Commitment to Excellence
A History of Caring

“Rather, ten times, die in the surf, heralding the way to a new world, than stand idly on the shore.”

Florence Nightingale
May 12, 1820-
August 13, 1910

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Nursing is an art and a science, a profession and a calling. Nurses are clinicians, educators, researchers and counselors. Nurses are the heart and soul of healthcare.

We alleviate unnecessary pain and suffering, give people health and hope and ensure that self-respect and dignity are not compromised. During some of the most vulnerable times in people’s lives, such as being hospitalized, moving to a nursing home, giving birth or learning to manage a chronic condition at home, nurses are the healthcare providers with whom patients spend the most time and depend on for their recovery.

As nursing has evolved over the years, so has the definition of nursing excellence. Most would agree that nursing excellence begins with providing high-quality, compassionate, patient- and family-centered care.

However, achieving excellence in nursing is a continuing journey. Never has our role been as vital as it is today — as a nursing shortage converges with an aging population in an era of high-tech medical breakthroughs. Our role will continue to expand.

On this nursing excellence journey, a commitment to lifelong learning and networking is paramount to the continuing promotion of excellence. In turn, nurses must support, guide and mentor other nurses to succeed.

In this issue of Nursing Excellence, Baptist Health’s chief nursing officers reveal what inspired them to choose a nursing career, while others reveal what drives them today. I am confident that their wisdom and advice will inspire you to continue striving for nursing excellence.

You’ll also read about Baptist Health’s award-winning nurses who demonstrate outstanding clinical and teaching skills, and serve as role models to their peers. Recipients of the DAISY Award exemplify nursing excellence. They give selflessly to those who need our knowledge, skills, caring and compassion. Patient-care initiatives and nursing mentorship programs in place throughout Baptist Health are wonderful examples of nursing excellence in action.

What better way to celebrate nursing excellence than to highlight Nurses Week, as well as the Robert B. Cole Distinguished Nursing Lecture Series. This year marked the 20th anniversary of the event, made possible by the endowment created by the late Robert B. Cole in 1993. This beloved nursing affair recognizes and honors Baptist Health nurses for their extraordinary work. During this year’s celebration, Richard P. Cole continued to honor his father’s legacy by pledging a $200,000 donation to ensure the future of the lecture series.

Nursing excellence is a core value and longstanding tradition at Baptist Health, reflected in our leading patient satisfaction scores and top performance in national quality measures. Our success is inextricably tied to our outstanding nursing workforce — committed to patient care, safety and quality outcomes.

As we look to the future to “lead change and advance health,” we must never forget our deeply rooted mission of caring for people.
What is the definition of nursing excellence? Excellence in nursing practice is loosely defined as the achievement of quality patient outcomes that are better than good and consistently surpass ordinary standards of performance. Three key individual nursing practices drive the success of organizations known for nursing excellence, such as those recognized by Magnet designation.

The first practice, put simply, is “do the right thing.” Nurses make many important decisions during their workday. Doing the right thing may take more time, but has countless rewards.

We all know that shortcuts lead to their own set of problems, and may sometimes create unsafe conditions. Nurses who are known for excellence in nursing practice choose to do the right thing and expect the same of others.

Another practice that delivers excellence in nursing practice is “do the best thing.” As nurses practicing in a high-tech, scientific world, we need to understand why we do things to determine if our actions are in the patient’s best interest. I am always surprised when a nurse refuses to adapt to a new, evidence-based action and simply states: “It isn’t how I was taught.” Nurses must have an active sense of inquiry and should continually strive to attain the evidence that supports their actions.

Finally, the nurse who stands out in excellence is one who finds joy and fulfillment in his or her work. The culmination of professional excellence is going home at the end of a full day knowing you took the time to do your work the right way and the best way. There is nothing more satisfying.

In March 2009, Vice President and Chief Nursing Officer Becky Montesino-King, DNP, initiated the DAISY Award for Extraordinary Nurses at Baptist Hospital — a program that honors nurses for the compassionate and skillful care they provide to patients, families and each other.

