

TOGETHER WITH NURSING

2022 NURSING ANNUAL REPORT

OUR MISSION:

To provide “Experienced Care, Expert Caring” to our patients, families and community.

UF Health Shands Nursing is committed to providing high quality, evidence-based, patient and family-centered nursing care. We embrace a holistic approach to care that supports optimal health and well-being for the patients, families and diverse communities we serve.

OUR VISION:

To set a new standard of excellence in autonomous, accountable nursing practice that is committed to patient advocacy and innovative patient care in a climate of trust and collaboration.

Great Nurses, Great Nursing, Great Outcomes, Great Place.

OUR VALUES:

EXCELLENCE

ACCOUNTABILITY

DIVERSITY

TRUST

INNOVATION

TEAMWORK

INTEGRITY





When I reflect on 2022, I am overwhelmed with a sense of appreciation and pride for what we have been able to accomplish — together. As we learn to navigate the post-COVID-19 health care environment, one thing remains clear ... that we operate at our best when we work toward a common goal. Together with Nursing represents our commitment to come together as nurses, with nurses and for nurses to advance our mission.

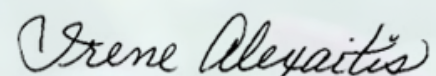
This annual report showcases how UF Health Shands Nursing continues to transform our hospital culture with robust teamwork and inspiring care.

We share examples from this past year of collaborative patient care delivery, innovative research methods, growth opportunities through professional advancement, impactful communitywide education, sustainability in our workforce and 2022 award highlights. All of this, combined with strong nursing leadership and resources, is the reason we have received Magnet designation every cycle since 2003.

At our Magnet-recognized hospital, I have complete confidence our nursing teams will continue to raise the bar and achieve even higher standards of care for our patients.

Our nurses' dedication and resiliency are truly remarkable, and I am grateful for the trust that our patients continue to place in us.

I hope you enjoy learning about the multitude of achievements our nurses continue to accomplish — I am so proud to be able to learn from them each day.



Irene Alexaitis, DNP, RN, NEA-BC,
UF Health Chief Nursing Officer and
Nursing and Patient Services Vice President

2022 AWARDS



Liver Transplant Program Outcomes Reach No. 1 in the Nation

In January 2022, UF Health Shands Hospital became the only program in the country to reach 14 out of 15 possible bars in SRTR's five-tier outcome system, according to the Scientific Registry of Transplant Recipients. In addition, the mortality rate for individuals waiting on a liver transplant at UF Health was among the lowest of all transplant centers in the nation.

Burn & Transplant Center Reverification/Recertification

In February 2022, UF Health Shands Burn Center and Transplant Center teams earned true marks of distinction — both had successful reverification/recertification surveys with zero deficiencies.

Successful verification is an indicator to government, third-party payers, patients, families and accreditation organizations that the center provides high-quality patient care to burn patients from time of injury through rehabilitation.

2022 Best Maternity Hospitals List

In May 2022, for the first time ever, UF Health Shands Hospital was recognized among the nation's elite facilities in maternal care excellence, according to the Best Maternity Hospitals 2022 list by Newsweek and Statista. Only the top 5.8% of hospitals out of thousands of facilities across the U.S. are listed.

Get with the Guidelines — Stroke

UF Health Shands Hospital received a 2022 Get With The Guidelines® Stroke Gold Plus, Target Stroke Elite with Advanced Therapy and a Target Type 2 Diabetes Honor Roll from the American Heart Association and the American Stroke Association for its commitment to and success in implementing excellent care for stroke patients. "Gold Plus" is the highest level of recognition possible and signifies consistent adherence to those quality measures over the course of at least 24 consecutive months.

UF HEALTH SHANDS AWARDS

RECOGNIZING NURSING EXCELLENCE



Magnet — ANCC Awards

Magnet designation is the profession's top recognition for quality patient outcomes and nursing excellence. In June 2022, UF Health Shands Hospital submitted documentation to the American Nurses Credentialing Center, or ANCC, which resulted in achieving their fifth-consecutive Magnet designation. UF Health Shands has held this designation since 2003 and is one of 43 health care organizations in the nation who have achieved five-consecutive Magnet designations.

Beacon Awards for Excellence

UF Health Shands currently has two nursing care units with active Beacon Awards for Excellence issued by the American Association of Critical-Care Nurses:

- UF Health Shands Cancer Hospital, 5West Trauma, Gold
- UF Health Shands Hospital, Post-Anesthesia Care Unit, Silver

A Beacon Award is a three-year designation that recognizes nursing teams that meet national criteria. The award identifies individual nursing units that promote healthy work environments conducive to collaboration and collect and use evidence-based research to improve patient outcomes, patient and staff satisfaction and credibility.

