BC, FAAN has served as President of The Nursing Shortage Consortium of South Florida. The organization brings together key healthcare industry organizations and nursing educational (both high school and college/university) programs in the South Florida market to work together to impact the education and the supply of appropriately educated RNs. The organization spans five counties, 6,000 square miles and includes more than 600 elementary, middle and high schools. Two flagship programs of the consortium are A Day in the Life of a Nurse and Future Nurses' Clubs, both spearheaded by Miami Children's Natasha Melbourne, ARNP, MSN, C, BC, Clinical Educator.

A Day in the Life of a Nurse

Unlike, KAPOW and Bring your Child to Work Day, which are geared for the younger elementary school aged child, A Day in the Life of a Nurse for high school students, focuses solely on nursing. Nurses from throughout the region work with career specialists from Miami-Dade, Broward and Palm Beach county high schools and arrange a full day of activities set at various local hospitals. The nurses prepare for the event weeks in advance, arranging fun and interesting activities for the students. When students arrive to the hospital, the focus is on an intensive nursing experience throughout the day, giving students a close look at the world of a pediatric nurse.





Future Nurses' Clubs

Although Future Nurses' Clubs were in existence in the 1950s, they were hospital based and designed to introduce high school students to the role of the bedside nurse. In the 1990s The Nursing Shortage Consortium of South Florida revived the idea of the Future Nurses' Club. Miami Children's Hospital further developed this concept into a school-based, student-driven activity. The hospital initiated a Future Nurses' Club at Coral Reef Senior High School and then expanded into Felix Varela High School, two of the county's largest high schools. Natasha Melbourne, ARNP, MSN, C, BC and Bing Wood, MSN, ARNP led the Coral Reef group and Dania Vasquez, MSN, ARNP lead the Felix Varela school group.

2004-2005 accomplishments included:

==> Coral Reef High School

- Cleaner Restrooms Campaign for the school, including meetings with the Principal to discuss sanitary conditions and educating the student body about proper hand washing
- Celebrate the Holidays with the Elderly- the students planned a holiday event for the elderly in a nearby nursing home
- Featured topics/speakers this past year included: Health & Nutrition, Growth & Development, among others
- Free BP screening for the community - Publix by the Falls
- Sponsored a family in need for the holidays



==> Felix Varela High School

- Student membership conducted a “Health-Topic Needs Assessment”
- Miami Children’s Hospital Psychiatry department nurses presented on “Suicide Prevention”

Nursing participants in Future Nurses’ Clubs

- Christine Camp, RN, NICU
- Danielle Goldson, RN, BSN, PICU
- Debra Langer, RN, NICU
- Leon Melbourne, RN, BS, CICU
- Solfia Morales, ARNP, MSN, PICU
- Linda Nylander-Housholder, ARNP, MSN, CCRN, Education
- Robert Pubillones, RN, BSN, CICU
- Becky Small, RN, 3 South
- Maria Soto, ARNP, MSN, MBA, 3 East/3 South
- Nilsa Suarez, RN, 3 East
- Dorothy Thomas, RN, BSN, CIC, Infection Control





Future of Nursing Summer Internship

The Annual Nursing Summer Internship was a fun and exciting week-long internship for high school students from schools throughout the county. Students who are interested in nursing are able to attend. The internship consists of class throughout the day with didactic content as well as lectures and hands-on learning opportunities. The students then spend time on the nursing units and are paired with an RN. They are given opportunities to experience care being provided in different settings, such as the medical-surgical units, ICUs, Operating Room and the Emergency Department. Laura Hernandez, ARNP, MSN, CPN and Natasha Melbourne, ARNP, MSN, C,BC have led this initiative, however, staff nurses throughout the hospital eagerly participate in and look forward to this week of activities.

College/University

Adjunct Faculty

Miami Children's Hospital takes great pride in shaping future pediatric nurses. The fact that MCH nurses serve as adjunct faculty at local universities demonstrates to nursing students the passion that MCH pediatric nurses have for their field. Recruitment of graduate nurses can be directly attributed to these dynamic and dedicated instructors.



- Jennifer Buchanan, RN, BSN (Staff Nurse) - Miami Dade College
- Michelle Burke, MSN, ARNP, CPON, CPN (Clinical Nurse Specialist) - Barry University
- Jeanette Diana, MSN, ARNP (Nurse Practitioner) - University of Miami
- Ingrid Gonzalez, MSN, RN, CPN, (Clinical Nurse Specialist) - Florida International University
- Jackie Gonzalez, MSN, ARNP, CNA, FAAN (Senior Vice President/Chief Nursing Officer) - University of Miami, Florida International University and Barry University
- Raquel Harvey, MSN, RN (Staff Nurse) - University of Miami
- Laura Hernandez, MSN, ARNP (Clinical Educator) - Florida International University

- Deborah Hill-Rodriguez, MSN, ARNP, CS,BC (Clinical Nurse Specialist) - University of Miami
- Lourdes Lopez, RN, MSN (Information System Analyst)- University of Miami
- Patricia Messmer, PhD, RN,BC, FAAN (Nurse Researcher) - University of Miami
- Ana Pelligra, ARNP, MSN (Manager) - University of Miami
- Kristeen Roberts, MSN, RN (Manager) - Florida International University
- Ivette Nieves Roldan, MSN, RN (Adjunct Theory and Clinical Instructor) - Florida International University
- Lynda Rusinowski, MSN, ARNP (Nurse Practitioner) - University of Miami
- Deborah Salani, ARNP, MSN, CPN, CCRN (Director) - University of Miami
- Nikole Sanchez, RN, MBA, BSN (Staff Nurse) - Miami Dade College and University of Miami
- Ramona Sheerer, MSN, ARNP (Staff Nurse) - University of Miami
- Carla Trueba, MSN, RN (Staff Nurse) - University of Miami
- Dania Vasquez, ARNP, MSN (Clinical Nurse Specialist) - Florida International University
- Sue Villanueva, ARNP, MSN, CPN (Staff Nurse) - University of Miami



2004-05 NLNAC Program Evaluators (Clinicians)

- Jeannette Diana-Zerpa, MSN, ARNP
- Deborah Hill-Rodriguez, MSN, ARNP, CS,BC
- Natasha Melbourne, ARNP, MSN, C,BC
- Patricia R. Messmer, PhD, RN,BC, FAAN
- Dania Vasquez, ARNP, MSN



Pediatric Nursing 2004 Excellence Awards to Nursing Students

Miami Children’s Hospital’s Nursing Department provides a graduating student from each of the local nursing schools with its “Excellence in Pediatric Nursing” award. The award is presented by MCH nursing staff to the following schools of nursing:

Florida International University

- 2005 • Cristina Isabel Casado
• Karina Egues

- 2004 • Jennifer Hager
• Natalie Hunter

University of Miami

- 2005 • José Rodríguez

- 2004 • Victor Klingshirn

Miami Dade College

- 2005 • Alina Atienza-Lago
• Crystal Martin

- 2004 • Marcos Lopez
• Hernando A. Mispireta



Pediatric Nursing Scholarships

As a commitment to the future of nursing, Miami Children’s Hospital provides scholarships to nursing students at the following schools:

Barry University:

- 2005 • Lorinda Lo
• Leandra Ogden

- 2004 • Nancy Bernal
• Leandra Ogdeb
• Vanessa Panganiban
• Damaris Sanchez

Florida International University

- 2005 • Desiree Griffiths

- 2004 • Ruben Reinis

Miami Dade College

- 2005 • Iosdel Gonzalez
• Stanley Paris

- 2004 • Marlene Gonzalez
• Eunice Miranda

University of Miami

- 2005 • Diana Lopez
• Katherine Reyes
• Evelyn Roberto
• Stefania Sarno
• Caroline Urgelles
• Chante Washington
• Lauren Wong

- 2004 • Aurora Barrios
• Melissa Disbrow
• Maria T. Garcia
• Maria Peixoto
• Evelyn Roberto





National Association with University of Pittsburgh

Miami Children's Hospital has had the pleasure of providing practicum experience to senior nursing students from the University of Pittsburgh over the past two years. Scholarship funds were supplemented by The Miami Heart Research Institute. Arrangements were made by Patricia Messmer, PhD, RN,BC, FAAN and clinical experiences were facilitated by clinical nurse specialists. The students obtained practicum experience on the medical surgical and intensive care units for a total of 12 weeks. This endeavor has been extremely rewarding for the students, giving them an emersion experience with the wonderful culturally diverse population of South Florida.



Master's in Nursing Administration Students

Miami Children's Department of Nursing precepted five students for their Master of Science in Nursing in Nursing Administration from Barry University. The students completed approximately 200 clinical hours with a nurse leader. Their experiences varied including preceptorships by the Senior Vice President/Chief Nursing Officer, the Nurse Researcher, a Nursing Director and a Clinical Nurse Specialist. The students were exposed to all aspects of nursing leadership such as strategic planning, budgeting, writing research IRB proposals, hurricane and disaster preparedness through a challenging hurricane season, and the creation of educational and program planning.



