



Workforce and Innovations in Nursing: A Winning Strategy

*2023 VONL Conference
Friday, November 17, 2023*

The Place at Innsbrook
4036-C Cox Road
Glen Allen, VA 23060

[Click here to Register!](#)

Conference Objectives

Workforce and Innovations in Nursing: A Winning Strategy

Objectives

1. Participants will gain an understanding of the impact unionization has on a healthcare organization
2. Define the scope of practice for registered nurses, licensed practical nurses, and APRN's.
3. Participants will understand how leaders can impact healthcare worker's well-being
4. Participants will identify key variables that impact nurse staffing and how—collectively—nurse leaders can support the nursing workforce.



AGENDA

Friday, November 17, 2023

0745-0815

Registration

Breakfast, Vendors & Posters

0815-0845

VONL President's Welcome and VONL Membership Meeting

Donna Wilmoth, MSN, RN, NE-BC, FACHE
VP, Chief Nursing Officer

Sentara Williamsburg Regional Medical Center

0845-0945

Opportunities and Challenges in Nursing Regulation

Jay P. Douglas MSM, RN, CSAC, FRE
Executive Director

Virginia Board of Nursing

0945-1045

Nurse Staffing: A National and State Perspective

Tina Mammone, PhD, RN, FACHE, NEA-BC
Chief Nurse Executive

Virginia Commonwealth University (VCU) Health System

1045-1100

Break, Networking, Posters & Vendors

1100-1130

Exploring Moral Distress and the RN Perceptions

Kathrine Sheppard DNP, APRN, AGCNS-BC, CCRN
Kristine Kraus, MSN, RN
Andrea Mayo, BSN, RN-BC

Sentara Williamsburg Regional Medical Center

1130-1240

Lunch, Networking, Posters, Sponsors

1240-1340

The Science of Cultivating Healthcare Workforce Well-being: Evidence, Strategies and Resources to Share

J. Bryan Sexton, PhD
Director

Duke Center for the Advancement of Well-Being Science

1340-1400

Break

1400-1500

Bridging the Gap – Educating and Investing in Our People

Robert E. Boesch, DPN, RN, NEA-BC, CPHQ, CNML
Vice President & Chief Nursing Officer

Stacey L. Vaught, MBA, MSN, BA, RN
Vice President & Chief Nursing Officer

Claudia Meinhard, MHA, BSN, RN, CENP
Vice President & Chief Nursing Officer

Caryn Brown, MSN, MHA, RN, NPD-BC, NEA-BC
Corporate Director, Clinical Professional Development

Centra Health

1500-1515

Closing-VONL President-Elect

Amber Egyud, DNP, RN, NE-BC
VP, Nurse Executive

Chesapeake Regional Healthcare



SPEAKER BIOGRAPHIES

Jay P. Douglas MSM, RN, CSAC, FRE

Jay Douglas currently serves as President of the NCSBN Board of Directors and has been on the Board since 2018.

Jay Douglas has been the Executive Director of the Virginia Board of Nursing since 2002. In this position, she oversees the regulation of approximately 230,000 license, certificate and registration holders to include registered nurses, licensed practical nurses, advanced practice nurses, massage therapists, nurse aides and medication aides. Additionally, Ms. Douglas has responsibility for oversight of 150 pre licensure nursing education programs.

Jay Douglas is a Registered Nurse with a Masters Degree in Management, holds a Certification in Substance Abuse Counseling, and is a Fellow of the National Council of State Boards of Nursing Institute of Regulatory Excellence. She serves as Commissioner of the Interstate Nurse Licensure Compact.



J. Bryan Sexton, PhD

Bryan is the Director of the Duke Center for the Advancement of Well-being Science. He leads the efforts around research and training that guide our quality improvement and well-being activities.

A psychologist member of the Department of Psychiatry, Bryan is a psychometrician and spends time developing methods of assessing and improving safety culture, teamwork, leadership and especially work-force well-being. Currently, he is disseminating the results from a successful NIH R01 grant that used RCTs to show that we can cause enduring improvements in healthcare worker well-being.

A perpetually recovering father of four, he enjoys running, using hand tools on wood, books on Audible, and hearing particularly good explanations of extremely complicated topics.



SPEAKER BIOGRAPHIES

Tina Mammone, PhD, RN, FACHE, NEA-BC

Dr. Mammone currently serves as the Chief Nurse Executive for the Virginia Commonwealth University (VCU) Health System. She has been a Registered Nurse (RN) for over 30 years and has practiced nursing across the continuum of care, largely in academic medical centers, in four countries. After practicing bedside nursing for ten years, she accepted her first administrative nursing leadership position and has subsequently undertaken progressive (and very linear!) nursing leadership positions—from nurse manager, nurse director, executive director of patient safety and quality, to chief nursing officer (CNO) and now, a Chief Nurse Executive (CNE) role. She has extensive experience leading nursing services in highly legislated and unionized and non-unionize environments, from the West to the East Coast.

She is a Board Member of the Virginia Organization for Nurse Leaders (VONL) and was recently elected to serve on the American Organization for Nursing Leadership (AONL) Board of Directors representing Region 3. Her three-year term begins January 1, 2024.

She received her ADN in Nursing from John Abbott College in Quebec, Canada, a BSN from the University of Ottawa in Ontario, Canada, and her MS and PhD in Nursing at the University of California, San Francisco, School of Nursing. She is highly engaged and committed to supporting nurses and nurse leaders in delivering and facilitating the highest quality of patient care and patient and team member safety. Tina is dedicated to creating healthy and supportive work environments to aid nurses and nurse leaders to ensure a sustainable workforce that meets the challenges of an ever-changing health care environment.



SPEAKER BIOGRAPHIES

Katherine Sheppard, DNP, APRN, AGCNS-BC, CCRN, GERO-RN



Katherine Sheppard is an adult-gerontology clinical nurse specialist. She has been a registered professional nurse for over ten years with a background in critical care and surgical services (PACU). She has been with Sentara Williamsburg Regional Medical Center (SWRMC) since January 2020 as the Manager of Professional Practice/ Clinical Nurse Specialist. She works collaboratively with patients, nurses, and leaders in promoting patient care initiatives with a focus on improving patient care.

Katie was originally a diploma graduate and has since completed her BSN, MSN, and recently received her Doctor of Nursing Practice degree at Old Dominion University.

Katie is an active member of the American Association of Critical Care Nurses, National and Virginia Association of Clinical Nurse Specialists; Virginia Nurses Association (VNA), Peninsula Chapter-AACN, and VONL.

Kristine Kraus, MSN, RN

Kristine Kraus, MSN, RN is a master's prepared registered nurse from Eastern Mennonite University with a focus in leadership and management. She received her degree in 2018. Prior to obtaining her masters, Kristine attended school at Blue Ridge Community College where she received her bachelors in nursing in 2011. Kristine Kraus is the Unit Coordinator for an Intermediate Care Unit at Sentara Williamsburg Regional Medical Center. Kristine has been in her role for 6 years and serves as a preceptor and mentor for many of her colleagues.



SPEAKER BIOGRAPHIES

Andrea Mayo, BSN, RN-BC



Andrea Mayo has been a registered nurse for over 15 years. In 2003 she graduated from Christopher Newport University with a bachelor's degree in biology. Andrea later earned her bachelor's in nursing from Old Dominion University in 2006. Andrea is board certified in med-surg by the ANCC and is biotherapy/chemotherapy certified through the Oncology Nursing Society. During her career as a med/surg oncology nurse at Sentara Williamsburg she has served as chair of the Professional Nurse Practice Council as well as the Magnet/DAISY committee and is currently an active member of both committees. Andrea values the importance of patient centered care and enjoys working with her team to provide quality care that focuses on the whole person.

Rob Boesch, DNP, RN, NEA-BC, CPHQ, CNML

Rob is a millennial nurse leader with over 15 years of nursing leadership experience. He currently serves as a Chief Nursing Officer (CNO) for Lynchburg General Hospital and Virginia Baptist Hospital within the Centra Health system, where he joined in January of 2021. Prior to joining Centra, Rob spent 13 years at Pennsylvania State University, serving most recently as Vice President of Nursing – Acute Care Services and Vice President of Surgical Services within the Penn State Health Milton S. Hershey Medical Center. He earned his MSN, as well as his DNP through Penn State University. As a member of the American Organization of Nurse Leaders (AONL) - Rob completed the Nurse Manager Fellowship in 2017 and has served on multiple committees across AONL. Additionally, Rob serves as a faculty member for AONL, teaching in the Certified Nurse Manager and Leader certification program



SPEAKER BIOGRAPHIES

Stacey Vaught, MBA, MSN, BA, RN

Stacey graduated from Virginia Tech with a degree in Communication Studies, focusing on Journalism and Marketing, and minoring in English. Immediately after college she began working for a local radio station and continued in that line of work for approximately 8 years. After the birth of her first child, she realized that she needed to do something more to give back to her community, and at that point decided to make a change, go back to school, and obtain her nursing degree. Stacey truly believes that was one of the best decisions she has made in her adult life and is proud of the work that she has done, and how she has grown as a human, a mother, and a nurse over the years. While in nursing school she worked as a Patient Care Associate in the Emergency Department and was one of the lucky ones to have immediately found her niche. Upon graduating from nursing school, she continued her career as a bedside nurse in the ED. Over the years she grew, taking on roles in nursing supervision, as Shift Manager of the ED, then ultimately the Director of Nursing for the ED. She continued to further her education, earning both her MSN and MBA, always having fantastic mentors and champions in her corner that have encouraged and propelled her forward throughout her career. Currently she is Vice President and Chief Nursing Officer at Centra Bedford Memorial Hospital where she continues to find her passion each day. She also sits on the Steering Committee of her local Free Clinic, as well as on the VONL Board, working to make a positive impact on nursing and her community.



Claudia Meinhard, MHA, BSN, RN, CENP

A Nurse Executive for over 20 years, Claudia has a passion for excellence in quality, patient safety and nursing governance. She currently serves as the Chief Nursing Officer for Centra Southside Community Hospital. Prior to this role, Claudia has served as the Clinical Director of a Pediatric Unit as well as the Director of Quality and Risk Management for Centra Southside Community Hospital. Claudia is Master's prepared (Health Care Administration) and is also certified by the American Organization of Nurse Leaders in Executive Nursing Practice.



SPEAKER BIOGRAPHIES

Caryn Caldwell Brown, MSN, MHA, RN, NPD-BC, NEA-BC

Caryn has been a Registered Nurse for 28 years and has held a variety of nursing positions, including staff nurse, Nurse Educator, Continuing Medical Education Coordinator, Lead Nurse Planner, Nurse Manager, Magnet Program Coordinator, Patient Engagement Coordinator, Transition to Practice Program Director, and currently holds the position of Corporate Director of Clinical Professional Development at Centra Health. In her role, Caryn is responsible for system oversight of the professional development program for the health system, including clinical orientation, onboarding, competency development, annual mandatory education, and role development. Caryn is especially passionate about helping nurses grow and develop and cultivate their passion for nursing!



Caryn earned a Bachelor of Science in Nursing from Lynchburg College, a Master of Science in Nursing and a Master of Healthcare Administration from University of Phoenix and a Certificate in Nursing Education from the University of North Carolina. She is certified by the American Nurses Credentialing Center in both Nursing Professional Development and Nurse Executive Advanced and is a Fundamentals of Magnet Certificate Holder. Caryn has been the President of the Hill City Chapter of the VNA, President of the Lynchburg College chapter of Sigma Theta Tau International Honor Society of Nursing, Xi Upsilon Chapter and was previously the Commissioner on Nursing Practice for the Virginia Nurses Association. Caryn is currently a member of the Association for Nurses in Professional Development, Virginia Nurses Association, American Nurses Association and the American Organization for Nursing Leadership.

Caryn has been married for almost 30 years and has one grown son who is a Virginia State Trooper and enjoys gardening, home canning and crafting in her spare time.

POSTER SUBMISSIONS

- **Eye SSI Prevention Bundle** / Centra Virginia Baptist Division / Brigitte Wilson, MSN, CNOR, RN
- **Preventing Hazardous Drug Community Exposure** / Bon Secours Rappahannock General Hospital / Ashley Hudson and Susan Williams
- **Ebola Preparedness in the Ambulatory Setting of a Large Academic Institution** / VCU Health / Amie Patrick, DNP RN CIC
- **Improving Blood Culture Rates in a Community Hospital** / Sentara Obici / Lee Knill, MaEd, BSN, RN, CMSRN
- **Creating the "Path" for Improved Mental Health Care** / Centra Health / James Bryant, RN, DNP, CEN, CPEN, NEA-BC
- **HELP-U-Cart** / Mary Washington Healthcare / Nicki Burgess, NM, BSN, TNCC
- **Stafford Hospital Scrub Nurse Program** / Stafford Hospital / Kelly Schweers, DNP, CEN, NEA-BC
- **Sentara's Evolving Moral Distress Research** / Sentara Williamsburg Regional Medical Center / Katherine Sheppard, DNP, APRN, AGCNS-BC, CCRN, GERO-BC
- **A Multifaceted Approach using Implementation Science Strategies to increase CHG Bathing Compliance and Reduce CLABSI's on a Non-ICU Unit** / VCU Health / Emily Warmick, MSN, RN-BC
- **UR-Ine Good Hands in the Neuroscience Intensive Care Unit** / VCU Health / Molly Lehatto, MS, RN, PCCN, SCRNI

VENUE

Conference Location:

[The Place at Innsbrook](#)

4036 Cox Road, Suite C
Glenn Allen, VA



Accommodations:

[Hilton Garden Inn Richmond Innsbrook](#)

4050 Cox Road, Glenn Allen, VA

804/521-2900

[Hyatt Place Innsbrook](#)

4100 Cox Road, Glen Allen, VA

804/747-9644

CE INFORMATION

- This nursing professional development activity was approved by the Virginia Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.
- In order to receive continuing education hours, you must attend the entire conference. You must also complete and submit the evaluation you will receive by email.
- In order to get full CE credit, you must also visit all posters submissions.

Target Audience

While VONL focuses on nurse leaders and executives, all nursing staff are leaders in healthcare. For this reason, we want to encourage nurses of all capacities, as well as students, to attend this conference. This educational opportunities focuses on taking the nursing profession into the future, and teaches ways to combat compassion fatigue, encourage resilience, and meet the increasing demands of our profession.

Learning Objectives

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In support of improving patient care, this activity has been planned and implemented by Virginia Nurses Association and Virginia Organization for Nurse Leaders (VONL). VNA is accredited to provide continuing education for the healthcare team.

This activity has been approved for **5.25** contact hours by the Virginia Nurses Association. The Virginia Nurses Association is accredited as an approver of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.



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