U.S. News & World Report

UF Health Shands Hospital received the most nationally recognized adult and pediatric specialties among Florida hospitals ranked by U.S. News & World Report. The 2022-23 Best Hospitals report solidified UF Health's position as the state's premier destination for nationally ranked health care specialties.

UF Health Shands Children's Hospital continued its remarkable run as one of the Southeast's premier pediatric medical centers and tied for Florida's No. 1 children's hospital, as Florida's No. 1 children's hospital, with five pediatric specialties earning the elite distinction of being rated among the nation's best.

2023-2028 UF HEALTH SHANDS NURSING STRATEGIC PLAN

This plan reflects the input of nursing leadership, managers and clinical nurse stakeholders across UF Health Shands Hospital. The strategic planning process was led by **Irene Alexaitis, DNP, RN, NEA-BC**, UF Health Chief Nursing Officer and Nursing and Patient Services Vice President, and facilitated by **Jaime Thomas, MSN, RN, CCRN-K**, and **Letitia Blanche, MSN, RN, RN-BC**, UF Health Shands Magnet Program administrative directors. Published in June 2022, Together with Nursing provides a robust strategy to transform our hospital culture and position UF Health Shands Nursing as leaders in the profession. It will serve as the department's roadmap over the next five years, focusing our efforts around five strategic priorities, each with defined goals and key focus areas:



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During the start of this year, it was clear that we needed to adapt to meet nursing's needs in a new and increasingly challenging health care landscape. Prioritizing this work allowed us to invest time and resources into understanding our lived experiences and reimagining the pivotal role we play as nurses. The **Together with Nursing** strategic plan is our collective call to action, and I'm excited to see where it takes us.”

— **Jaime Thomas, MSN, RN, CCRN-K**
UF Health Shands Hospital Magnet Program Administrative Director

Welcome to 44 PEDS

2022 NURSING ANNUAL REPORT



DIMINISHING DIABETES



Employee turned patient continues diabetes education

Alex Sorensen, lead pharmacy tech at UF Health Shands Hospital, was admitted earlier this year with diabetic ketoacidosis, or DKA, and newly diagnosed diabetes.

He was consulted by UF Health Endocrinology upon arrival and was discharged with significant insulin requirements and additional therapy. While an admitted patient, Sorensen worked with diabetes educators and nurses to learn how to manage his diabetes, dose his meal insulin based on the amount of carbs he was going to eat and correct his blood glucose level if it was above target range. He was prescribed a continuous glucose meter, which allowed him to get continuous feedback on his blood glucose levels.

COLLABORATIVE PATIENT CARE



Even after being discharged, Sorensen was very receptive to his diabetes education and saw amazing results. He made positive and significant changes in his health over the next few months, such as a 35-pound weight loss, revamped diet and exercise changes. Sorensen was able to transition off all insulins, and with continued support from UF Health Endocrinology, he is working to further minimize medication use.

Since his three-month follow-up, his A1C, or blood sugar levels, have been cut in half and regulated. Because of the continued support, encouragement and impact of his diabetes educators, nurses and colleagues in his health journey, he decided to further his education with the **UF Health Diabetes Education and Nutrition program** — ensuring safe implementation of diabetes treatment plans for home use.

ICU COLLABORATION

Adult and pediatric nurse partnership to save heart failure patient

Quan Howard was a healthy 17-year-old, active in basketball and football. He carried a 4.0 GPA with plans to attend college. However, when Quan arrived at UF Health in March 2022, he was in heart failure.

After experiencing a stroke and cardiac arrest, Quan was transferred to the UF Health Shands Children's Hospital Cardiac ICU, or PCICU, for treatment of his newly diagnosed cardiomyopathy. The pediatric surgical team decided that Quan would need a heart transplant, but would need ventricular support until a donor heart became available.

The HeartMate 3 left ventricular assist device was the best option to support Quan. This device has been implanted and used many times in the UF Health Shands Hospital Cardiac ICU, or CICU, but this would be a first-time use in the PCICU. The

teams from the PCICU and the CICU collaborated on Quan's care — sharing documents, procedures and education to ensure he received the most holistic care possible. PCICU nurses visited patients in the CICU that were on the HeartMate 3 device to understand and learn more about the device and its impact on Quan. UF Health Shands Nursing leadership in the CICU assisted the PCICU with equipment ordering and needs.

Through the adult and pediatric nursing collaboration in learning about the HeartMate 3 device, a new precedent for continued learning and growth among both teams was born.

One month later, Quan received the HeartMate 3 device, recovering enough heart function to be discharged in May 2022. In October 2022, Quan received a heart transplant and is back in school and at home with his family.