The DAISY Award was established in Seattle by the Barnes family in 2000 in honor of J. Patrick Barnes, who died of complications of an autoimmune disease at age 33. The family wanted to turn their grief into something positive.

DAISY is an acronym for “diseases attacking the immune system.” The award program, in collaboration with the American Organization of Nurse Executives, is represented in 1,515 healthcare facilities throughout nine countries.

Sponsored by the Center for Excellence in Nursing, the DAISY Committee developed criteria for nomination. Nurses should be skilled and knowledgeable, competent and professional, kind and gentle, caring and compassionate, family-focused and a patient advocate, committed and dedicated to excellence.

Since 2009, Baptist Hospital has honored 34 Magnet nurses with DAISY Awards in surprise ceremonies on the nursing unit.

“Nurses who receive the DAISY Award exemplify the attributes of an extraordinary nurse,” said Dr. Montesino-King. “Nominations come from patients, families and fellow team members. What an honor to be recognized for giving selflessly to those who need our knowledge, skills, caring and compassion. Thank you to our DAISY nurses, who stand out for excellence in extraordinary ways.”
My nursing excellence journey at South Miami Hospital began nearly 35 years ago. I still remember the day I started here as an agency nurse. After working in the position for several weeks, I knew I had found my calling. I chose nursing as my profession — it is not just a job.

I have had the honor of being a nurse for more than 41 years. This profession has allowed me the opportunity to grow, share my experiences and continue on the journey to nursing excellence. During my nursing career, I have made a conscious effort to promote professionalism, excellent clinical practice, personalization, cultural diversity and holistic care. In everything I do, the patient has always remained foremost in my mind.

In my opinion, nurses who are role models for nursing excellence provide excellent care in a professional and competent manner and demonstrate a holistic approach to caring. They possess personal qualities that enhance practice and relate to patients, families, peers, hospital administrators and community members in a cooperative manner.

Achieving nursing excellence is a professional journey that challenges nurses to strive for quality while consistently learning along the way. Over the years, the nursing profession has evolved to include an increased focus on promoting education, research, professional development and innovation to support clinical practice. Why? It is because the best environment to accomplish nursing excellence requires all of these aspects working in collaboration.

What does nursing excellence mean to me? A culturally competent clinical nurse who promotes health, reduces disease disparities and improves treatment outcomes is achieving nursing excellence. Nurses who participate in research, strive for professional development through certification and education and advocate for patients and families are instrumental in leading nursing excellence.

Many nurses are inspired by the work of Florence Nightingale, R.N. She had a passion for nursing excellence. She believed in wellness and a healthy environment. Ms. Nightingale was the driving force behind evidence-based practice in the pre-technology era. She said: “Let us each and all realizing the importance of our influence on others — stand shoulder to shoulder — and not alone, in good cause.”

National Award Recognizes Role Model

South Miami Hospital’s Nancy Burke, ARNP, was the 2012 recipient of the National Association of Neonatal Nurses (NANN) Navigator Award. The Navigator Award is given to a nurse who demonstrates outstanding teaching and motivational skills, is clinically and technically skilled and shares experiences willingly. This professional nurse acts as a role model to support and guide others to succeed.

Ms. Burke has more than 37 years of experience in neonatal nursing and her dedication to the field is evident. She serves as an educator and mentor to novice nurses, encouraging them to utilize critical thinking skills and evidence-based practice.

NICU co-worker Maureen Pahl, R.N., nominated Ms. Burke for the award. “Nancy has an overwhelming impact on her students, colleagues and leaders at South Miami Hospital,” she said. “She is the role model of role models for neonatal nursing.”

Ms. Burke was honored to receive the Navigator Award. “When I first became a NICU nurse, I dedicated my time to developing my skills to meet the needs of my patients. That was many years ago,” she said. “As I advanced in my professional nursing role, I realized that it takes more than great skills to be a great nurse. My focus then shifted to mentoring novice nurses to help them expand their knowledge and advance in their nursing profession.”
Caring came naturally to me, even at an early age. I started working for a pediatrician when I was only 15 years old. I made rounds with him and interacted with patients, family members and nurses. He was a person who truly cared about his patients and nurses — and one of my mentors.