MCH 2004

Nurse of the Year

Blanca Callejas, RN, of Miami Children's Hospital's 3 East, asthma and pulmonary care inpatient unit, was chosen as the hospital's "2004 Nurse of the Year."

"It was such a surprise. There are so many great nurses here at Miami Children's." said Ms. Callejas, who joined MCH in 2000 upon completing her nursing training.

The hospital's Nurse of the Year is chosen by a nursing committee from among candidates elected by their peers. Each unit votes to select a unit winner, who then becomes eligible for consideration for the Nurse of the Year honor.

Nurse Exemplars

2004 UNIT NURSE EXCELLENCE AWARD WINNERS

The following MCH nurses were chosen by their co-workers as recipients of Miami Children's Hospital's "Unit Nurse Excellence Awards" for 2004:

Blanca Callejas, RN, BSN
- 3East

Yulie Giralt, RN, BSN
- OR

Jennifer McCartney, RN, CCRN
- PICU

Sonia Tezini, RN
- After Hours

Nikole Sanchez, RN, BSN, MBA
- Float/Staff Relief

Margot Sarratea, RN
- GI Lab

Raiza Figueredo, RN, BS
- 3 South

Barbie Rivera, RN
- ED

In addition to high praise from her peers for her leadership and clinical excellence, Ms. Callejas further distinguished herself through participation in the hospital's Patient Education Committee and by serving as Co-Chair for the 2005 Nurses' Week celebration planning committee.

Here is a sampling of comments written about Ms. Callejas:

- "Blanca is excellent clinically. She is able to provide care for the highest acuity patients as well as being very professional in caring for families.
- "She demonstrates leadership skills when taking charge in the unit..."
- "Blanca is always willing to help others. She is dedicated to her patients and is a great nurse."

Ms. Callejas decided to pursue a career in nursing when she was 18 and helping to care for her grandmother, who was receiving cancer treatment. "I was so impressed by the nurses involved in her care. I knew I wanted to be part of this profession," she recalls.

Nursing has proven to be everything Blanca hoped for. "It is such a pleasure to come to work each day. I love the people I work with and I enjoy watching children in the unit get better while in our care."



Geraldine Florian, RN, BSN
- 3N

Frances Crawford, RN
- 3NE

Susan Goltzbein, RN
- PACU

Nicole Dixon, RN
- 2E

Beverly Newlin, RN
- Psych

Julissa Jimenez, RN, BSN
- CVICU

Maytee Gonzalez, RN
- 2NE

Sarah Tyner, RN
- NICU

Kelly Bronkan, FN
- Ambulatory Surgery

Suzi Prieto, RN
- Nursing Leadership Award Winner

Grisel Cepeda, RN
- Utilization Quality Management

Karen Niblack, LPN
- Emergency Department

MCH 2005

Nurse of the Year

Carol Cupido-Hylton, RN, of Miami Children's Hospital's NICU, was chosen as the hospital's "2005 Nurse of the Year."

Carol received a great surprise when the announcement was made at the MCH Nurse's Week Celebration Ceremony. Her face lit up and she was proud and excited to receive such an honor from her peers.

The hospital's Nurse of The Year is chosen by a nursing committee from among candidates elected by their peers. Each unit votes to select a unit winner, who then becomes eligible to be considered for the honor of Nurse of The Year.

Nurse Exemplars

2005 UNIT NURSE EXCELLENCE AWARD WINNERS

The following MCH nurses were chosen by their co-workers as recipients of Miami Children's Hospital's "Unit Nurse Excellence Awards" for 2005:

Carol Cupido-Hylton, RN
- NICU

Ana Diaz, RN
- 3 North

Marcina Manraj, RN
- 3 South

Carla Trueba, RN
- CVICU

Vanessa Tamariz, RN
- 3 East

Denise Jorge, RN
- 2 Northeast

Holda Delavoe, RN
- PICU

Karen Espinoza, RN
- PACU

Kim Ronselli, RN
OR

In addition to the high praise and honor from her peers for her leadership and clinical excellence, Ms. Cupido-Hylton furthered distinguished herself through her mentorship skills with new nurses and nurses that float to NICU. Carol is a member of the NICU committee for the orientation of new nurses.

Here is a sampling of comments written about Ms. Cupido-Hylton:

- “Carol’s clinical skills and knowledge are outstanding and she consistently shares her expertise with the new staff or float nurses.”
- “She is an excellent preceptor and mentor and maintains a positive atmosphere for learning to take place in our unit.”
- “I feel that Carol deserves recognition for her clinical expertise, leadership in our unit and her professional and positive attitude.”
- “Ms. Carol is a great nurse, she always has time to teach and educate. She is a team player, and she is a professional in every sense of the word!”



Heidi Story-Curran, RN
- Ambulatory Surgery

Laura Chechila, RN
- 2 East

Debra Pelleschi, LPN
- Float/Staff Relief

Elizabeth Padilla, RN
- Float/Staff Relief

Flor Olivera
- Psychiatry

Debbie Hooks, RN
- Lifeflight

Roxana Gomez, RN
- Afterhours

Cathy Donnellan, RN
- Utilization Quality Management

Helen Liwanag, RN
- Radiology

Larry Regalado, RN
- Emergency Department

Connie Fischman, RN
- Nursing Leadership Award

Cynthia Etter, RN
- IV Team



Professional Development

NATIONAL AND INTERNATIONAL QUALITY INITIATIVES

Joint Commission on Accreditation of Healthcare Organization's Asthma Pilot Project

Under the leadership of Rosie Roche, ARNP, MSN (Pulmonology) and Dr. Maria Franco (Pulmonology), Miami Children's Hospital participated with other healthcare organizations in The Joint Commission on Accreditation of Healthcare Organization's (JCAHO) Asthma Pilot Project. The results of this project will assist in implementing and improving the quality of healthcare for this pediatric population. The pilot test consisted of reviewing and abstracting several months of treatment records on randomly selected patients. The information obtained will provide the foundation for implementing the Children's Asthma Care (CAC) Candidate Core Measures for national implementation.

CHEX Knowledge Exchange Children's Hospital NICU/PICU Curriculum Project

This Child Health Corporation of America's (CHCA) funded research project was introduced to explore and identify opportunities to create a national standard of excellence for pediatric critical care orientation. MCH, along with 14 other participating hospitals across the nation, has been working on the project since its inception. The aims of the project are to: promote a nationally accepted best practice of efficiency and effectiveness in the delivery of critical care orientation. MCH Clinical Nurses Specialists, Amanda Ranft, MSN, ARNP, RNC (NICU), Deborah Salani, MSN, ARNP-BC, CPON (ED) and Ingrid Gonzalez, MSN, RN, CPN (CICU), have been involved with the initial project as facilitators/leaders that resulted in the identification and prioritization of standard curricula for new nurses in the NICU, PICU and CICU. Pre- and post-assessment data will be gathered to determine the effectiveness of the blended learning.

Commitment to Quality



Pedi-QS Pediatric Nursing Sensitive Core Measures

The Child Health Corporation of America, the National Association of Children's Hospitals and Related Institutions and Medical Management Planning have joined together collaboratively in the Pedi-QS Collaborative. Miami Children's Hospital, represented by Jackie Gonzalez, ARNP, MSN, CNAA, BC, FAAN has participated on a national expert advisory panel for the review and submission of a proposed nursing-sensitive indicator set for measuring staffing effectiveness to JCAHO. Nurse leaders throughout the organization have been consulted for their expertise in development of these indicators.

APON Pediatric Chemotherapy and Biotherapy Administration Course

Miami Children's Hospital became one of the first pediatric institutions in the United States to host the Association of Pediatric Oncology Nurses' (APON) chemotherapy course. The Oncology Unit nursing leadership team and a few staff nurses took part in the two-day training which included reviews of knowledge required to administer chemotherapeutic agents to pediatric patients. MCH's Michelle Burke, MSN, ARNP, CPON, CPN and Jeannette Garcia RN, BSN, CPON, served as instructors. Topics presented included a cancer overview, legal and ethical issues, principles of chemotherapy and biotherapy, chemotherapy agents and classifications, safe handling, administration and immediate post-administration issues, toxicity and symptom management, late effects of chemotherapy, and psychosocial issues.



Japanese Nursing Journal features William Blouin, ARNP, MSN, Immunology Department

William Blouin, ARNP, MSN, of MCH's Immunology Department, was featured in an article titled "The Therapeutic Use of Yourself" which appeared in a Japanese nursing journal. The article was written by journalist Atsuko Otsuka. Men serving as nurses is a new concept in Japanese culture. Atsuko wrote an insightful account of William's life, philosophy of care and professional journey.