JULY 2022 DAISY AWARD WINNER SPOTLIGHT

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My husband was transferred to UF Health Shands Hospital because of his dire need for a lung transplant. During his lengthy hospital stay, we met Wan Hyers, BSN, RN, CCRN, a registered nurse in UF Health Shands Hospital Unit 87 ICU, and we were blown away by the amazing care she gave! Beyond her nursing duties, she would take my husband outside for much-needed fresh air and normalcy. Frequently, she would organize a team of about eight employees to help with this task. We needed a respiratory therapist, ECMO specialist, someone to push the wheelchair, someone to carry four chest tubes, someone to push the IV poles and more for general support. Wan truly took him on as her own. She cried tears of joy when his lungs were approved [for transplant], cried when his surgery was over, as he did very well. I am so grateful that our paths aligned and that she was one of the most intricate parts of my husband's care.”

— Submitted by a patient's wife



REWARDS THROUGH RESEARCH

Nursing launches first-of-its-kind program to fund research and innovation

From developing new ways to communicate with patients to testing treatment protocols or running research trials in the hospital, nurses are known for coming up with solutions for hard-to-solve problems.

Thanks to a collaboration between the UF College of Nursing and UF Health Shands Nursing, nurses have a new opportunity to develop those innovations and address the complex challenges facing the health care system today.

Through an academic-practice partnership, funding was awarded to teams of UF Health nurses and college faculty. These funds are used to support their efforts to develop research projects they hope will transform the nursing profession and how health care is delivered.

“Nurses are not just caregivers; we are scientists as well,” said **Anna McDaniel, PhD, RN, FAAN**, UF College of Nursing dean and the Linda Harman Aiken Chair. “We are thrilled to join with our nursing colleagues in the hospital system to combine the state-of-the-art, clinical knowledge of practicing nurses with the research insights of nursing faculty to create successful, collaborative projects and broaden our professional knowledge base.”

Each project team includes multiple principal

investigators — at least one from the UF College of Nursing and one from UF Health Shands Nursing — as well as co-investigators and consultants who all contribute expertise. Eight teams, covering topics like COVID-19 discoveries, stroke care and nurse recruitment and retention, have been selected to receive funding.

The collaboration began after UF College of Nursing faculty and UF Health Shands nursing

staff devised a plan to help nurses receive greater support for projects originating from the bedside. UF Health’s standards for patient care call for nurses in leadership roles to develop self-directed projects, but this initiative marks the first time clinicians at all levels have access to a formal program for securing funded research — as well as a direct partnership with college faculty members.



EMBRACING A NEW VISION

UF College of Nursing, UF Health Shands Nursing honored for academic partnership

In recognition of their exceptional academic nursing partnership, the UF College of Nursing and UF Health Shands Nursing received the New Era for Academic Nursing Award by the American Association of Colleges of Nursing, or AACN. The UF College of Nursing and UF Health Shands were recognized for their innovative and sustained relationship that meets the AACN's recommendation to "Embrace a New Vision of Academic Nursing."

The academic nursing partnership exemplifies collaboration and commitment across practice, research and education. An example of innovation includes the Nurse Sensitive Indicators initiative, which created a practical application for Bachelor of Science in Nursing, or BSN, students to gain knowledge of and competence in quality, safety and efficacy for prevention.

Throughout this yearlong project, among others, UF Health Shands nurses and UF College of Nursing faculty are collaborating on projects to design and evaluate improved approaches to health care access and delivery.



This national award recognizes AACN member institutions that have successfully implemented recommended strategies from AACN's report, Advancing Healthcare Transformation: A New Era for Academic Nursing. **Anna McDaniel, PhD, RN, FAAN**, UF College of Nursing Dean and the Linda Harman Aiken Chair, and **Irene Alexaitis, DNP, RN, NEA-BC**, UF Health Shands Chief Nursing Officer and Nursing and Patient Services Vice President, were presented with the award during the AACN Academic Nursing Leadership Conference on Oct. 24, 2022, in Washington, D.C.

Honoring Dean McDaniel

"I'm so honored to have worked with Anna McDaniel, PhD, RN, FAAN, UF College of Nursing dean and the Linda Harman Aiken Chair, for more than eight years. She is an incredible colleague, nurse and friend. As she moves into her season of retirement, I wish her much deserved relaxation. I'm so thankful for her continued guidance and support."

— **Irene Alexaitis, DNP, RN, NEA-BC**, UF Health Chief Nursing Officer and Nursing and Patient Services Vice President

AN EPIC COLLABORATION

UF Health IT Nursing Informatics leads technical integrations and fosters connections

Supporting the UF Health patient care mission as our hospital systems rapidly evolve requires robust connections and collaboration across diverse teams to support clinical providers, nursing and patient care customers.