I entered the field of nursing at age 18. My mother was thrilled. She always said that nursing was a field of diverse specialties, great satisfaction and incredible job opportunities. Little did I know that I would be a significant influence on my sisters and niece, who also joined the profession of nursing.

I started my career as a medical-surgical nurse with an inherent awareness of what was necessary to make a difference in patient care. After a few years, I transitioned to a nursing leadership position and began a career focused on positive patient outcomes — the core of nursing excellence.

I’ve now served as a chief nursing officer for over 30 years at several facilities. I still have the same clear vision about patient care and nursing excellence as I did at the beginning of my career and continually try to inspire and instill the same vision in others. My personal motto, adopted from my grandmother, is “Can’t never made a biscuit.” Translation: There is nothing we can’t do if we just try.

Our journey to Magnet designation has provided a strong foundation for innovative, safe and professional nursing practice. Baptist Health and Doctors Hospital have received countless awards for our nursing excellence. Doctors Hospital was awarded the Clinical Excellence award by VHA, Top Performer on Key Quality Measures by The Joint Commission, and the Excellence in Patient Care, Emergency Department, by the Studer Group.

There is an increased demand for highly trained nurses with bachelor’s, master’s and other advanced degrees to meet the challenges of healthcare reform. We not only must continue to deliver professional, evidence-based nursing care, we must continue to redefine and expand our roles to be the champions of quality care improvements. Nursing excellence is key to improving the future of the healthcare delivery system.

Barbara Florence, R.N., has been a registered nurse with Doctors Hospital for more than 35 years. While working as an intensive care nurse for 30 years, she provided direct patient care to acutely ill patients and served as a mentor and charge nurse.

Ms. Florence now serves in a performance improvement role. She helps oversee the quality of care provided in the Older Adult Program and the Sitter/Companion Program, and assists with clinical partner orientation and development. As chairwoman of the Nursing Quality Council and member of several hospital committees, Ms. Florence provides valuable input for current nursing practice. She also has participated in a research project to improve older adult care, palliative care and critical care.

“Nursing has evolved for the better. We’ve come a long way, baby,” said Ms. Florence, as she reflected upon her career. “Nursing did not get to where it is today by osmosis, but by commitment to the profession.”

Ms. Florence was the Doctors Hospital recipient of the Family Christian Association of America’s Black Achiever of Excellence in 2012 — an award that recognizes exemplary employees whose professional and personal accomplishments make them a role model to others.

Ms. Florence offers this advice to novice nurses: “We were all new nurses at one time. When you look at us seasoned nurses, remember that we came from where you are. The day is approaching when you will be the seasoned nurse and mentor to others.”
As a young child, I had a Golden Book about Nurse Nancy. She took care of her dolls and teddy bears when they were hurt. Since my first name is Nancy, this little book caught my attention. I thought Nurse Nancy was a really cool kid. I also was inspired by my mother’s friend who was a nurse. She was warm, friendly and caring. I decided I wanted to know more about nursing.

In high school, I volunteered at South Miami Hospital. I worked closely with the hospital’s nurses and watched them care for their patients. They demonstrated professionalism and the art of nursing. I wanted to be just like them, and chose nursing as my career.

Nursing is an evolving profession — there is always more to learn. Whether you are practicing at the bedside, teaching or leading others, each day is different, full of new challenges and experiences. What I enjoy most about the nursing profession is the relationships I build with patients, families, peers and others. In nursing, sometimes your connection with others is powerful, but brief. And sometimes you build bonds that last your entire career. For me, caring and giving to others are very satisfying.

My advice to new nurses is: Keep learning and expanding your knowledge by obtaining advanced degrees and certifications. The profession’s many roles provide you with numerous career options. As you develop skills and gain experience, opportunities to advance increase substantially. To move forward, you must be educationally prepared.

I also encourage nurses to get involved — volunteer to do the extra project; join that committee; be the “go-to” person on your unit; do quality work; and participate in everything you can. Make an effort to try new things and take chances, even if it feels uncomfortable. The more you do, the more comfortable you will become. Each activity and additional responsibility allows you to learn and grow.