Julissa Jimenez, ARNP, MSN, Participates in Nursing Exchange Program in Italy

Julissa Jimenez, ARNP, MSN, visited hospitals in Rome as part of a student exchange program offered through Florida International University's Graduate School of Nursing. Through the experience, Julissa learned about the Italian healthcare system and gained greater appreciation for the role of the nurse and the advancements that have enhanced the profession.

25+ CLUB NURSE MEMBERS

The hospital's 25+ Club represents hospital staff members who have been employed with Miami Children's Hospital over 25 years. The Club makes recommendations to the organization and supports fundraising efforts to support hospital goals.

- Marisela Alberti, RN
- Float Pool
- Mirtha Alvarez, RN
- Neonatal ICU
- Lillian Bell, RN, BSN, CPN
- 3 Northeast
- Michelle Bonte, RN, BSN, CPN, CNOR
- Operating Room
- Irene Bowers, RN, BSN
- Float Pool
- Carol Ann Braz, RN
- Emergency Department
- Nancy Breen, RN
- 3 East
- Frank Bucalo, RN, CPN
- Emergency Department
- Frances Crawford, RN
- 3 Northeast
- Deborah Del Favero, RN, BSN, CPN, CNA
- Nursing Administration
- Jeanette Diana, ARNP, MSN
- Pediatric Surgery
- Lynn Felson, ARNP, BC, MSN, CPN
- 3 Northeast
- Sandra Frank, RN, BSN
- LifeFlight Transport Team
- Jacqueline Gonzalez, ARNP, MSN, CNA, BC, FAAN
- Senior Vice President and Chief Nursing Officer
- Brian Hannigan, RN, BSN, CPN
- Preventive Medicine
- Monica Hawkins, RN
- After Hours
- Susan Johnson, RN, BSN
- Staff Relief
- Jane Larew, RN
- Neonatal ICU
- Linda Lever, RN, CCRN
- Cardiac ICU
- Jennifer McCartney, RN, CCRN
- Pediatric ICU
- Regina Morales, RN, BSN, CPN
- Nursing Administration
- Mary Mulcahy, RN
- Neonatal ICU
- Karen Niblack, LPN
- Emergency Department
- Linda Nylander-Householder, RN, MSN, CCRN
- Education
- Gail O'Donnell, RN, BSN
- IV Team/NICU
- Madelyn Ogle, RN, BSN, CNA
- Nursing Administration
- Debra Pelleschi, LPN
- Float Pool
- Nancy Perdomo, RN, BSN
- Emergency Room
- Jeanette Rawls, RN
- Float Team
- Carol Roach, RN
- PACU
- Mila Tablante, ARNP, MSN
- Cardiac Critical Care
- Jill Tahmooressi, RN, C, MBA, BS
- 2E/3NE/Dialysis/Enuresis Center
- Dorothy Thomas, RN, BSN, CIC
- Infection Control
- Beth Tudor, RN, BSN
- Staff Relief
- Dania Vasquez, ARNP, MSN
- 3 East/3 South
- Cathy Viar, RN, BS, CIC
- Infection Control
- Sandra Wehking, RN, CPN
- Ambulatory Surgery
- Rosanne Wills, RN, BSN, CPN
- 3 Northeast
- Cedric Wiltshire, RN, BSN
- Psychiatry
- Christopher Wolary, RN
- Operating Room

PUBLICATIONS, PRESENTATIONS & RECOGNITION

Publications 2005

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Nieves, Jo Ann, ARNP, MSN, CPN, APRN-BC. (Contributor) in *Pediatric Nursing Certification Board: 2005-6 Pediatric Nursing Self Assessment Exercise and Reference Manual*. Pediatric Nursing Certification Board: Gaithersburg, MD. 2005.

Topps, C. Lopez, L, Messmer, PR, Franco, M (2005). Perceptions of pediatric nurses toward bar-code point of medication administration. *Nursing Administration Quarterly* 29(1), 102-107.

Messmer, P.R., Gonzalez, J.L., Soto, M., Wood, M.B. (2005). Miami Children's Hospital in *Magnet: Best Practices in Today's Challenging Health Care Environment*. ANCC Magnet Recognition Program, 139-141.

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Hawkins, H., Bolick, B., Denke, N., Garlesky, C.A., Williams, P & Woloshyn, K. (2004). *Emergency Nursing Pediatric Course* (3rd Edition). Des Plaines, IL; Emergency Nurses Association.

Henry, M. (2004) Internal Communication: Minor Changes Yield Major Dividends. The Nurses' Station. Interview and publication from the *Physician's Weekly Emergency Department* Edition. Vol. 1, No. 3.

Henry, M., Managers Forum column, Cutting Edge Discussions of Management, policy and Program Issues in Emergency Care: Several Articles. Moving Admitted Patients. *Journal of Emergency Nurses Association* (02/2004) Vol. 30, No. 1; Using LPNs and Paramedics in the ED. (02/2004) Vol. 30, No.1

Hill-Rodriguez, D. (2004, February 2). Pediatric Dysphasia. *Advance for Nurses-Florida edition* 5(3), 29-31.

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Messmer, P.R. & Tahmooressi, J. (2004). Roxie Foster, PhD, RN, FAAN presents at Miami Children's Hospital. *Florida Nurse* 52 (1), 12.

Messmer, PR & Gonzalez, JL. (2004, March-May). March to Magnet...one hospital's experience in achieving Magnet status...reprinted form *Reflections on Nursing Leadership*, 4th Qtr. *Nebraska Nurse* 37(1), 27.

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Quigley, P., Messmer, P.R., Gorzka, P.& Wood, M. (2004). Florida 1st Magnet Nursing Research Conference. *Florida Nurse* 52 (1), 18.

Vasquez, D. & Philotas, R. (2004, September 13) Pediatric Respiratory Emergencies *Advance for Nurses-Florida edition* 5(20), 17-20.

Paper Presentations 2005

Barroso, Susana, RN, BSN & Messmer, Patricia R. PhD, RN,BC, FAAN. "The Nurse-Physician Collaboration Study" *Human Patient Simulator Networking Annual Conference* Tampa, Florida February 25, 2005.

Bascoy, Rene, ADN, RN, & Messmer, P.R. Is It the Correct Size ET Tubes and Depth During Neonatal Transport, *FIU Research Day* Miami, Florida December 9, 2005

Bragg, J., ARNP, MSN, MBA, CNA, BC, CPON & Messmer, P.R. Send in the Clowns: Outcomes of a Nurse Support Group, *16th STTI International Nursing Research Congress*, Kono, Hawaii, July 15, 2005

Daly, J., Picot, S., Messmer, P. Panel on International Collaborative Nursing Research & STTI Chiron Mentoring *16th STTI International Nursing Research Congress*, Kono, Hawaii, July 14, 2005

Gonzalez, J., Ripper, K., Horne, B., Schwarzkopf, R. The Nursing Profession: The Practice Perspective: A panel discussion on the strengths, weaknesses and opportunities for improvement. December 5, 2005.

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Messmer, P.R. Implementing Nursing Research and Evidence Based Practice to Meet ANCC Forces of Magnetism. *Wyoming Medical Center,* Casper, WY. October 3, 2005

Messmer, P.R. Evidence Based practice in Rural Hospitals. *Wyoming Nurses Association Annual Convention* Jackson Hole, WY. September 29, 2005

Messmer, PR. Carrying on the Legacy: History of the Nurses Charitable Trust, District V, *FNA FNA Convention,* Bonita Springs, FL, September 16, 2005

Messmer, P.R. Reflections on Nursing and its Impact on Patients and their Families (keynote address) *IUON “Rite of Passage”* St. Kitts, Caribbean Islands September 5, 2005

Messmer, P.R. Nursing Research using A Pediatric Simulator *IUON “Rite of Passage”* St. Kitts, Caribbean Islands, September 5, 2005

Messmer, P.R. ANCC Forces of Magnetism: How Does Your Nursing Care Delivery Model Fit into the “Nursing Care Delivery Models” *The Forum on Healthcare Leadership,* Las Vegas, Nevada, August 14, 2005



Messmer, P.R. Nursing Education's Future Scope. *The Forum on Healthcare Leadership*, Las Vegas, Nevada, August 13, 2005

Messmer, P.R. The Clinical Nurse Leader: Transforming Leadership: A Case Study-Dartmouth-Hitchcock "Nursing Care Delivery Models" Las Vegas, Nevada, August 13, 2005

Messmer, P.R. Integrating Nursing Research into the Forces of Magnetism *University of Nevada* in Las Vegas, August 12, 2005

Messmer, P.R. Nurse-Physician Collaboration Using a Pediatric Simulator *16th International Nursing Research*, Congress, Kono, Hawaii, July 16, 2005

Messmer, P.R. Leader Empowerment & Nurse-Physician Collaboration using a Pediatric Human Patient Simulator (HPS) *SFONE Best in Class: Elements of Success "A Showcase of Nursing Excellence"* Fort Lauderdale, FL, May 20, 2005

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Messmer, P.R. The History of the Nurses Charitable Trust, District V, FNA., *FNA District V Nurse Week Afternoon Tea*, Barry University, Miami Shores, FL May 1, 2005.