The acquisition of hospitals and programs in Central Florida catalyzed positive changes for the UF Health Information Technology teams. The academic health center's informatics and training teams

assumed a lead role in the technical integration of UF Health Central Florida starting in April and continuing through May 2022.

About 110 staff from Nursing and Patient Care Services from Gainesville and Jacksonville joined 59 UF College of Medicine providers and medical students on site in Leesburg and The Villages to provide 24/7 hands-on guidance and support to bring new colleagues on board with Epic, PeopleSoft

and Kronos. The Nursing Informatics team was pivotal in recruiting and training colleagues — dedicating a lot of time and expertise into integrating our counterparts in these new locations under the UF Health umbrella. The teams established strong professional and personal relationships from this always intense experience and shared success.





In July 2022, the UF Health Nursing Informatics team transitioned from UF Health Shands Nursing and Patient Services to join the core UF Health Information Technology, or IT, division. **Cassie Marcelle, MSN, RN, RN-BC**, Nursing's long-time director of Nursing Informatics, became UF Health IT's director of Clinical Informatics and Training, reporting to recently appointed UF Health Chief Medical Informatics Officer **Robert Donnell, MD**. Subsequently, the Informatics teams from Gainesville and Central Florida formally integrated within the division, and they have since been working even more closely with their counterparts in Jacksonville.

The Nursing Informatics teams from Central

Florida and Gainesville joined forces to develop staff-nurse lead computer resource committees and the Clinical Documentation and Information Technology cap Council, with representatives from both sites. The staff share their processes and work to standardize workflows across the enterprise. These groups will also work toward including the Jacksonville site in the future.

To better assist bedside clinicians with collaboration and standardization across sites, about 40 staff met for an enterprise clinical informatics and training retreat in Jacksonville, with a focus on nursing and provider teams. The retreat included physician medical informatics officers, nursing

informaticists, physician liaisons, ambulatory training teams and Epic enterprise training environment build teams from across the enterprise. Team-building activities and a SWOT analysis led to a clear structure and more consistent processes to build efficiencies for customers.

The cohesive approach has already led to successes: Physician and Nursing Informatics leaders at each site are 'on the same page.' The teams deliver consistent email and digital communications to reach stakeholders. Unified Epic upgrades feature systemwide training and education materials.

THE ROSE RIVERS EMERGING LEADER FELLOWSHIP



(L-R) Katy Kostyk, BSN, RN, PED-BC, Unit 45 staff nurse; William Foti, ASN, RN, MEDSURG-BC, Unit 64 staff nurse; Meghan Cequerella, MSN, APRN, ACPCNP-BC, MEDSURG-BC, Unit 67 clinical leader; Chelsey Anderson, BSN, RN, MEDSURG-BC, former UF Health Shands nurse; Geena Hundley, BSN, RN, MEDSURG-BC, Unit 11-5 clinical leader and Megan Williams, BSN, RN, MEDSURG-BC, Unit 52 clinical leader.

The Rose Rivers Emerging Leader Fellowship, or ELF, is designed to promote self-awareness and build essential leadership skills in aspiring and new nurse leaders. This 12-month leadership development program consists of leadership workshops, individual learning, career plan development and mentored support for project design and implementation.

The 2022 ELF graduating class brought emerging leaders together from across the UF Health Shands adult and pediatric medical-surgical specialty units to solve real-world issues occurring in their patient care areas. Projects provided fellows an opportunity to put their newly developed leadership skills into action, addressing diverse issues in nursing like patient safety, staff education and nurse burnout.

LEVELING UP AS LEADERS

Fellowship program prepares UF Health nurses for leadership roles

When she was in middle school, years before **Katy Kostyk, BSN, RN, PED-BC**, started her nursing journey at UF Health, she knew her calling in life was to be a nurse.

"I always knew I wanted to work with kids," said Kostyk, a registered nurse in the UF Health Shands Children's Hospital Medical/Surgical Unit 45. "I don't know what else I would be doing if I wasn't a nurse."

On days when Kostyk isn't tending to pediatric patients in her unit, she teaches pediatric simulations to graduate nurses at the UF Health Shands Experiential Learning Center. Kostyk also recently graduated from the Rose Rivers Emerging Leader Fellowship, a 12-month program available for nurses looking to take their leadership skills to the next level.

"The fellowship introduced me to different leadership styles, characteristics of a good leader and tips on how to become a better leader," Kostyk said. "It also allowed me to become more self-aware



of my strengths and weaknesses as a leader, and what I can focus on to become a more effective communicator."

There were six UF Health nurses, including Kostyk, who completed the fellowship and graduated in December 2022. The program is designed to provide nurses the skills needed to serve in formal and informal leadership roles, which includes shadowing leaders, attending seminars and completing a leadership project.

"I think it's incredible that UF Health offers programs like this fellowship, as it promotes growth

and promotion within the organization," Kostyk added. "As the nursing turnover and shortage has been talked about here and nationwide throughout the pandemic, programs like this can help to retain nurses who are leaders at the bedside."

To be eligible for the fellowship, applicants currently employed at UF Health are required to have worked as a registered nurse for at least two years at a minimum of 0.8 FTE, and nurses with a Bachelor of Science degree in nursing receive preference.



Each year, over 2.4 million people are burned — 40,000 requiring hospitalization. **The UF Health Shands Burn Intensive Care Center, or Unit 2425**, has the goal of maintaining a visible presence in the Gainesville community and surrounding areas by providing education, resources and experiences to prevent and care for these devastating injuries.

The Unit 2425 team educates the community about burn injuries and safety at many events throughout the year. Some of the events they hosted and were involved in throughout 2022 include:

- Burn Awareness Week: At the beginning of February every year, this nationally recognized week brings attention to the risks of burn injuries.

The theme was “Hot liquids burn like fire.”

- The UF Health Bike Rodeo was attended by more than 212 children and their families. At this event, children were given the opportunity to participate in hands-on learning experiences about safety.

Unit 2425 also takes an active role in educating major industries where burn injuries are a risk, including providing burn awareness resources to Gainesville Regional Utilities and Clay Electric Cooperative employees, as well as agencies and facilities, including Encompass Health Rehabilitation Hospital of Ocala, Brooks Rehabilitation Home Health – Gainesville, UF Health Rehab Centers and

multiple other emergency medical services locations. By providing evidence-based practice guidelines, the team can positively influence the care for patients in the pre-hospital setting.

The UF Health Shands Burn Intensive Care Center is in the process of recreating the Phoenix Survivors Offering Assistance in Recovery, or SOAR, program, which will connect burn survivors and loved ones with others who have experienced similar trauma — whether through their own burn injury, or through the loved one of a burn survivor.

FOURTH TIME'S A CHARM



Collaborative efforts lead to redesignation as an accredited chest pain center

UF Health Shands Hospital was awarded Chest Pain Center Accreditation with Primary PCI and Resuscitation for the fourth time.

Based on rigorous on-site evaluation of the staff's ability to evaluate, diagnose and treat patients who may be experiencing a heart attack, this accreditation would not have been possible without the collaboration of the UF Health Shands Adult E.R. nurses, chest pain coordinators, emergency medicine and cardiology teams, UF Health ShandsCair critical care transport team and other emergency medical services, or EMS, agencies in Alachua County.

These partnerships have provided education to the community on basic life support and how to use the PulsePoint mobile app, a 911-connected app that can immediately inform you of emergencies occurring in your community.

The EMS agencies received training from UF Health Cardiology on how to perform electrocardiograms, or ECGs, in the field and a 12-lead ECG interpretation. This has resulted in improved and early identification of cardiac events.

The UF Health Shands Adult E.R. staff along with freestanding E.R. staff, also worked with UF Health

Shands emergency medicine physicians, chest pain coordinators and the cardiology department to streamline the chest pain pathway for evaluation and treatment. The result has improved door-to-ECG times and troponin collection times and a and decreased canceled STEMI alerts.

The commitment and collaboration have improved outcomes for many people in the Gainesville community and surrounding areas.

The team celebrated this redesignation with a Valentine's Day barbecue.

NUMBERS AT A GLANCE

Schools visited:

- University of Florida
- Bethune-Cookman University
- College of Central Florida
- Daytona State College
- Florida A&M University
- Florida Atlantic University
- Florida Gulf Coast University
- Florida International University
- Georgia College & State University
- Rasmussen University
- Santa Fe College
- University of Central Florida
- University of Miami
- University of South Florida

Conferences attended:

Oct. 27-29: Florida Nursing Students Association, or FNSA, Conference in Daytona Beach, Florida.

**2022 Graduate
Nursing Bash numbers:**

- 104 students attended
- 161 interview sign-ups
- 137 graduate nurses hired

In-person Nursing Bash*:

- 2022 Graduate Nursing Bash
- Held at UF Health Professional Park (a first-time venue)
 - UF Health Shands Human Resources presented information about employment, benefits and interview processes
 - UF Health Shands executive nursing leaders spoke on behalf of all UF Health hospitals in Gainesville
 - All nursing units were represented by a nurse manager or staff member

* A virtual option was also available with similar information presented.

SET UP FOR SUCCESS

Highlighting new and existing effective nursing recruitment strategies

Staying one step ahead of your competitors results in better candidates and better outcomes. The UF Health Shands Human Resources Department strives to recruit with this mentality, especially our nursing recruiters.

With years of successful graduate nursing bash events, collegiate career fair outreach, virtual hiring initiatives and targeted advertising, nurse recruiters have worked alongside nursing teams to entice graduate nurses to come work for UF Health Shands or to continue pursuing their degree through the UF College of Nursing.

UF Health Shands Graduate Nursing Bash

For several decades, UF Health Shands has hosted a fall and spring Graduate Nursing Bash, inviting graduate nurses to hear from the UF Health Shands Nursing leadership team, nurse unit managers and Human Resources recruitment staff. Also, it allows them to get time to speak one-on-one to these professionals about their specific nursing interests.

Attendees can hand their resumes directly to nursing leadership to receive the opportunity to schedule three on-site interviews. Selected

candidates will then begin working close to or right after their graduation time.

New technologies

While recruiting on college campuses, interested students would write down their contact information. Now, with the simplicity of a QR code, the student's information is stored in a UF Health Shands database, useful for recruiters to send out employment opportunities and invite students to the Graduate Nursing Bash.

The robust college recruitment is at the core of nursing recruitment initiatives, but targeted advertising has also proved effective. Partnering with diversitynursing.com was another new technique launched in 2022 — all UF Health Shands nursing openings are posted on this site as well as sent out through e-newsletter blasts twice a month, reaching around 100,000 nurses across the U.S.

Over the past two-and-a-half years, the nursing recruitment team has prioritized advertising through Google search engine marketing and on sites such as Indeed and LinkedIn, and has placed digital advertising throughout the country in targeted cities with a collegiate presence.

Using what we already have

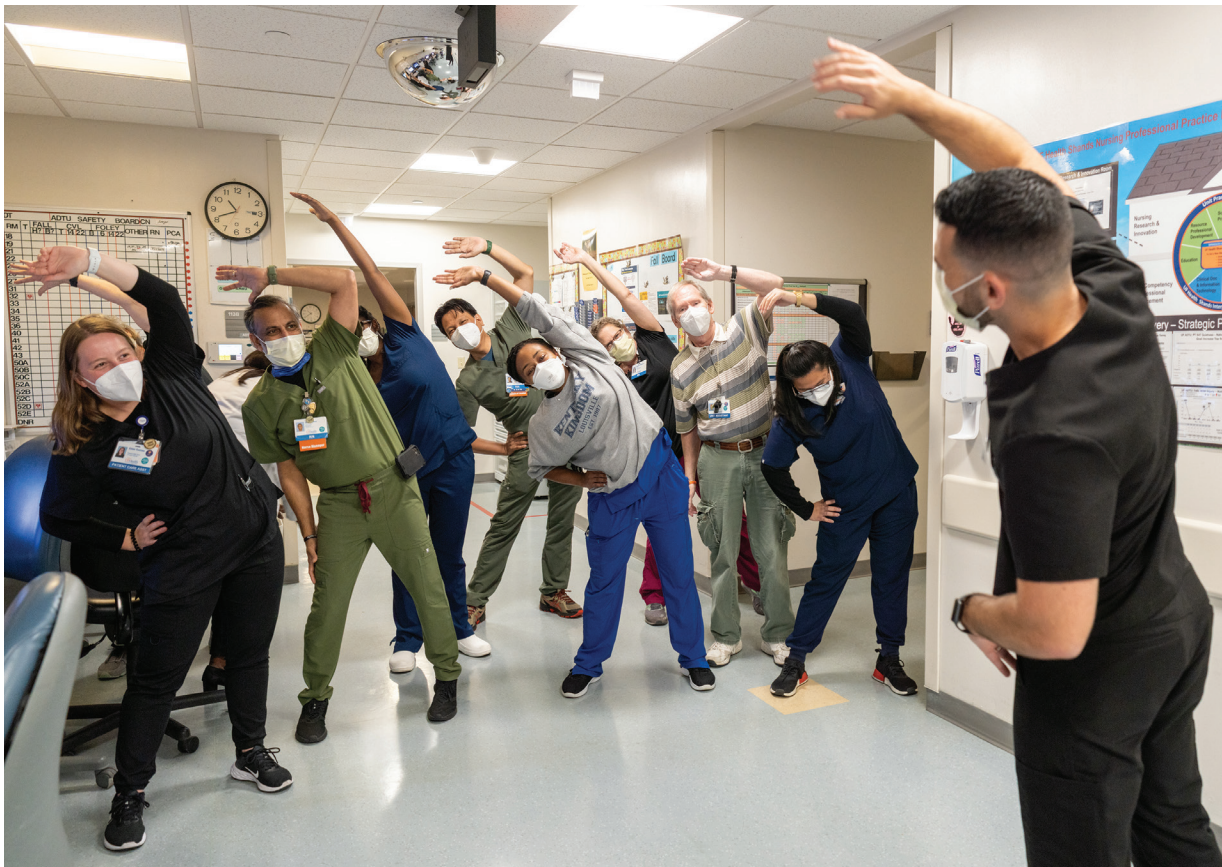
Highlighting what the UF Health Web and Creative Services teams have already done is another tactic — like expanding the nursing careers website, and adding in the 2021 Nursing Annual Report, National Nurses Week videos and other supplemental materials. In 2022, the nursing recruitment team made huge strides in managing the reformation of the nursing careers page into a modern, mobile-friendly site, a huge time saver for applicants.

Melissa Beckler, UF Health Shands Human Resources director of employment and recruitment, shared that 60% of people who apply to any job at UF Health Shands use a mobile device.

Between all of these initiatives, advertising is a very small piece of the puzzle. It's the recruiting team and all of the outreach they do that makes the greatest impact.

"We're trying to reach the nurse where they're at," said **Lavonia Mack, UF Health Shands Human Resources employment manager**. "We want to define what makes our facility better."

THE ADTU IS "OWL" IN THIS TOGETHER



The Healthiest Unit Award recognizes a nursing unit for outstanding efforts in participating in health and wellness activities, including those promoted through GatorCare Wellness and the nursing wellness resource role.

The 2022 Healthiest Unit Award goes to ... the Admission Discharge Transition Unit, or ADTU!

Since the COVID-19 pandemic, the ADTU has undergone many transitions. The unit transformed into a COVID-19 testing site — this meant learning ambulatory systems while managing fast and frequent inpatient turnarounds. These hardships magnified the team's resiliency and camaraderie.

With the help of their wellness resource partners **Jorge Mulet-Perez, BSN, RN**, and **Kenya Reid**, the ADTU participated in the Spring and Fall Walking Challenges, the Summer Plank and Drank Challenge and the Couch to 5k Guided Challenge. They laughed and danced their way through the making of UF Health's "Won't Back Down" tribute video. The owl became their mascot and their mantras became: "We're owl in this together" and "ADTU is a hoot."

Congratulations to the ADTU for being stronger and healthier than ever!



Jorge Mulet-Perez, BSN, RN, and Kenya Reid

2022 UF HEALTH SHANDS NURSES WEEK



Nurses Week: May 12-18, 2022

The UF Health Shands Nurses Week theme, “Rooted in ... Leadership, Wellness, Innovation and Solidarity,” encouraged colleagues to recognize and celebrate how UF Health Shands nurses keep our organization grounded, even through the most difficult of times. The nurses’ roots run deep through the passion they have for their profession, patient care and one another — and the Nurses Week Planning Committee started collaborating several months in advance to make this week-long celebration special for UF Health Shands nurses.

Together with nurses from across the organization, health care colleagues dedicated their time and resources to plan activities, events, giveaways

and meaningful recognition for the more than 5,000 members of the UF Health Shands nursing team. The Nurses Week Planning Committee, in strong partnership with UF Health Shands Arts in Medicine, GatorCare Wellness, UF Health Strategic Communications, UF Health Advancement and local community organizations and businesses, sponsored several Nurses Week celebrations and events, which included:

- **Wheel of Appreciation** — Over 1,600 spins and 60 grand prize giveaways
- **Shift Change Radio Hour** — Two special radio episodes dedicated to nursing colleagues

2022 Nightingale Award Recipients:

Nurse of the Year: Kelli Stewart, BSN, RN, RNC-NIC

Rookie of the Year: Jacarraah Wright, ASN, RN

Facilitator of the Year: Jacquelyn Hall

Exemplary Clinical Practice: Meghan Bailey, MSN, RN, CCRN

Nurse Leader of the Year: Peggy Marker, DNP, RN, CNML

Community Leadership: Ashlee Allen, BSN, RN, CCRN

Kathryn Gamble Excellence in Nursing Quality:
Traci Kilcrease, MSN, RN, CPON

Rose Rivers’ Excellence in Nursing Research:
Jeannette Hester, MSN, RN, CCRN-K

Rose Rivers’ Evolving Nursing Research:
Lauren Arce, MSN, RN, AHN-BC, OCN

Best Team: UF Health Transfer Center

- **Nourish a Nurse campaign** — More than 30 meal and treat deliveries and daily “happy hour” slushy events
- **What Keeps You Rooted?** — A collection of nurse writings and illustrations integrated into a collaborative art installation for display in the UF Health Shands Hospital Atrium
- **Show Us Your #NursingRoots** — Writing activity for nurses to share their “beginning stories” for a special internal/social media feature
- **Nightingale Awards Ceremony** — Video production and virtual watch party event with more than 2,000 views

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When I was 5 years old, my grandmother would babysit me while my parents worked. I told her that I wanted to be a nurse and take care of her. Ever since then, I held to that belief that I was meant to be a nurse and I never wavered. As nurses, we have the ability to impact the lives of others. Whether it's co-workers, family, friends or students, this is what I have been called to do and it makes my heart smile.”

— **Viva Riley, DNP, RN-BC**, UF Health Shands Cancer Hospital Unit 6 West
More than 20 years at UF Health

NURSING BY THE NUMBERS

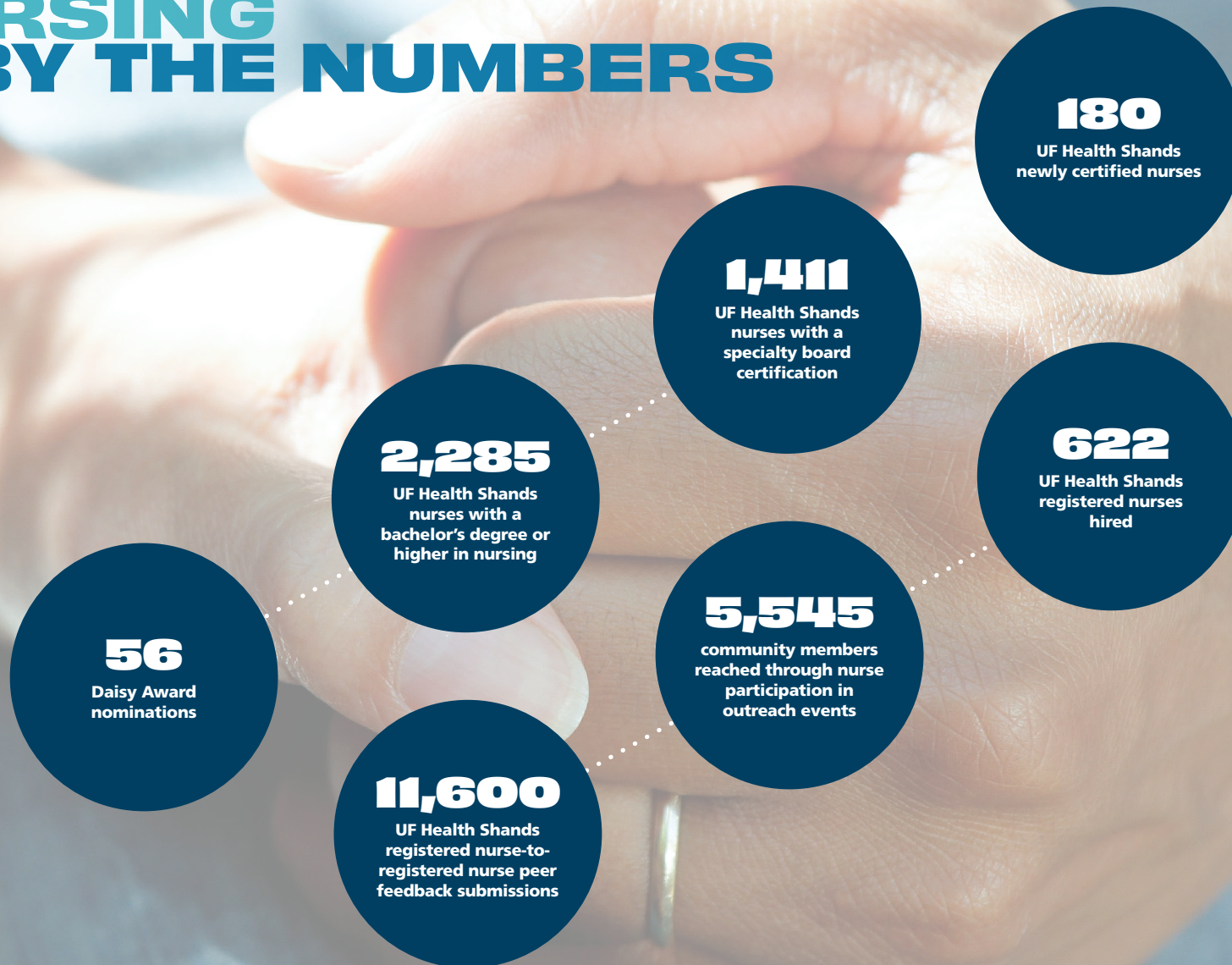


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Thank you to all of the nurses and staff who contributed to the creation of this annual report.

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