You’ll also want to maintain a record of your accomplishments and keep your resume current. You never know when the perfect advancement opportunity will arise. Baptist Health has many people and programs to help you advance in your career. You just have to take the initiative, set goals and strive to be the best you can be.

The Men Who Dare to Care

Men have provided nursing care since the third century. Today, male nurses are not only working in combat, but at the bedside. America’s male nurses make up about 6 percent of the global nursing population. At Homestead Hospital, they have an even larger impact — representing 14 percent of the nursing staff.

Jonathan Perez and Carlos Lindado are nursing students who started their careers by first attending EMT school. Both saw something “different” in the way nurses manage patient care in the hospital setting. They also were impressed with the teamwork in the hospital environment.

Steve Trush, R.N., is a second career nurse. His nurse manager, Hector Aleman, R.N., says he is an asset on MS5. “Steve is a high performer; he is energetic, caring and loved by everyone. He really has made a difference in our unit. He is always looking for ways to improve our patient care and workflow.”

Nurse Manager Raul Botana, R.N., felt that nursing gave him the opportunity to make a difference in this world. “I watched my grandfather die a miserable death with no dignity intact,” he said. Now, Mr. Botana’s impact is far-reaching.

Homestead Hospital appreciates the men who serve in the nursing field. They have become patient care supervisors, UPC chairs and nurse managers. Who knows what the future holds for these talented nurses?
As far back as I can remember I wanted to be a nurse. My first encounter with a nurse was with the visiting nurse who came to our home to assess the growth and health of my sisters and me. I remember that she was calm and kind. She spoke with my mother about nutrition and what to do when her four adventurous daughters thought they could fly off the roof like Superman.

I also remember missionary nurses coming to our church and talking about helping people in faraway places with nutrition, clean drinking water, immunizations and disease prevention. These nurses exposed me to the spiritual nature of nursing. They had a great influence on my desire to become a nurse.

My decision to become a nurse has been reinforced throughout my career. While earning my associate’s degree in nursing, I learned that nursing is an art and a science and that excellent nursing care can be delivered only when you consider the patient’s goals and desires in the plan of care. While earning my bachelor’s degree, I further expanded my knowledge and learned to place a greater emphasis on looking at the patient and family and the community dynamic.

I have fond memories of rewarding experiences and joyous times as a direct patient care nurse, including the time I assisted with the precipitous delivery of healthy twins in the Emergency Department, or cared for an older patient who presented with sepsis and recovered.

As a novice nurse, I developed lifelong relationships with my co-workers. Expert nurses, who were patient-safety role models, mentored me to achieve nursing excellence.

During my 40 years as a nurse, I’ve grown and so has the profession of nursing. The science of nursing has progressed. Evidence supports nursing practices or guides us to make practice changes. Technology has also advanced healthcare. Sometimes I fear we are losing the art of nursing as we focus on technology. Some of my best memories as a direct care nurse are of simple times when I sat and listened to a patient, held a hand or hugged a family member.

Every day, I am reminded of what an honor it is to be a nurse and how grateful I am for the opportunity to positively impact people at all stages of their lives.

End-of-Life Care with Compassion

Mariners Hospital nurses are launching a new volunteer program called No One Dies Alone. The national program was founded by Oregon resident Sandra Clarke, R.N., after she learned that one of her patients had died alone, even though she had requested that a nurse stay with him. Ms. Clarke made it her mission to ensure that no other patient in her hospital dies alone, especially since no one is born alone.

At Mariners, we often care for hospice patients who have no family or friends available to comfort them during their end-stage of life. We are currently recruiting and training volunteers for the implementation of the No One Dies Alone program. Auxiliary and hospital staff members will serve as “compassionate companions” and sit vigil with dying patients. This level of care will ensure these patients have a dignified death. It also will help alleviate caregiver stress on our bedside nurses who provide compassionate care for our hospice patients.

The No One Dies Alone program, funded by a grant from the Center for Excellence in Nursing shared governance council, is a wonderful example of nursing excellence ideals.
Nursing excellence is a journey of the heart and mind, requiring dedication to lifelong learning, personal growth and mentorship.