Messmer, P.R. The Heritage of the Nursing Honor Society, *STTI Pi Alpha Induction*, Florida International University, Miami, FL, April 24, 2005.

Messmer, P.R. Involving Nurses at the Bedside in Nursing Research for ANCC Forces of Magnetism. *Baycare Health System*, St. Petersburg, FL, April 22, 2005.

Messmer, P.R. & Tahmooressi, Jill, MBA, BS, ADN, RN,C. Roundtable Discussion of "Going for Magnet" *Society of Pediatric Nursing Conference* Philadelphia, PA, April 15, 2005

Messmer, P.R. Panel presentation, "The Future of Pediatric Nursing: *Society of Pediatric Nursing Conference* Philadelphia, PA, April 17, 2005.

Messmer, P.R. & Tahmooressi, J., "Round table on Forces of Magnetism" *Society of Pediatric Nursing Conference* Philadelphia, PA, April 15, 2005.

Messmer, P.R., & King, Imogene, Mentoring of Nurses for Nursing Research based on King's Theory of Goal Attainment. Research Priorities at the Point of Practice. *2nd Annual Florida Magnet Nursing Research Conference*. Tampa, FL. February 3-4, 2005

Minick, Cheryl, RN, BC, Nagal, Ma Jomela RN, Woodman, Elizabeth RN., Garcia, Lizette, LPN. "The Challenges When Caring for the Pediatric Patient with Extraoperative EEG Monitoring and Intracranial Electrodes, *American Association of Neuroscience Nurses (AANN)*, Washington DC, April 8-11, 2005.

Nieves, Jo Ann, ARNP, MSN, CPN, APRN-BC. Low Cardiac Output Syndrome: Nursing Assessment. *4th World Congress of Pediatric Cardiology & Cardiac Surgery*, Buenos Aires, Argentina. September 20, 2005.

Nieves, J.A. Care of the Single Ventricle Patient – From Fetus to Adult. American Association of Critical Care Nurses – *National Teaching Institute, Critical Care Symposium*. New Orleans, Louisiana May 9, 2005.

Nieves, J.A. Adults with Congenital Heart Disease: Potential Issues & Optimizing Care. *Broward County Chapter Association of Critical Care Nurses – 30th Annual Spring Seminar*. Signature Grand, Davie, Florida. April 14, 2005.

Nieves, J.A. Pulmonary Hypertension: Maintaining the Delicate Balance. *Cardiology 2005: Children's Hospital of Philadelphia Program*. Orlando, FL. February 16-20, 2005.

Nieves, J.A. Assessing Oxygen Delivery: Role of Serial Serum Lactate Monitoring. *Cardiology 2005: Children's Hospital of Philadelphia Program*. Orlando, FL. February 16-20, 2005.

Nieves, J.A. Pulmonary Hypertension: An Update. *Sixth International Symposium of Pediatric Cardiac Intensive Care*. Miami, Florida, December 10, 2005.

Nieves, J.A. Cardiopulmonary Bypass: Nursing Care After the Run. *Sixth International Symposium of Pediatric Cardiac Intensive Care*. Miami, Florida, December 10, 2005.

Salani, Deborah, ARNP, MSN, CPON, and Wood, M.L. Family Presence During Rounds, Invasive Procedures and Cardiorespiratory Resuscitation: An Evidenced Based Practices of Healthcare Staff, *2nd International Family Centered Care Conference*, San Francisco, CA February 20-23, 2005

Todero, C., Kirksey, K., Picot, S. & Messmer, P.R. Grant writing Fundamentals-Turning a Research Idea into a Fundable Proposal. *38th STTI Biennial Convention*. Indianapolis, IN, November 14, 2005

Vessey, J., Clarke, L. & Messmer, P.R. Panel presentation: the Future of Pediatric Nursing *Society of Pediatric Nursing Conference* Philadelphia, PA, April 17, 2005

Wood, M.L. & Gonzalez, J.L. Practical Strategies and Trends in Evaluating Staffing Effectiveness. *38th STTI Biennial Convention*. Indianapolis, IN, November 15, 2005

Paper Presentations 2004

Barroso, S., Messmer P.R., Gonzalez, J.L. Enhancing Nurse-Physician Collaboration Using a Pediatric Human Patient Simulator”, *FIU School of Nursing Improving Health Care Quality through Research Conference*, Miami, FL October 15, 2004.

Blouin, William, MSN, ARNP, CPNP. “Bursting the Bubble of Primary Immune Deficiency (PID) Diseases. *Pediatric Nursing 20th Annual Conference*, Orlando, FL September 10-12, 2004.

Blouin, W. Pediatric Oncology and Hematopoietic Stem Cell Transplantation (HSCT): It's Not Just Bone Marrow Anymore. *Pediatric Nursing 20th Annual Conference*, Orlando, FL September 10-12, 2004.

Bragg, J., Messmer, P.R., Franco, M., Wessling, P., Outcomes of a Nurse Support Group for New RN Graduates. *FIU School of Nursing, Improving Health Care Quality through Research* Miami, FL, October 15, 2004.

Garlesky, Cindy, MSN, ARNP, CEN. Pain, Pain Go Away: Untold Stories of Children's Pain". *Pediatric Nursing 20th Annual Conference*, Orlando, FL September 10-12, 2004.

Gonzalez, J.L. & Messmer, P.R. Developing a Program of Nursing Research for ANCC Magnet Recognition. *ANA Convention*, Minneapolis, MN June 27-30, 2004.

Hill-Rodriguez, D. & Roberts, K. Malignant Hyperthermia *13th Annual Scientific Meeting of the American Pediatric Surgical Nurses Association*, Ponte Verde, FL, May 2004.

Messmer, P.R., Barroso, S. & Gonzalez, J.L. Enhancing Nurse-Physician Collaboration Using a Pediatric Human Patient Simulator., *American Academy of Nursing 2004 Annual Conference* Washington, DC, November 11-13, 2004.

Messmer, P.R. & Gonzalez, J.L. Marching toward ANCC Magnet Recognition in a Pediatric Population. *Pediatric Nursing 20th Annual Conference*, Orlando, FL September 10-12, 2004.

Messmer, P.R. The Forces of Magnetism- an ANCC Magnet Experience at Miami Children's Hospital. *The Forum of Health Care Leadership*, Nashville, TN, August 7-10, 2004.

Messmer, P.R. Topps, C., Franco, M., Lopez, L., Gonzalez, J.L. Nurses' Perception of Time with Bar-Coding Technology for Children. *15th STTI International Nursing Research Congress*. Dublin, Ireland, July 22-24, 2004.

Messmer, P.R. Research and Education for ANCC Magnet Recognition in a Pediatric Population. *Society of Pediatric Nursing Conference*, Las Vegas, NE, April 22-24, 2004.

Nieves, J.A. Single Ventricle Physiology. *5th International Symposium of Pediatric Cardiac Intensive Care*. Miami, Florida, December 2004.

Nieves, J.A. What is the Best Pulmonary Vasodilator? *5th International Symposium of Pediatric Cardiac Intensive Care*. Miami, Florida, December 2004.

Nieves, J.A. Cyanotic Congenital Heart Disease: From Birth to Repair. *4th National Neonatal Nurses Meeting* Orlando, Florida, October 2, 2004.

Nieves, J.A. Single Ventricle Physiology: Nursing Care for Children with the Most Complex CHD. *Pediatric Nursing 20th Annual Conference*, Orlando, FL September 10-12, 2004.

Nieves, J.G. Pulmonary Hypertension: A Delicate Balance. *American Association of Critical Care Nurses - National Teaching Institute, Critical Care Symposium*. Orlando, Florida, May, 2004.

Nieves, J.G. Smaller, Faster, Safer: Advances in Pediatric Cardiovascular Care. *American Association of Critical Care Nurses - National Teaching Institute, Critical Care Symposium*. Orlando, Florida, May, 2004.

Nieves, J.G. Acyanotic Congenital Heart Disease: From Birth to Repair. *National Neonatal Nurses Symposium*. Orlando, Florida, October, 2004.

Salani, D. & Wood, M.L. Family Presence during Rounds, Invasive Procedures and Cardiorespiratory Resuscitation: Preference and Practices of Pediatric Nurses, Physicians, Respiratory Therapist and other Health Care Staff. *FIU School of Nursing Improving Health Care Quality through Research* Miami, FL October 15, 2004

Salani, D. & Wood, M.L. Family Presence during Rounds, Invasive Procedures and Cardiorespiratory Resuscitation: An Evidenced-based Practices of Healthcare Staff. *Summer Institute on Evidenced-based Practice: Fostering Quality*, San Antonio, Texas, July, 2004

Shapiro, Tina, ARNP, MSN. Nitrous Oxide Analgesia for Pediatric Outpatient Surgical Procedures". *13th Annual Scientific Meeting of the American Pediatric Surgical Nurses Association*, Ponte Verde, FL, May 2004.

Tahmooressi, J. Hunter, Ingrid, BS, CPHQ. "The Relationship of Patient/Family Satisfaction in Achieving Magnet Recognition". *Jackson Organization Annual Conference*, Chesapeake, MD, October 19, 2004,

Thomas, Dorothy, BSN, RN, CIC. Infectious Disease: Emerging threats. *Pediatric Nursing 20th Annual Conference*, Orlando, FL September 10-12, 2004.

Topps, Cheryl, MSN, ARNP, Franco, Michelle, ARNP, MSN, CPN, CPON, Messmer, P.R., Lopez, Lourdes RN, BSN, Gonzalez, J.L. Pediatric Nurses' Perception of Time with Bar-Coding Technology. *FIU School of Nursing Improving Health Care Quality through Research* Miami, FL October 15, 2004.

Wood, M.L. Achieving Outcomes with CPSP Data Applications *NACHRI*, Alexander, VA, September 20, 2004.

Wood, M.L. JCAHO Standards for Staffing Effectiveness. *SFONE Best in Class Conference*, Miami, FL, May 21, 2004.

Wood, M.L. Meeting New JCAHO Standards: Practical Strategies to Assess Staffing Effectiveness". *NACHRI Quality Improvement Workshop*, San Diego, CA, Feb 28-March 1, 2004.

Woodman, E., Minick, C., Garcia, L., Nagal, M. The Challenges of Caring for the Pediatric Patient with Extraoperative Electrodes. *Neurosurgical Nurses Annual Conference*. Washington, DC, March 2004.

Poster Presentations 2005

Bragg, J., Messmer, P.R. & Franco, M. & Wessling, ARNP, MSN. Send in the Clowns: Outcomes of a Nurse Support Group *The Forum on Healthcare Leadership* Las Vegas, Nevada, August 13-15, 2005

Brown, Monica H., RN, BSN & Marynard, Trish, RN, BSN. A Call for Nursing: Mending Broken Hearts. *38th STTI Biennial Convention*. Indianapolis, IN, November 14, 2005

Elixson, M. & Nieves, J. Formation of a Pediatric Cardiovascular Society in Southeastern United States. *4th World Congress of Pediatric Cardiology & Cardiac Surgery*, Buenos Aires, Argentina. September, 2005.

Hill-Rodriguez, D. Messmer, P.R. & Tahmooressi, J. Perception of Pediatric Nurses toward the Value National Certification. *Pediatric Nursing Conference*, Philadelphia, September 16-18, 2005



Hill-Rodriguez, D. Messmer, P.R. & Tahmooressi, J. Perception of Pediatric Nurses toward the Value National Certification. *FNA Convention*, Bonita Springs, FL September 16-17, 2005

Hill-Rodriguez, D., Messmer, P.R. & Tahmooressi, J. Perception of Pediatric Nurses toward the Value National Certification The Forum on Healthcare Leadership, Las Vegas, Nevada, August 13-15, 2005

Hill-Rodriguez, D., Messmer, P.R. & Tahmooressi, J. Perception of Pediatric Nurses toward the Value of National Certification FONE "Evidence-Based Practices Clinical & Leadership" Conference, St. Augustine, Florida, June 23 & 24, 2005

Jimenez, Julissa, ARNP, MSN & Gonzalez, I. MSN, RN. The Heart of the Nurse Speaks the Same Language: A Photographical Comparison of Nursing in Italy and the United States. 38th STTI Biennial Convention. Indianapolis, IN, November 13, 2005

Messmer P.R. Barroso, S., Gonzalez, J.L. Enhancing Nurse-Physician Collaboration Using a Pediatric Human Patient Simulator, American Academy of Nursing 2005 Annual Conference Scottsdale, AZ, November 10-12, 2005

Messmer, P.R., Bragg, J, Wessling, P. & Franco, M. Outcomes of Nurse Support Group Facilitated by a Psychiatry Department. 38th STTI Biennial Convention. Indianapolis, IN, November 14, 2005

Messmer, P.R , Gonzalez, J. & Barroso, S. Organizational Work, Nurse Satisfaction, Job Stress, Leader Empowerment & Nurse-Physician Collaboration using a HPS. 32nd Annual Meeting and Conference American Academy of Nursing Scottsdale, AZ November 10-12, 2006



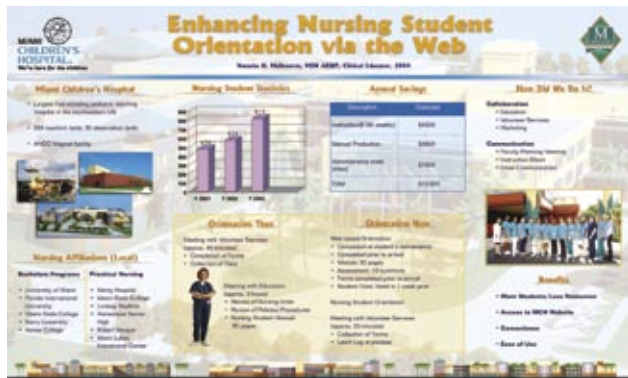
Messmer, P.R, Barroso, S. & Gonzalez, J.L. Nurse-Physician Collaboration Using a Pediatric Simulator, FONE: Workforce and Environment October 7, 2005.

Messmer, P.R., Barroso, S. & Gonzalez, J.L. Nurse-Physician Collaboration Using a Pediatric Simulator, FNA Convention, Bonita Springs, FL September 16-17, 2005

Messmer, P.R, Barroso, S. & Gonzalez, J.L. Nurse-Physician Collaboration Using a Pediatric Simulator , The Forum on Healthcare Leadership, Las Vegas, Nevada, August 13-15, 2005

Messmer, P.R., Barroso, S. & Gonzalez, J.L. A Nurse-Physician Collaboration Study Using a Pediatric Human Patient Simulator; Southern Nursing Research Society, Atlanta, GA. February 4-5, 2005.

Nieves, J., Jimenez, J., Gonzalez, M., Angel, L., & Badali, M. Single ventricle nursing care: Variations in practice & potential strategies for success. 4th World Congress of Pediatric Cardiology & Cardiac Surgery, Buenos Aires, Argentina. September, 2005.



Olson, Holy, BSN, CCRN, Perez, Sheila, MSN, RN, Bascoy, Rene, ADN, RN, Messmer, P.R, & Fernandez, Maria, ARNP, MSN. Is It the Correct Size ET Tubes and Depth During Neonatal Transport, AMTC 2005, Austin Convention Center, Austin, Texas, October 24-26, 2005.

Olson, H., Perez, S., Bascoy, R., Messmer, P.R, & Fernandez, M., Is It the Correct Size ET Tubes and Depth During Neonatal Transport, *FNA Convention*, Bonita Springs, FL September 16-17, 2005

Salani, D. & Wood, M.L. Family Presence during rounds, invasive procedures and cardiorespiratory resuscitation: Preference and practices of pediatric nurses, physicians, respiratory therapists and other health care staff. *2nd Annual Florida Magnet Nursing Research Conference*. Tampa, FL. February 3-4, 2005.

Ventura, Nestor, MHA, OR Manager, and Allen, Rose, RN, MSM/HM of South Miami Hospital. Advance Directives Use in Acute Care. *2nd Annual Florida Magnet Nursing Research Conference*. Tampa, FL. February 3-4, 2005.

Poster Presentations 2004

Bragg, J., Messmer, P.R., Franco, M., Wessling, P. Send in the Clowns: Effect of a Nurse Support Group for New RN Graduates. *NACHRI 2004 Annual Meeting*, Fort Lauderdale, FL -October 3-6, 2004.

Bragg, J., Messmer, P.R. Franco, M., Wessling, P. Send in the Clowns: Effect of a Nurse Support Group for New RN Graduates. *NLN Education Summit*, Orlando, FL September30-October 2, 2004.

Bragg, J., Messmer, P.R. Franco, M., Wessling, P. Outcomes of a Nurse Support Group for New RN Graduates. *8th Annual ANCC Magnet Conference*, Sacramento, CA October 15-17, 2004.

Brown, Monica, RN, Maynard, Tricia, RN, BSN. "A Call for Nursing: Mending Broken Hearts". *Pediatric Nursing 20th Annual Conference*, Orlando, FL September 10-12, 2004.

Capezzuto, Lisa, RN, Manraj, Marcina, RN, Sepulveda, Marina, RN, Small, Becki, RN. "Nursing Implementation in Brachial Plexus Repair.", *American Association of neuroscience Nurse (AANN)* in Washington DC, April 8-11th, 2005.

Ernst, Mary, ARNP, MSN, CNA,BC, Franco, M., Messmer, P.R. Gonzalez, J.L. Nurses' Job Satisfaction, Stress and Recognition in a Pediatric Setting. *8th Annual ANCC Magnet Conference*, Sacramento, CA October 15-17, 2004 and *Florida Magnet Research Conference*, Tampa, FL, February 6, 2004.

Melbourne, Natasha, ARNP, MSN, BC. Using the Web for Nursing Student Orientation *FONE Fall Conference*. St. Petersburg, FL, October 21-22, 2004

Melbourne, N. Web-based Orientation *NLN Education Summit*, Orlando, FL September30-October 2, 2004.

Melbourne, N. Enhancing Nursing Student Orientation via the Web. *National Nursing Staff Development Organization Annual Conference*, San Diego, CA August, 2004.

Messmer, P.R., Tahmooressi, J., Melbourne, N., Hernandez, Laura, MSN, FNP. "Forces of Magnetism: ANCC Magnet Experience Shared Governance & Mentorship. *The Forum of Health Care Leadership*, Nashville, TN, August 7-10, 2004.

Messmer, P.R., Barroso, S., Gonzalez, J.L. A Nurse-Physician Collaboration Study Using a Pediatric Human Patient Simulator; *Southern Nursing Research Society*, Atlanta, GA. February 4-5, 2005.

Ranft, Amanda, MSN, ARNP, Fistal, Howard, RPh, Gonzalez, Mirtha, ARNP, MSN, Chan, Connie, PharmD, Salani, D., Torres, Marilyn, PharmD, Wood, M.L., Jones, Charese, PharmD, Ernst, M., Gonzalez, I., Philotas, Rachael, RN, BSN, Nylander-Householder, Linda, ARNP, MSN. Performance Improvement Using a Hospital Multidisciplinary Team to Redesign the Process: Moving Away from "Rule of 6" into Standardized Concentrations Utilizing Bar Code Technology and New Infusion Pump Programming. *FIU School of Nursing Improving Health Care Quality through Research* Miami, FL October 15, 2004.

Roberts, K., Hill-Rodriguez, D. & Tahmooressi, J. Specialty Bed Reduces Patient Pain While Improving Caregiver Safety. *FIU School of Nursing Improving Health Care Quality through Research* Miami, FL October 15, 2004.

Salani, D. & Wood, M.L. Family Presence during rounds, invasive procedures and cardiorespiratory resuscitation: Preference and practices of pediatric nurses, physicians, respiratory therapists and other health care staff. *2nd Annual Florida Magnet Nursing Research Conference*. Tampa, FL. February 3-4, 2005.

Tahmooressi, J. A Treatment Approach for the Eating Disorder Adolescent: A Multidisciplinary Evidence-Based Practice Model. *8th Annual ANCC Magnet Conference*, Sacramento, CA October 15-17, 2004.

Tahmooressi, J., Hill-Rodriguez, D. & Roberts, K. Specialty Bed Reduces Patient Pain While Improving Caregiver Safety. *Patient Safety Conference*, Orlando, FL March 4-5, 2004.

Topps, Cheryl MSN, ARNP. Using Bar-Coding Technology in Pediatric Healthcare". *FONE Fall Conference*. St. Petersburg, FL, October 21-22, 2004

Topps, C., Franco, M., Messmer, P.R., Lopez, L., Gonzalez, J.L. Pediatric Nurses' Perception of Time with Bar-Coding Technology. *8th Annual ANCC Magnet Conference*, Sacramento, CA October 15-17, 2004.

Topps, C., Franco, M., Messmer, P.R., Lopez, L., Gonzalez, J.L. Perception of Pediatric Nurses toward Bar-Coding Technology. *NACHRI 2004 Annual Meeting*, Fort Lauderdale, FL -October 3-6, 2004 and *Florida Magnet Research Conference*, Tampa, FL, February 6, 2004.

Ventura, Nestor, MHSA, OR Manager, and Allen, Rose, RN, MSM/HM, of South Miami Hospital. Advance Directives Use in Acute Care. *2nd Annual Florida Magnet Nursing Research Conference*. Tampa, FL. February 3-4, 2005.

Wood, M.L. & Cagen, D. Early Prevention of Skin Breakdown and Streamlining of Specialty Beds: An Evidenced-Based Practice Change. *NACHRI Quality Improvement Workshop*, San Diego, CA, Feb 28-March 1, 2004.

Awards and Recognition 2005

Jane Bragg, RN, MSN, MBA, CPON, CNAA, BC

- 2005 FNA Nurse Administrator Award
- 2005 FNA District V Nurse Administrator Award

Lisa Burton, ARNP-BC, MSN, ARNP

- 2005 FNA District V Advanced Practice Award

Carolyn Domina, ARNP, MSN, CNA, BC

- 2005 FNA District V Community Award

Maria Fernandez, ARNP, MSN, CMTE

- Acknowledged in the December, 2005 issue of People's magazine for her heroic efforts during the Katrina Hurricane
- 2005 South Florida Organization of Nurse Executives (SFOENE) Special Recognition

Connie Fishman, BSN, RN

- Finalist, Nursing Spectrum of the Year Award (one of 5 selected from 48 nurses statewide)

Jackie Gonzalez, MSN, ARNP, CNA, BC, FAAN

- 2005 Fellow, American Academy of Nursing
- 2005 Excellence in Nursing, Barry University School of Nursing
- 2005 Community Leader Tribute, Barry University School of Nursing

Patricia R. Messmer, PhD, RN, BC, FAAN

- 2005 Distinguished Alumni Award, University of Pittsburgh School of Nursing



2005 FNA District V Awardees.

- 2005 FNA District V Special Recognition Award on behalf of the Nurses Charitable Trust, District V, FNA

Kris Roberts, MSN, RN, CPN

- FNA District V Nursing Registered Nurse Award

Dottie Thomas, RN, BSN, CIC

- Honorable Mention, one of the 6 national finalists for the Sharps Injury Prevention Award

Dania Vasquez, ARNP, MSN, CNS

- FNA District V Nursing Student Liaison Award

Awards and Recognition 2004

Patricia Dean, ARNP, MSN

- 2004 Volunteer Award, Camp Boggy Creek

Jeanette Diana-Zerpa, ARNP, MSN

- 2004 American Pediatric Surgical Nurses Association Founders Award

Mary Ernst, ARNP, MSN, CNA,BC

- 2004 South Florida Organization of Nurse Executives Nurse Leadership Award Nominee

Maria Fernandez, ARNP, MSN, CMTE

- 2004 FNA District V Advanced Practice Award

Jackie Gonzalez, MSN, ARNP, CNA,BC, FAAN

- 2004 Excellence in Family Advocacy Award, Parent to Parent of Miami
- 2004 “Angel Award” Barry University School of Nursing
- 2004 FNA District V Nurse Administrator Award
- 2004 Community Partnership Award for MCH-FIU Pediatric Nursing Initiative from Florida International University

Lisa Juskowitz, RN, CPN

- “Honorable Mention” Nursing Spectrum of the Year Award (one of 5 selected from 48 nurses statewide)

Natasha Melbourne, ARNP, MSN, C,BC

- 2004 FNA District V Nursing Student Liaison Award

Patricia R. Messmer, PhD, RN,BC, FAAN

- 2004 American Nurses Credentialing Center (ANCC) Certified Nurse Award at the American Nurses Association (ANA) Convention

JoAnn Nieves, MSN, ARNP, CPN, APRN-BC

- Appointed as an item writer to the Certified Pediatric Nurses (NCBNPN) exam.

Jill Tahmooressi, MBA, BS, ADN, RN,C

- 2004 South Florida Organization of Nurse Executives Nurse Leadership Award Nominee

Jacqueline Gonzalez, ARNP, MSN, CNA, BC, FAAN, Senior Vice President and Chief Nursing Officer is an exemplary mentor as she demonstrates personal and professional advancement in nursing as she was inducted as a Fellow into the American Academy of Nursing in November, 2005. Fellows are selected by their peers for outstanding contributions to the nursing profession and healthcare. The criteria for selection of fellows require evidence of outstanding and broad contributions to health policy aimed at improving the health of the American people. “Ms. Gonzalez is a devoted and inspiring leader who has instilled a passion for excellence and innovation within the nursing team at Miami Children’s. Her selection as a fellow of the American Academy of Nursing is a tribute to her leadership at Miami Children’s Hospital as well as her commitment to the profession of nursing on a regional and national level,” said Thomas M. Rozek, President and Chief Executive Officer.



ORGANIZATION POSITIONS HELD 2004-2005

Patricia Dean, ARNP, MSN

- President of the Epilepsy Foundation of South Florida 2005
- President Elect of the Epilepsy Foundation of South Florida 2004
- Chair, Professionals in Epilepsy Care Committee, American Epilepsy Society

Ana Diaz, RN, BSN

- Secretary, Association of Pediatric Oncology Nurses, South Florida Chapter

Nicole Dixon, RN

- Membership Committee (member), American Pediatric Nurses Association (APNSA)

Maria Fernandez, ARNP, MSN, CMTE

- President Florida Chapter Air & Surface Transport Nurses Association (ASTNA)
- President of the Neonatal Pediatric Transport Nurses Association.
- Board member of the EMSC - Emergency Medical Services for Children.