Mentorship is not to be confused with preceptorship. Preceptorship is a critical period of learning and training for a new nurse or nurse in a new role, specialty of practice or organization. Preceptorship is a key professional competency of a proficient nurse and an obligation to our apprenticeship profession.

Mentorship, on the other hand, is the multiplier that enhances and enriches our professional development, career satisfaction and success. A mentor willingly accepts the role to help a mentee grow and advance. Mentors give the gift of their time, wisdom and experience to push mentees forward to achieve excellence.

What Nursing Excellence Means to Me

“As descendants of the ‘lady with the lamp,’ nurses spread the warmth and light of care, compassion and hope to the ones we serve. We have the opportunity to heal the heart, mind, soul and body of our patients, their families and ourselves, thereby giving life its better meaning.”

— Yen Musngi, R.N., ICU

“Being driven by and vested in the outcomes of the patients we care for; empowering ourselves to make a difference by providing the best care supported by evidence-based best practices; and improving ourselves through continuing our education.”

— Rebecca Maya, R.N., clinical nurse educator, ED

“Professionalism, holistic care, quality in practice and humanism equate to excellence in nursing. It includes shared decision making about practice and patient care through shared governance.”

— Haydee Fernandez, R.N., manager, 3N/4S

“Maintaining a superior level of clinical expertise; incorporating a holistic approach to patient care; and continually fostering the growth of my nursing colleagues.”

— Margaret Geneve, ARNP, supervisor house ARNP

“Giving, being and doing one’s best every day, 100 percent of the time, with the ultimate goal of providing excellent care to all patients.”

— Floralynn Lacrete, R.N., supervisor, 3S

“To practice with heart, for the love of the art and science that is nursing, and with deep appreciation for the profession.”

— Suzanne Rodriguez, R.N., manager, SW/CC

“A holistic approach to helping patients and families in a compassionate, safe and empathetic manner; professionalism, competence and dedication that serve to improve the practice of nursing and outcomes; and effective collaboration with other partners of healthcare.”

— Sandra McLean, R.N., assistant vice president of nursing

Oftentimes, mentors are individuals in our careers whom we never forget. I vividly recall two mentors who guided me during my first job as a practicing nurse at Johns Hopkins. They were expert nurses who seemed to practice flawlessly, providing excellent patient care that produced excellent outcomes. While wonderful preceptors helped me gain skills and knowledge at the bedside to be proficient, my mentors helped me navigate the emotional challenge of the profession, often called “reality shock.”

As a new nurse executive, my mentor helped me maximize my strengths and pushed me to grow and excel. She stretched my thinking and experiences and enhanced my courage to tackle difficult competencies.

Mentorship is a mutually beneficial relationship. While the benefit to the mentee is obvious, at the same time, the mentor’s personal growth cannot be underestimated. Most mentors agree that it is personally fulfilling to contribute to a colleague’s growth and development.

At West Kendall Baptist Hospital, the best examples of mentorship exist in the Professional Development Council and Research Evidence-Based Council. In just two short years, we have promoted 16 nurses to Advanced nurses and five nurses to Expert; initiated 11 IRB-approved nursing research projects; and sent several staff nurses to present research findings at conferences and lectures.

I attribute much of our nursing growth and success to the mentors who have supported our nursing excellence journey.
June 16, 2005, 8 a.m. — Today is the big moving day. I have a new job, and we’re moving to a different city. Our house closing is today at 3 p.m. My phone rings. It’s my sister telling me that mom is not feeling well and is being taken to the ER. She will keep me updated.

2 p.m. — The new owners are at our house doing the final walk-through before closing. How exciting… she is pregnant and the couple is delighted to be buying our home.

2:12 p.m. — My sister is calling again. She’s probably just letting me know that she is on her way home from the ER with mom. What do you mean she coded, and they couldn’t bring her back? She is healthy and only 63 years old! How can this be? I collapse on the floor feeling as empty as my vacated house. I can get there in two hours! Tell her to just hold on until I get there. I am a nurse… nurses are supposed to be healing angels, right?

5 p.m. — I am finally at the hospital. The ER has released my mom to the funeral home. But I drove as fast as I could! Why didn’t someone let her stay in the ER until I arrived? Please, I need to see her. Wait, the funeral director is with her at the loading dock? You can pull her out of the van and let me say my goodbyes? But it is a tool van and we are outside at a loading dock! She is naked and covered only by a purple faux fur blanket. I don’t understand! Where is the compassion for our loved ones?

Today — Like many other nurses, my response when people ask me why I became a nurse is: “It is a calling.” Although this rings true, I believe that our experiences along the way mold us. This experience had a profound effect on me as a nurse. Until the day of my mother’s death, I could never pinpoint a defining moment or a real reason for becoming a nurse. Now each time I explore this question, I discover new insights.

Nursing is my chance to make a difference in the lives of patients and their families and caregivers. As a nurse leader, I have the chance to make a difference in the lives of the nurses who serve patients and their families. By calling upon my personal experiences, I can change the face of nursing and healthcare and ensure that those who serve understand that while nursing is indeed a “work of art,” we can never underestimate the value of it also being a “work of heart.”

Baptist Outpatient Services

Message from Chief Nursing Officer Tina Jones, R.N.

Mentorship Cultivates Leaders

Baptist Outpatient Services takes pride in its ability to mentor nurses into leadership roles. Mentorship is a critical component of the Emerging Leaders Program. With defined roles, the mentor and mentee build a relationship of trust and collaborate to outline a career plan. Nursing supervisors identify key talent, who are then considered for the program.

Yeisy Toledo, R.N., nursing supervisor at Country Walk Urgent Care, is a graduate of the Emerging Leaders Program and Versant RN Residency Program. “This program allowed me to see a different perspective in becoming a nurse leader,” she said. “My mentor was a guiding support and gave me direction on how to handle difficult situations. She also inspired me to further my education and obtain my Bachelor of Science in Nursing.”

Ms. Toledo has paid it forward by identifying and developing future leaders at her site. “I am proud to say that I mentored an individual who was placed in the Emerging Leaders Program and went on to become a nurse supervisor.”
Ann Marie Allen, MSN, is an expert clinician, educator, leader, researcher and volunteer who seamlessly blends these roles for the benefit of her patients, co-workers and community.

Ms. Allen came to Baptist Hospital in 1989, after spending the first two years of her nursing career as a critical care nurse in New York. Ms. Allen, husband Barris and daughter Anika moved to Miami in search of warmer weather and sunnier days. Her bright career with Baptist Health has spanned 24 years.

While at Baptist Hospital, Ms. Allen worked in surgical services in such roles as assistant nurse manager and clinical educator. At Homestead Hospital, she served as manager of Specialty Nursing Services and House Supervisors before being promoted to director, her current position.

Although she has held many roles throughout her nursing career, Ms. Allen said she “is a registered nurse, first and foremost.”

“Leadership and educational roles may have taken me away from practicing at the bedside, but patients, families and the community always come first,” said Ms. Allen.

True to the essence of nursing excellence, Ms. Allen consistently seeks opportunities to learn, teach others and advocate for nurses. She has obtained master’s degrees in nursing and health services administration and is presently working on obtaining her Ph.D. in leadership and education. She serves as a team leader of Homestead Hospital’s Leadership Development Institute and chairwoman for the Center for Excellence in Nursing.

“In my various roles, I have the opportunity to mentor nurses — to pay it forward, empower the nursing staff and advance the nursing profession,” Ms. Allen said.

Ms. Allen was selected to participate in the Baptist Health Leadership Experience. She also was a member of the first cohort of Baptist Health’s Nurse Executive Academy, where she led efforts to develop a nurse-managed follow-up care clinic located in Homestead. This clinic successfully serves patients’ needs, while at the same time reduces the hospital’s readmission rates.
Celebrating Nursing Excellence

In early May, Baptist Health nurses celebrated Nurses Week by attending the Robert B. Cole Distinguished Nursing Lecture, held at the Trump Doral Golf Resort and Spa. This was the 20th anniversary of the annual event, which pays tribute to Baptist Health nurses.