Diana Garcia, RN, BSN

- Treasurer of STTI Beta Tau Chapter

Jeannette Garcia, RN, BSN, CPON

- President Association of Pediatric Oncology Nurses, South Florida Chapter

Jacqueline Gonzalez, ARNP, MSN, CNAA, BC, FAAN

- 2005 Editorial Board, Hispanic Health Care International Journal
- 2005 Editorial Board, Nursing Spectrum
- President of the Nursing Storage Consortium of South Florida
- Secretary of Florida Organization of Nurse Executives (FONE)
- Secretary of South Florida Organization of Nurse Executives (SFONE)
- Board of Directors, University of North Carolina School of Nursing Alumni Association
- National Association of Children's Hospitals (NACHRI) Council on Education
- Pedi-QS NSI National Advisory Committee
- TLContact® National Steering Committee
- Honor Nurses Organization National Advisory Committee

Mirtha Gonzalez, ARNP, MSN

- Treasurer South Florida Chapter of Society of Pediatric Nurses (SFCSPN)

Mary Ann Henry, MBA, BSN, BS, CPN, LHCRM

- Secretary of STTI Pi Alpha Chapter
- Membership Chair Society South Florida Chapter of Society of Pediatric Nurses (SFCSPN)

Laura Hernandez, ARNP,BC, MSN

- President-Elect Sigma STTI Pi Alpha Chapter.

Deborah Hill-Rodriguez, ARNP, MSN, CS,BC

- Vice President of South Florida Chapter of Society of Pediatric Nurses (SFCSPN)

Debra Langer, RN

- National Association Neonatal Nurses (NANN), South Florida Chapter

Linda Lever, RN, CCRN

- Newsletter editor, Greater Miami Area Chapter AACN

Patricia R. Messmer, PhD, RN,BC, FAAN

- Editorial Advisory Board, The Journal of Continuing Education in Nursing
- Vice Chair of National League for Nursing Accreditation Commission (NLNAC)
- Board of Trustees for American Nurses Foundation
- Sigma Theta Tau International Research & Scholarship Advisory Council
- Chair of Research Committee Society of Pediatric Nurses (SPN)
- Nominating Committee for American Academy of Nurses (AAN)
- Chair of Abstract Committee for AAN Annual Conference
- Chair of Florida Nurses Foundation

- Chair of Abstract Committee for Florida Annual Magnet Conference
- Chair of Nurses Charitable Trust, Florida Nurses Association (FNA), District V (7 Nurses Philanthropists)
- Registered Parliamentarian for Southern Nurse Research Society

Lauri Metz, RN, BSN, CPON

- Vice- President Association of Pediatric Oncology Nurses, South Florida Chapter

JoAnn Nieves, ARNP, MSN

- Chairperson Nursing Program Committee, World Congress of Pediatric Cardiology & Cardiac Surgery. Nursing Program Organizing Committee. 2003 to September, 2005. Buenos Aires, Argentina.
- Treasurer - Southeast Pediatric Cardiology Society, 2002- to present.
- Self Examination Assessment Committee Elected Member, Certified Pediatric Nurses. National Association Board of Pediatric Nurse Practitioners and Nurses. March 2003- 2006. Published text, 2005.
- Committee member- Society of Thoracic Surgeons- Congenital Data Definitions Sub-Task Force. Chicago, Illinois. 2004- to present.
- Treasurer- Society of Pediatric Cardiovascular Nurses, Fall, 2005- to present.

Kris Roberts, MSN, RN, CPN

- President-Elect of South Florida Chapter of Society of Pediatric Nurses (SFCSPN)

Jill Tahmooressi, MBA, BS, ADN, RN,C

- President of South Florida Chapter of Society of Pediatric Nurses (SFCSPN) (Inaugral)
- Treasurer of Florida Nurses Association (FNA), District V

Michelle Tai, RN, BSN, CPON

- Treasurer Association of Pediatric Oncology Nurses, South Florida Chapter

Dottie Thomas, BSN, RN, CIC

- Association for Professionals in Infection Control and Epidemiology (APIC), Miami-Dade County (APIC) Seminar Committee

Josephine Villanueva, RN, BSN

- Public Relations Officer, Philippine Nurses Association, South Florida Chapter

Maria Lina Wood, ARNP, MSN

- President of STTI Pi Alpha Chapter
- Vice President of South Florida Organization of Nurse Executives (SFONE)
- Chair for Exhibits for Florida Annual Magnet Conference

Cathy Viar, BS, RN, CIC

- Secretary Association for Professionals in Infection Control and Epidemiology (APIC), Miami-Dade County
- Nominating chair for Florida Professionals in Infection Control.



CERTIFIED NURSING SERVICES PERSONNEL

Certified Nurse Administrator Advanced (CNAA)

Jacqueline Gonzalez, ARNP, MSN, CNAA,BC - Senior Vice President/ Chief Nursing Officer

Jane Bragg, RN, MSN, MBA, CPON, CNAA,BC - Director of Psychiatric and Hematology Services

Certified Nurse Administrator (CNA)

Deborah del Favero, RN, BSN, CPN, CNA,BC - Operations Administrator

Carolyn Domina, ARNP, MSN, CNA,BC - Director Surgical Services

Cynthia Ellis, RN, BSN, CNA,BC - Operations Administrator

Mary Ernst, ARNP, MSN, CNA,BC - Director of Cardiac Services

Kimberly Hunter, MSN, MBA, CNA,BC - Director of Nursing Operations

Madelyn Ogle, RN, BSN, CNA,BC - Operations Administrator

Jose Perdomo, RN, BSN, MHA, CNA,BC - Administrative Director Neuroscience/International Program

Certified Pediatric Nurse (ANCC or CPN)

Louisa Angel, RN, BSN, CPN - Staff Nurse



Clarissa Avalos, RN, BSN, CPN - Staff Nurse

Rusette Arends, RN, BSN, CPN - Manager

Lillian Bell, RN, BSN, CPN - Manager

M. Lynne Bonelli, RN, CPN - Staff Nurse

Michelle Bonte, RN, BSN, CPN, CNOR - Staff Nurse

Monica Brown, RN, BSN, CPN - Staff Nurse

Frank Bucalo, RN, CPN - Staff Nurse

Michelle Burke, ARNP, MSN, CPN, CPON - Clinical Nurse Specialist Hematology

Shari Kay Causey, RN, CPN - Staff Nurse

Mio Cervantes, RN, MSN, CPN - Manager

Susan Churchill, RN, BSN, CPN - Manager

Farrah Chutkan, RN, BSN, CPN - Staff Nurse

Rebecca Collier, RN, CPN - Staff Nurse

Carol Contillo, RN, CPN - Staff Nurse

Israel Corbo, RN, MSN, CPN - Manager



Casey Crotts, RN, BSN, CPN - Staff Nurse

Ruby de Jesus, RN, BSN, CPN - Manager

Deborah del Favero, RN, BSN, CNA, CPN -
Operations Administrator

Bonnie Fagley, RN, CPN - Staff Nurse

Lynn Felson, ARNP, MSN, CPN, CFNP - Manager

Meg Fertig, RN,C - Staff Nurse

Gay Folsom, RN, CPN - Staff Nurse

Kathryn Geiger, RN, BSN, CPN - Manager

Vivian Gimon, RN, CPN - Staff Nurse

Susan Golzbein, RN, BSN, CPN - Staff Nurse

Ingrid Gonzalez, RN, MSN, CPN - Clinical Nurse
Specialist Cardiac Services

Luisa Gonzalez, RN,BC, MSN - Staff Nurse

Victoria Gonzalez, RN, BSN, CPN - Staff Nurse

Ilene Grayson, RN, CPN - Manager

Verna Haik, RN, BSN, CPN - Manager

Brian J. Hannigan, RN, BSN, CPN - Staff Nurse

Maryann Henry, RN, MBA, BS, CPN - Risk
Management Specialist

Laura M. Hernandez, ARNP, MSN, CPN - Clinical
Nurse Specialist

Jani Huhta-Bonzi, RN, CPN - Staff Nurse

Julissa Jimenez, ARNP, MSN, CPN - Staff Nurse

Donna Kilheaney, RN, CPN - Staff Nurse

Lee Ann Kunkle, RN, MSN, CPN - Staff Nurse

Nancy Lima-Keller, RN, CPN - Staff Nurse

Vivian Lacandalo, RN, CPN - Staff Nurse

Veronika Lopez, RN, CPN - Staff Nurse

Teresa MacKenzie, RN, CPN, CCM - Manager

Ketly Mareus, RN, CPN - Staff Nurse

Kimberly Martin, RN, CPN - Staff Nurse

Lisa Martinez, RN,C - Staff Nurse

Heather Miller, RN,BC, BSN - Staff Nurse

Kelley Miller, RN, BSN, CPN - Staff Nurse

Cheryl Minick, RN,BC, BSN - Staff Nurse

Viviana Monzon, RN, CPN - Manager

Regina Morales, RN, BSN, CPN - Operations
Administrator

Solphia Morales, RN, BSN, CPN - Manager

Chantelle Mouttet, RN, MSN, CPN - Staff Nurse

Jennifer Nicholson, RN, BSN, CPN - Staff Nurse

Joanne Nieves ARNP, MSN, CPN, CPNP - Cardiac Services

Elizabeth Padilla, RN, BSN, CPN - Staff Nurse

Cynthia Pelley-Johnson, RN, CPN CICU - Staff Nurse

Mike Peña, RN, BSN, CPN - Staff Nurse

Israel Perdomo, ARNP, MSN, CPN - Manager

Larry Regaldo, RN, BSN, CPN - Staff Nurse

Aimee Richardson, RN, CPN - Staff Nurse



Carol Roach, RN, BSN, CPN - Staff Nurse

Carmen Rodriguez, RN, CPN - Manager

Kristeen Roberts, RN, MSN, CPN - Manager

Vicki Rosenfeld, RN, BSN, CPN - Manager

Lynda Rusinowski, ARNP, MSN, CPN, CPNP - Cardiac Services

Patty Rowe, RN, BSN, CPN - Staff Nurse

Lori Sagona, RN, CPN - Staff Nurse

Margot Sarratea, RN, CPN - Staff Nurse

Ramona Sheerer ARNP, MSN, CPN - Staff Nurse

Diane Shook, RN, CPN - Staff Nurse

Anissa Smith, RN, BSN, CPN, CEN - Manager

Kathleen Spence, RN, MSN, CPN - Manager

Michelle Tai, RN, BSN, CPN - Manager

Jill Tahmoore, RN, C, MBA, BS, ADN - Director Medical/Surgical Services

Ayme Torres, RN, CPN - Staff Nurse

Constanza Valverde, RN, BSN, CPN - Staff Nurse

Mialing Velez, RN, ADN, CPN - Manager

Sue Villanueva, RN, MSN, CPN - Staff Nurse

Rosanne Wills, RN, BSN, CPN - Staff Nurse

Sandra Wehking, RN, CPN - Staff Nurse

Joann Wiacek, RN, BSN, CPN - Manager

Certified Pediatric Oncology Nurse (CPON)

Jane Bragg, RN, MSN, MBA, CPON, CNA, BC - Director of Psychiatric and Hematology Services

Michelle Burke, ARNP, MSN, CPN, CPON - Clinical Nurse Specialist Hematology

Claudia Garcia, RN, BSN, CPON - Staff Nurse

Jeanette Garcia, RN, BSN, CPON - Manager

Lauri Metz, RN, BSN, CPON - Manager

Debbie Salani, ARNP-BC, BC, MSN, CPON - Director
Emergency Services

Michelle Tai, RN, BSN, CPON - Manager

Sarah Taylor, RN, BSN, CPON - Staff Nurse

Certified Psychiatric Nurse (ANCC)

Elaine Eisenson, RN, C,BC - Staff Nurse

Beverly Newlin, RN, C,BC - Staff Nurse

Certified Nurse Practitioner (ANCC, CPNP, CFNP, CNP, CNS or CS)

William R. Blouin, ARNP, MSN, CPNP - Hematology
Services

Lisa Burton, ARNP-BC, MSN, CS,BC - Mental Health
Psychiatric Services

Patricia Dean, ARNP, MSN, CPNP - Neurological
Services

Jeanette Diana, ARNP, MSN, CNP - Pediatric Surgical
Services

Lynn Felson, ARNP, MSN, CFNP, CPN - Manager

Carmen Fraga-Soto, ARNP, MSN, NNP - Cardiac
Services

Gloria Galdamez, ARNP-BC, MSN - Staff Nurse 3 East

Debbie Hill-Rodriguez, ARNP, MSN, CS,BC -
Pediatrics Clinical Nurse Specialist

Shirley Kendzora, ARNP-BC, MSN - Staff Nurse



Joann Nieves, ARNP, MSN, CPNP, CPN - Cardiac
Services

Lynda Rusinowski, ARNP, MSN, CPN, CPNP -
Cardiac Services

Debbie Salani, ARNP-BC, BC, MSN, CPON - Director
Emergency Services

Christi Tyler, ARNP, MSN, CFNP - Cardiac Services

Andrea Rerecich, ARNP, MSN, CPNP - Neurology
Services

Rosa Roche, ARNP, MSN, CPNP - Pulmonary Services

Certified Critical-Care Registered Nurse (CCRN)

Lazara Briones, RN, BSN, CCRN Staff Nurse

John M. Cunningham, RN, CEN, CCRN, CFRN Staff
Nurse

Regina Diaz, RN, BSN, CCRN - Staff Nurse

Linda M. Lever, RN, CCRN - Manager

Jennifer McCartney, RN, CCRN - Staff Nurse

Linda Nylander-Housholder, RN, MSN, CCRN - Educator

Holly Olson, RN, BSN, CCRN - Staff Nurse

Cynthia Pelley-Johnson, RN, BSN, CCRN - Staff Nurse

Nao Reed, RN, CCRN - Staff Nurse

Sara Turpel, RN, CCRN - Staff Nurse

Certified Nurse Operating Room (CNOR)

Franciso A. Alonso, RN, CNOR, CRNFA - Staff Nurse

Michelle Bonte, RN, BSN, CPN, CNOR - Staff Nurse

Carolyn Domina, RN, MSN, CNOR - Director Surgical Services

Trang Huynh, RN, BSN, CNOR - Staff Nurse

Claudia Marin-Shimizu, RN, BSN, CNOR - Staff Nurse

Antoinette Peri, RN, BSN, CNOR - Staff Nurse

Certified Registered Nurse First Assistant (CRNFA)

Franciso A. Alonso, RN, CNOR, CRNFA - Staff Nurse

Mary Peters, RN, CEN, CFRN - Staff Nurse

Certified Emergency Nurse (CEN)

John M. Cunningham, RN, CEN, CCRN, CFRN - Staff Nurse

Cindy Ann Garlesky, ARNP, MSN, CED - Pain Service

Mary Peters, RN, CEN, CFRN - Staff Nurse

Anissa Smith, RN, BSN, CPN, CEN - Manager

Certified Flight Registered Nurse (CFRN)

John M. Cunningham, RN, CEN, CCRN, CFRN - Staff Nurse

Mary Peters, RN, CEN, CFRN - Staff Nurse

Certified Medical Transport Executive (CMTE)

Maria Fernandez, ARNP, MSN CMTE - Director Life Flight Services

Certified Infection Control (CIC)

Karen Namoff, ARNP, MSN, CIC - Health Office Practitioner

Dorothy Thomas, RN, BSN, CIC - Director of Infection Control

Cathy Viar, RN, CIC - Manager of Infection Control

Certified Neonatal Nurse (C,RN)

Naomi Adazi, RN, BSN, C,RN - Staff Nurse

Meg Fertig, RN,C - Staff Nurse

Amanda Ranft, ARNP, MSN, RNC - Clinical Nurse Specialist

Pat Wilson, RN, C - Staff Nurse

Certified Nursing Professional Development (C,BC)

Natasha Melborne, ARNP, MSN, C,BC - Clinical Educator

Patricia Messmer, PhD, RN, C,BC, FAAN - Nurse Researcher

Certified Practice in Healthcare Quality (CPHQ)

Diane Bowles, RN, BSN, CPHQ

Elizabeth Greene, RN, BA, CPUR, CPHQ

Certified Case Management (CCM, CPUR, CPUM)

Grisselle Angulo, RN, CPUR

Mary Blackburn, RN, CPUM

Jorge Brao, RN, CPUR

Grisel Cepeda, RN, CPUR

Cathy Donnellan, RN, BSN, CPUM

Elizabeth Greene, RN, CPUR, CPHQ

Gisselle Infante, RN, CPUR

Myrlande Lanfond, RN, CPUR

Teresa MacKensie, RN, CPN, CCM - Manager

Marilyn Oliva- Calderin, RN, BSN, CNUR - Staff Nurse

Mario Rodriguez, RN, CPUR - Manger Utilization Review

Sady Rodriguez, RN, BSN, CPUR

Latina Sharp, RN, CCHP, CCM - Staff Nurse

Certified Clinical Research Coordinator (CCRC)

Lissette Cruz, RN, BSN, CCRC - Research Institution

Ruby Whalen, RN, BSN, CCRC - Cardiac Services

International Board of Lactation Consultant Examiners (IBLCE)

Peggy Penovich, RN, IBLCE - Neonatal Services

Certified Diabetic Educator (CDE)

Awilda Valdes, RN, CDE

Certified Pain Management Nurse - ANCC

Cindy Garleski, ARNP,BC, MSN



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