Guest speaker Kathy Dempsey, R.N., an expert in the field of organizational change, presented “How to Thrive in the Midst of Healthcare Change.” Ms. Dempsey introduced practical steps for nurses to embrace and manage change in their personal and professional life.

The distinguished lecture event is made possible every year by an endowment created by the late Robert B. Cole, who served as chairman of the Board of Baptist Health for more than a decade.

Mr. Cole’s son, Richard P. Cole, honors his father’s legacy by supporting and attending the nursing event every year. To express his appreciation for the extraordinary work nurses do, Mr. Cole presented a generous donation to the Center for Excellence in Nursing.

Spotlight on Nurses Week

During Nurses Week, May 6-12, the invaluable work of nurses was celebrated. This year’s theme — Delivering Quality and Innovation in Patient Care — highlighted the leadership, innovation and advocacy nurses provide to meet the healthcare needs of Americans.

Baptist Health entities honored their nurses in creative ways. At Baptist Hospital’s Honors Hour, 35 nurses were named Magnet Nurse of the Year, and each was presented with a gift certificate, recognition plaque and photo. Homestead Hospital pampered nurses with massages and treated them to sweet treats and a Diversity Dinner. At Mariners Hospital’s annual nurse breakfast, nurses received gifts, watched a slide show and visited with special guest Deborah Mulvihill, R.N., Baptist Health’s vice president and chief nursing officer.

After a recognition ceremony honoring Baptist Outpatient Services’ Nurses of the Year, recipients and their families enjoyed a fun-filled talent show. South Miami Hospital presented its Nurse of the Year awards at a breakfast event, and Doctors Hospital’s award-winning nurses received special recognition and gifts.

The weeklong celebration allowed Baptist Health nurses to take a moment to reflect on their profession, be proud of their accomplishments and set goals for the future.
Donna Bedo, R.N., prepares Florida Senator Dwight Ballard for a hyperbaric simulation during Mariners Hospital’s Shadow a Nurse Day.

Doctors Hospital nurses, from left, Elizabeth Albers, R.N., Susan Dingler, R.N., and Ann Levering, R.N., gathered at West Kendall Baptist Hospital’s Oscar Awards ceremony, where Ms. Musngi and Ms. Vite were recognized as Professional Practice Model exemplars.

Nurses were recognized for their excellent service at South Miami Hospital’s Nurses Week breakfast. From left, Christina Mesa, R.N., Maureen Pahl, R.N., Debra Witherspoon, R.N., CNO Kathy Sparger, R.N., and Vivian Cata, R.N.

Doctors Hospital nurses, from left, Elizabeth Albers, R.N., Susan Dingler, R.N., and Ann Levering, R.N., attended the Robert B. Cole Distinguished Lecture Series.

Baptist Outpatient Services Nurses of the Year are, from left: Brian D. Graham, R.N., Grace Long, R.N., Parisa Naji, R.N., Laura De Pina, R.N., Kendra Hardy-Dunnigan, R.N., Jorge Piloto, R.N., Dora Escobedo, ARNP, and Gustavo Gonzalez, R.N., with CNO Tina Jones, R.N.
Nursing Achievements

Publications, Presentations and Research

Poster presentations:

- Freddie Auguste, MSN, Tamara Naar, MSN. Eighth Annual Baptist Health Research Conference, Miami, April 2013. Co-bedding: Does Policy Affect Staff Attitude and Perception?
- Delores Eachus, R.N. Eighth Annual Baptist Health Research Conference, Miami, April 2013. Caring Nurse Angel.
- JoAnn Gottlieb, Ph.D., ARNP, Eighth Annual Baptist Health Research Conference, Miami, April 2013. FNA South Region Symposium and Award Ceremony, Davie, 2013. Predicting the Risk of Compassion Fatigue, Burnout and Compassion Satisfaction in Registered Nurses.

Jenny Sanabria, R.N., ANA South Region Symposium and Award Ceremony, Davie, 2013. CAUTI Initiative.

Kareem Johnson, R.N., Tina Sanjar, M.D. Center to Advance Palliative Care National Conference. Integrating Palliative Care Into the ICU: A Multidisciplinary Approach.

Publications:
