

THE YEAR OF
Discovery

NURSING
ANNUAL
REPORT
2020



McLeod

Regional Medical Center



Welcome to the McLeod Regional Medical Center (MRMC) Nursing Annual Report. As Chief Nursing Officer, I am pleased to share this correspondence about nursing at McLeod. This edition focuses on the discoveries that have advanced the field of nursing throughout the last year.

As healthcare continuously evolves, organizations and individuals alike are faced with multi-dimensional challenges. These challenges become pathways to innovation and discovery, and nursing leads the way in embracing new concepts

Nurses are strong, powerful, caring individuals as unique as the patients they care for. These characteristics are essential for creating a culture that promotes Transformational Leadership, Exemplary Professional Practice, Structural Empowerment and New Knowledge, Innovation, and Improvements.

Each component of this report reinforces our focus as we continue our journey to Nursing Excellence, enriching who we are and how we practice. The statistics and outcomes provided in this edition demonstrate our growth and forward-thinking approaches as a result of strategic planning. Collaborating as a multidisciplinary team, our nurses are transforming healthcare. We appreciate the day-to-day commitment to serve patients who entrust us with their lives.

Moving forward, our nurses will persevere with skill, passion and heroism while the world continues to denounce COVID.

Tony Derrick, MSN, RN
Chief Nursing Officer, McLeod Regional Medical Center

while enhancing the patient experience. Relentless in their desire to make a difference, our nurses remain motivated to transform, cultivate and model leading efforts.

While faced with many unknown challenges this past year, our nurses prevailed as heroes. Their innovation, selfless service and tenacity in patient care has led them to discover new practices while maintaining nursing excellence.

MISSION, VISION & VALUES OF McLEOD HEALTH

The Mission of McLeod Health is to improve the overall health and well-being of people living within South Carolina and eastern North Carolina by providing excellence in health care.

The Vision of McLeod Health is to be the Choice for Medical Excellence.

A set of common values unites each and every person at McLeod in preserving our mission to cure and our passion to care.

The McLeod Core Values include:



The Value of Quality



The Value of Caring



The Value of Integrity



The Value of the Person

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The 2020 Nursing Annual Report is dedicated to the 1,500 McLeod Regional Medical Center Nurses who have bravely served on the frontlines caring for patients during the COVID-19 pandemic as well as the colleagues and friends we have lost.

Last year proved to be difficult and full of unprecedented challenges, but you persevered with resilience and heroism as you continue to do today. It is with deep appreciation that we thank you for your steadfast commitment to excellence.

You have demonstrated leadership in health care delivery during rapid changes and increased expectations. Your actions have modeled our McLeod values, our culture of caring, and daily physically embodied the message that at McLeod Health, extraordinary care is our ongoing ordinary standard.

Please know that your service makes a difference every moment, every day as your hands and hearts comforted others who were sick, frightened, or distressed.

We sincerely express our gratitude for the amazing work you have accomplished and your dedication to each other and this community.

In reflection of these efforts, a McLeod COVID-19 Remembrance Wall -- on display at each of our hospitals -- celebrates the hearts and heroes at McLeod as well as successes in the fight against the pandemic.

Thank you for your extraordinary and selfless service to others.

Discovering Quality Leadership

Since a young age, Stacy Holley, MSN, RN has been “drawn to science.” Originally planning to pursue a career in Education, Stacy later changed her college major to Nursing after working as a nursing assistant in a skilled nursing facility and a technician in the Emergency Department.

Her diverse nursing background includes various roles such as a bedside nurse in a Medical/Surgical Unit; House Supervisor; Home Health nurse and Nurse Leader as the Program Manager for the South Carolina DHEC Pee Dee Health District and Region 4 Tuberculosis Program. Her time at DHEC allowed her to work with data, as she was also part of the Epidemiology Response Team.

Stacy then joined the McLeod Health Clinical Outcomes Department as the Quality Improvement Specialist. Later, she was promoted to Director of Clinical Outcomes, and in 2017, she became the Associate Vice President of Quality and Safety for McLeod Regional Medical Center, a role she continues to hold today.

Every Tuesday, you will find Stacy leading the Quality & Safety Committee meeting. The purpose of this committee is to ensure systematic and continuous actions that lead to measurable improvement in value for our patients.

The Quality & Safety Committee is an interdisciplinary body that provides operational support for the quality activities within our organization.

In addition, Stacy serves or oversees numerous committees and councils within the organization, including the McLeod Regional Medical Center Operations Team, Nursing Care Improvement Council, Medication Safety Committee (Co-Chair), Magnet Nursing Quality & Safety Council and Preceptor for Master of Science in Nursing (MSN) students.

The scope of Stacy’s responsibility demands a unique ability to manage many improvement projects simultaneously.

This has never been truer than during the COVID-19 pandemic. Stacy played an integral role on the McLeod Regional Medical Center Incident Command Team from the beginning, implementing the revised visitation guidelines as well as the screening process for patients and visitors at each entrance to the campus. She collaborated with Human Resources and other leaders to coordinate staff for these screenings as well as develop standard work to ensure consistency across the organization.

To maximize value to both staff and patients, Stacy rounded each area to ensure standard work was being followed and that supplies needed to keep our staff, visitors and patients safe were readily available at each entrance. When vaccines became available to the public, Stacy arranged staffing for the vaccine clinic at the McLeod Medical Plaza. She was also a member of the Incident Command Team for both mass vaccination events at the Darlington Raceway.

Stacy thoroughly enjoys working with data. Her role as Associate Vice President of Quality & Safety is “all about the science, evidence and data. All of these components together inform and assist us in keeping our patients safe and providing quality patient care,” said Stacy.

Stacy’s nursing direct reports include the Trauma Coordinator, Stroke Coordinator, Clinical Risk Manager, and two RN Data Coordinators, one who works with Women’s and Children’s and one who

works on mortality review along with Get with the Guidelines® Resuscitation Registry. Stacy works closely with the Clinical Effectiveness Care Managers on clinical improvement projects and is accountable for ensuring we deliver quality outcomes to our patients. She believes assessing risks and establishing a mitigation plan to address any identified risks is one of the most important and rewarding aspects of her job. “My role is learning, continuously improving and making changes to ensure we are providing safe, quality care to our patients,” explains Stacy.



Stacy Holley, MSN, RN
Associate Vice President of Quality and Safety
McLeod Regional Medical Center

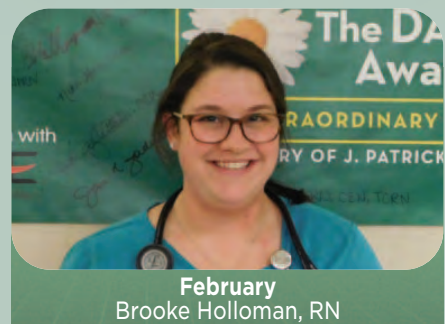
McLEOD NURSING HONORS

DAISY Nursing Award

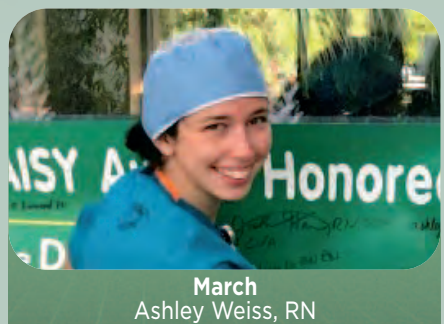
To recognize those Nurses at McLeod Regional Medical Center who are true examples of Nursing Excellence, patients, family members and co-workers may nominate nurses for the DAISY Award for Extraordinary Nurses. The award is part of the DAISY Foundation's program to recognize the super-human efforts nurses perform every day. Recipients of the DAISY Award are chosen by the DAISY committee led by nurses at McLeod Regional Medical Center. **Nursing Recipients of the DAISY Award in 2020 included:**



January
Leslie Drummond, RN



February
Brooke Holloman, RN



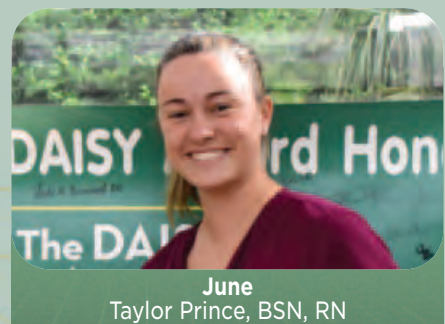
March
Ashley Weiss, RN



April
Jessica Macchio, BSN, RN



May
Stephanie Barr, BSN, RN



June
Taylor Prince, BSN, RN



July
Lauren Hite, RN



August
Matthew Dunn, RN



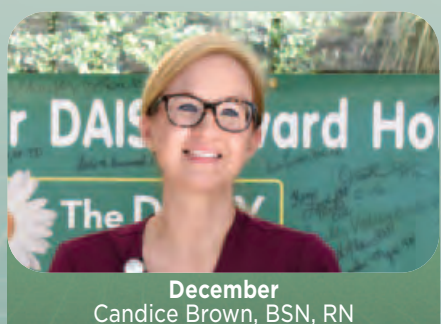
September
Betsy Harris, RN



October
Mackenzie King, RN



November
Jennifer Johnson, RN



December
Candice Brown, BSN, RN

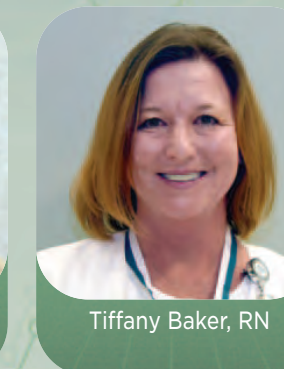
McLEOD NURSING HONORS

Merit Award Winners 2020

The McLeod Merit Award is given by McLeod employees who nominate their fellow co-workers for exemplifying the McLeod Values and reflect our mission to improve the health and well-being of our communities. These recipients are recognized for their compassion, enthusiasm, and dedication to their profession, as well as their willingness to help others. **Nursing Recipients of the McLeod Merit Award in 2020 included:**



Beverly Alford, RN



Tiffany Baker, RN



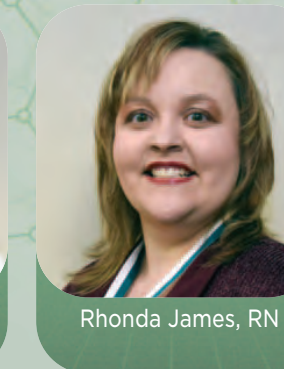
Patti Brown, RN



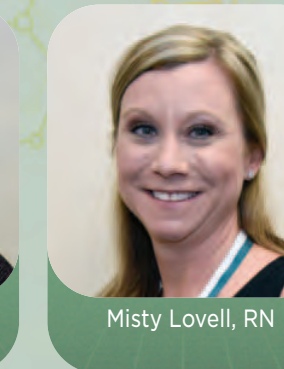
Nikki Horne, BSN, RN



Stephanie Hughes, BSN, RN



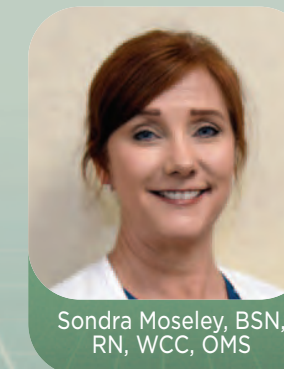
Rhonda James, RN



Misty Lovell, RN



Justine McLeod, BSN, RN-BC, PCCN



Sondra Moseley, BSN, RN, WCC, OMS



Cheryl Neuner, BSN, MBA, RNC-NIC, NPD-BC, NE-BC



Callie Pahis, BSN, RN



Angela Putnam, BSN, RN, CNOR



Caroline Smalls, RN

McLEOD NURSING HONORS

Nurse of the Year Award 2020

McLeod conducts a Nurse of the Year celebration each May in recognition of National Nurses Week. A nurse from every department is nominated and celebrated as their department specific nurse of the year.

The Nurses of the Year for 2020 were Donya Baker, CRNA, Advanced Practice Nurse of the Year; Nichole Filyaw, BSN, RN, OCN, Registered Nurse of the Year; and Korrie Knight, MST, Medical Surgical Technician of the Year.



Pictured from left to right: Donya Baker, CRNA; Nichole Filyaw, BSN, RN, OCN; and Korrie Knight, MST.

Palmetto Gold Award 2020

Palmetto Gold is a nurse recognition and scholarship program for the nurses of South Carolina. Palmetto Gold showcases the valuable contributions nurses make to patient care and it raises funds to provide scholarships for nursing students. The nurses who are awarded the Palmetto Gold recognition exemplify excellence in nursing practice and commitment to the nursing profession.

Recipients of the Palmetto Gold Award in 2020 for McLeod Regional Medical Center included: Amanda Butler, MSN, RN; Melissa Cooper, BSN, RN; Beth Dalla Riva, RN; Linda Henry, RN, ANLC, IBCLC; Belinda McGilvary, RN; and Whitney Stillwell, BSN, RN, CCM.



Amanda Butler, MSN, RN

Melissa Cooper, BSN, RN

Beth Dalla Riva, RN



Linda Henry, RN

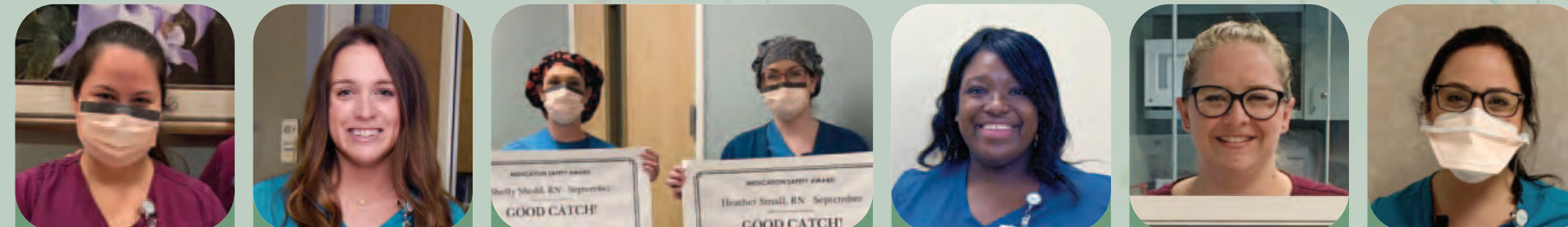
Belinda McGilvary, RN

Whitney Stillwell, BSN, RN, CCM

McLEOD NURSING HONORS

Good Catch Award

The Medication Safety “Good Catch” Award is presented to nurses who have identified potential or actual medication safety concerns. Nominations are submitted for the “Good Catch” Award through the Improve the Process link on the McLeod Compass. The Medication Safety Committee selects recipients of this honor. **Nursing Recipients of the Good Catch Award in 2020 included:**



Kara Hanley, RN
Cardiovascular Surgery

Ashley Herring, BSN, RN
Neuroscience Care Unit

Heather Small, RN and Shelly Shedd, RN
Cardiovascular Lab

Jessica Smith, BSN, RN
Surgery II

Lindsey Smith, BSN, RN
Trauma Surgical Care Unit

Nathalie Way, RN
Emergency Department

McLeod CRNA Named SC AHEC Preceptor of the Year

Kristin Cain, DNAP, CRNA, was presented with the 2019 SC AHEC Preceptor of the Year Award on December 7, 2020. The purpose of this award is to bring recognition to the outstanding community-based preceptor serving South Carolina health profession students. The South Carolina Area Health Education Center (AHEC) is an organization that provides continuing education offerings to enrich the practice of healthcare professionals.

Each year medical professionals volunteer their time to provide hours of clinical education to students from all health professions. Cain teaches Nurse Anesthetist students from both the Medical University of South Carolina and the University of South Carolina on the campus of McLeod Regional Medical Center. Cain has been a volunteer preceptor on behalf of McLeod for the past three years.

Annually the award receives nominations from each of the four AHEC regions throughout South Carolina. The award is then presented to one physician, dentist, pharmacist, physician assistant, nurse practitioner, or allied health professional who has been actively involved in precepting students.



Pictured from left to right: Gail Weaver; Kristin Cain, DNAP, CRNA; and Stephanie Flowers.

Professional Nursing Practice Model and Care Delivery System

To achieve excellence in providing quality care to patients, families and our community, the professional Nursing Practice Model demonstrates how McLeod Nurses perform the art and science of nursing. The model demonstrates the expectations, roles, guidelines and support of the commitment by our nurses for the populations they serve.

The nurse profession is interested in the interaction and well-being of the **patient, families and community**. They are the center of our work.

The three corners of **Quality & Safety, Leadership and Care Delivery** are foundational elements the organization provides as support for growth in our nursing profession.

The circles have no beginning and no end, representing the movement, change and structure influencing the practice of nursing and creating the culture. The overlapping of the circles depicts the **shared responsibility** of the elements and their influence on the patient, family and community.

The **diversity** of the circles represents the acceptance of cultural diversity by our nursing professionals for the populations served.

The hospital's **Mission, Vision and Values, Nursing Philosophy and Theorists** demonstrate the organization's priority of holding our staff to the highest standards in providing excellent customer care. Utilizing **Madeline Leininger's Transcultural Theory**, we believe everyone should be cared for based on respect and appreciation for the individuality and diversity of patient needs. Our nurses adopt **Patricia Benner's Novice to Expert Theory**, demonstrating their leadership and support of an environment of learning for the next generation.

We believe our nurses participate in **shared decision making** and **inter-professional collaboration** as a catalyst to remain key drivers for the highest quality care. This focus not only allows nurses to be **lifelong learners** and **critical thinkers**, but also promotes growth in clinical expertise.

Nurses remain competent in their work and in the advancements of **technology** by the utilization of **evidence-based practices**. The **Nurse Practice Act** guides nursing practice and creates an environment adaptable to regulatory compliance standards.

PROFESSIONAL NURSING PRACTICE MODEL



McLeod Health Establishes Nurse Residency Program, Holds First Graduation Ceremonies

The Mission of McLeod Health is to improve the overall health and well-being of the people living within South Carolina and eastern North Carolina by providing excellence in health care, and McLeod Nurses are an instrumental part of that goal.

With a commitment to its nurses and patients, McLeod Regional Medical Center established a Nurse Residency Program in January 2020.

The McLeod Health Nurse Residency Program provides a collaborative learning environment where nurses not only transition to a rewarding nursing career, but also grow and develop as nursing leaders. The program offers novice nurses a platform to assist in their transition from academia to practice.

This 12-month program goes beyond the standard hospital orientation program, allowing nurses to refine their nursing skills and enhance their prioritization, time and stress

management skills. It maximizes learning by incorporating classroom training, hands-on skills validations, group activities and project implementation initiatives. This program enables nurses to establish new personal and professional relationships.

A Clinical Nurse Mentor guides each nurse on their journey throughout the program, working collaboratively with nurse managers, supervisors, nurse educators, clinical nurse managers and other nursing colleagues at McLeod to foster and support their professional growth.

"The Nurse Residency Program demonstrates our commitment to nursing excellence and enhancing the patient experience through developing knowledge of evidenced-based practices," said Tony Derrick, Chief Nursing Officer for McLeod Regional Medical Center. "This experience will set nurses on a path to innovation and discovery as they fulfill their calling."



McLeod Regional Medical Center hosted a ceremony for the first graduating class of the Nurse Residency Program in December 2020.

In December, McLeod Regional Medical Center celebrated the graduation of 18 nurses from several areas throughout the hospital, including Emergency Services, Cardiology, Neonatal Intensive Care Unit, Observation Unit, Operating Room, Neurology, and Orthopedics/Neurosurgery. Each nurse received a certificate of completion as well

as a Nurse Residency pin. The ceremony featured Initiative Presentations, where nurses grouped by their specialty presented an overview of a topic they chose to research and pilot. These initiatives reinforced the principles taught throughout the Nurse Residency coursework.

"As a new nurse, transitioning from nursing school was both terrifying and intimidating. The Nurse Residency Program not only helped refresh my knowledge of the body systems, but also develop better time management, organizational and stress management skills. You always hear that the first year is the hardest, but when you add in a pandemic, the year gets even harder. There were many times I doubted myself and did not think I would make it as a nurse, but between the Nurse Residency Program and the help I received on my floor, I survived my first year with my head held high. I will carry the knowledge and experience that I have gained through this program throughout my nursing career."

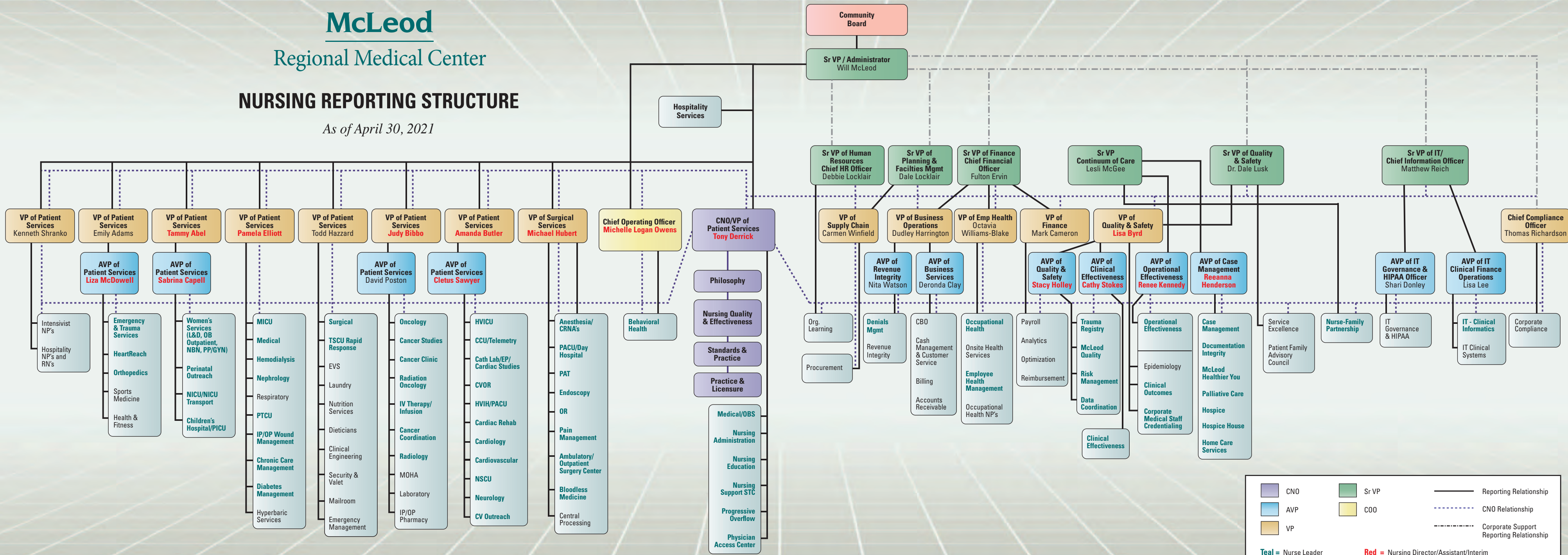
~Brandi Wiggins, RN, McLeod Regional Medical Center Cardiology Unit

McLeod

Regional Medical Center

NURSING REPORTING STRUCTURE

As of April 30, 2021



Shared Governance

Nursing Quality & Safety Division Councils

Our Nursing Quality & Safety Division Councils are made up of staff representatives from each nursing unit in the service lines. The purpose of the Nursing Quality & Safety Division Councils is to provide an avenue for collaboration and advocacy to improve the quality of care provided to patients and the environment in which nurses practice. Improvement efforts completed or in progress include:

Cardiac Council - The Cardiac Council continued to focus on establishing and documenting accurate intake, output and daily weights for patients on the Cardiology floor.



Catherine Huggins, RN, Cardiac Rehabilitation; Jane Johnson, RN, Cardiovascular Surgery; Jameson Snead, BSN, RN, Cardiovascular Surgery; and Dianne McGee, RN, Cardiovascular Operating Room.

APRN Council - The APRN Council focused on building a stronger coalition of APRN providers to meet their goal of creating a centralized and standardized onboarding process. They continue to work to identify vital information and develop a sufficient orientation for nurse practitioners.



Wesley Jacobs, DNP, NP-C; Lisa Wallace, DNP, FNP-C; Chelsea Hardee, FNP-BC; Segee Holley, MSN, APRN, FNP-C; Lindsey Timmons, APRN, FNP-C; Melissa Hamer, MSN, APRN, FNP-C and Pamela Pritchard, MSN, MEd, AGACNP-BC, CWON.

Surgical Council - The Surgical Council continued to work on Surgical Computer-Based Trainings as well as Hand Off of Care from the Post Anesthesia Care Unit (PACU), development and implementation of Cerner technology to address the discontinuation/expiration of PACU orders prior to patient transfer and multi-phase order sets to ensure the correct level of care.



Ashley Flowers, BSN, RN-BC, 10th Surgical; Ester Thomas, MSN, RN, Nursing Administration, Facilitator; Brittany Hinson, BSN, RN, 11th Orthopedics; Stephanie Markum, RN, Operating Room; Patricia Taylor, MSN, RN, Trauma Surgical Care Unit; and Andrew McNeil, BSN, RN, Operating Room.

Emergency Department Council - The Emergency Department Council completed work identifying trends of mislabeled specimens and blood cultures. They developed a New Hire Orientation Book and New Hire Orientation Schedule as well as implemented a "Skills Fair" for the transition to the new Emergency Department.



Jan Thompson, Secretary; Natalie Marsh, BSN, RN; Dawn Shelley, RN; Margeaux Squibb, BSN, RN; Gary Tod Sanders, BSN, RN; Jennifer Cutter, RN; Kelley McCormick, BSN, RN; and Denise Allison, MSNEd, RN, Clinical Effectiveness, Facilitator.

Endoscopy Council - The Endoscopy Council focused on improving patient wait times by initiating care rounds, improving the waiting room space and surveying patients to monitor improvement. In addition, they worked to improve inpatient colon preps and reduce cancellations. Work was also done to reduce the amount of scope repairs in Endoscopy.



Brett McGrady, RN; Cassie Walker, RN; Yvette Muldrow, BSN, RN; and Stacy Lee, RN.

Oncology Council - The Oncology Council had a "rebuilding" year with all new members as well as a new chair and co-chair. They began work on the Healthy Lung Initiative project and received education from the Healthy Lung Initiative team which reviewed the scope of the project and each member's role.



Leah Carbonell, RN, Oncology; Rachel Lutcken, BSN, RN, Radiation Oncology; Nicole Filyaw, BSN, RN, Oncology; Carol Byrd, LPN, McLeod Oncology & Hematology; and Kathy Jenkins, MSNEd, CCRN, Nursing Administration, Facilitator.

Case Management Council - The Case Management Council educated staff members and nursing units about the Healthy Outcomes Program and Access Health Pee Dee. They continue ongoing work regarding Length of Stay, focusing primarily on reducing avoidable delays to discharges.



Lydia Fulton, BSW, Secretary; Cornelia Davis, RN; Yvonne D. McMillan, MSN, RN; Brittainy Starling, BSN, RN; and Shawntea Williams, BSN, RN.

Medical & Neuro Council - The Medical & Neuro Council evaluated the correlation between delayed procedures related to the administration of anticoagulants. They were able to implement processes to decrease the incidence of anticoagulants being administered once a diagnostic procedure has been ordered.



Amy Falkenmeyer, BSN, RN, Nephrology; Zee Raulin, BSN, RN, PTCU; Linsey Gaffney, BSN, RN, Observation; Brittany McNair, MSN, CMSRN, NPD-BC, Organizational Learning, Facilitator; Cynthia Olivos, RN, Medical; and Chenvanda English, RN, Share-the-Care.

Women's & Children's Council - The Women's & Children's Council continued work with McLeod Nurse-Family Partnership to promote their services. The council developed standard work for the treatment of hyperemesis as well as a Mock Code Program to increase staff comfort and knowledge in code management within Children's Hospital.



Kerry Anderson, MSN, RN, CNL, CPXP, Service Excellence, Facilitator; Kristin King, BSN, RN, Nurse-Family Partnership; Kerriane Stone, BSN, RN, Nurse-Family Partnership; Teresa Brewer, RN, CLC, Postpartum/Gynecology; Elizabeth Levin Todd, RN, Neonatal Intensive Care Unit; and Shelby Walters, RN, Neonatal Intensive Care Unit.

Nursing Care Leadership Forum (NCLF)

The Nursing Care Leadership Forum (NCLF), a shared governance council established at McLeod, is comprised of representatives from each nursing unit. Representatives have the ability to evaluate current nursing concerns and implement changes to improve the nursing work environment.



Members of the McLeod Nursing Care Leadership Forum include, from left to right: (Front Row) Jennifer Cutter, BSN, RN, Emergency Department; Shannon Simmons, RN, TNCC, Labor & Delivery; Stacy Gaskins, BSN, RN, Heart & Vascular Institute; Monica Holmes, RN, Nephrology; Kara Bailey, RN, Children's Hospital; Meredith Grier, RN, Cardiovascular Lab; Angela Putnam, BSN, RN, CNOR, Nursing Administration; (Back Row) Tony Derrick, MSN, RN, Chief Nursing Officer; Mary Lawson, BSN, RN, Neuroscience Care Unit; Hannah Page, RN, Observation; Rachel Brown, BSN, RN, Trauma Surgical Care Unit; Leigh Dawson, BSN, RN, Cardiac Rehabilitation; Rachel Ann Woodbury, BSN, RN, Share-the-Care; Channa Harris, MSN, RN, Cardiovascular Operating Room; and Melissa Cooper BSN, RN, Orthopedics/Neurosurgery.

Magnet Champions

Representing each nursing department, Magnet Champions work to define, revise, implement and disseminate processes and information related to the Magnet Journey at McLeod Regional Medical Center.

Pictured from left to right: (Front Row) Peggy Dobbins, RN, CCM, Case Management; Lauren Snipes, RN, Pediatric Intensive Care Unit/Children's Hospital; Marites (Tess) Baquial, BSN, RN, CNN, Hemodialysis; Madison Strickland, BSN, RN, Chronic Care Management; Ashley Weiss, BSN, RN, Progressive Transitional Care Unit; Lindsey Skipper, BSN, RN, Cardiovascular Operating Room; Kate Cannon, BSN, CCRN, Surgery; Angela Putnam, BSN, RN, CNOR, Nursing Administration; (Back Row) Leslie Aldridge, BSN, RN, Nursing Administration; James Holliday, MBA, RN, CSSM, Operating Room; Garris Amerson, RN, Observation; Lane Davis, RN, Cardiac Rehabilitation; Zachary Greenwood, MSN, CCRN, CMC, Cardiac Care Unit; Megan Blankenship, RN, Cardiovascular Surgery; Brittany McNair, MSN, CMSRN, NPD-BC, Organizational Learning; and Karen Clark, RN, CCM, CHPN, Palliative Care.



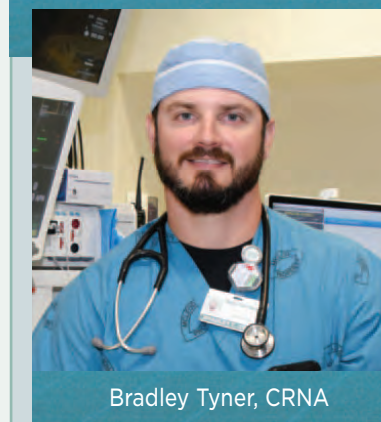
Empowering Nurses to Reach Their Goals Through Several Types of Scholarships

<p>ASSOCIATE DEGREE IN NURSING</p> <p>McLeod Health offers \$5,000 for tuition with an annual cap of \$2,500 to students who have been accepted into an accredited ADN program. Once the students graduate, they have 90 days to obtain full-time employment at McLeod Health. They must be employed two years to fulfill their commitment for the scholarship.</p>	<p>RN TO BSN</p> <p>McLeod Health offers \$5,250 annually for tuition to students who have been accepted into an accredited RN to BSN program. Once the students graduate, they have 90 days to obtain full-time employment at McLeod Health. They must be employed two years to fulfill their commitment for the scholarship.</p>
<p>BACHELOR OF SCIENCE IN NURSING</p> <p>McLeod Health offers \$8,000 for tuition with an annual cap of \$4,000 to students who have been accepted into an accredited BSN program. Once the students graduate, they have 90 days to obtain full-time employment at McLeod Health. They must be employed three years to fulfill their commitment for the scholarship.</p>	<p>CERTIFIED REGISTERED NURSE ANESTHETIST</p> <p>McLeod Health offers \$36,000 for tuition with an annual cap of \$12,000 for students who have been accepted into an accredited CRNA program. Once the students graduate, they have 90 days to obtain full-time employment at McLeod Health. They must be employed four years to fulfill their commitment for the scholarship.</p>

McLeod Health is committed to assisting students in attaining their healthcare career goals. The purpose of the McLeod Health Scholarship Program is to provide financial assistance to students who have been accepted into an approved program of study in an identified healthcare employment area of need. The scholarships available are for tuition only with amounts varying with respect to the area of study. We are recruiting motivated students whose core values align with those of McLeod to work at one of our eight locations following the completion of their academic program. The application and open enrollment information can be found by visiting: mcleodscholarship.smapply.org.

The Certified Registered Nurse Anesthetist Scholarship

McLeod supports and promotes a variety of opportunities for its employees. The CRNA scholarship offers \$36,000 for tuition with an annual cap of \$12,000 for students who have been accepted into an accredited CRNA program and requires a four-year work commitment. McLeod values advanced education. It plays an active role in promoting and providing opportunities to assure their employees have the most current and up-to-date information available. Through this scholarship, McLeod supports the decision to pursue an advanced degree by financially investing in the staff. This support ensures the patients of McLeod and the community are cared for by the highest trained individuals maintaining our vision to be “The Choice for Medical Excellence.”



Bradley Tyner, CRNA

MY PATH TO BECOMING A NURSE ANESTHETIST

I always knew when I started my journey as a nurse that I wanted to become an advanced practice nurse. During my clinical rotation in the Operating Room, I immediately set a goal of becoming a Certified Registered Nurse Anesthetist (CRNA). McLeod Regional Medical Center played an integral role in achieving that goal.

My career at McLeod began during my third semester of nursing school, where I worked as a nurse extern in the Trauma Surgical Care Unit (TSCU). After I graduated with my Associate Degree in Nursing in 2013, I transitioned to the role of Registered Nurse in TSCU.

Upon graduation, I enrolled to begin the process of obtaining my Bachelor of Science Degree in Nursing from the University of Cincinnati, which I completed in December 2014. Looking back, I wish I would have taken advantage of McLeod scholarship opportunities during that time.

In 2016, I obtained my Critical Care Nurse Certification, and McLeod reimbursed the cost of taking this exam.

During my time in TSCU, I also had the privilege of participating in the Rapid Response Team. The knowledge gained during my

years in trauma and with rapid response were instrumental in preparing me for the nurse anesthesia program. I applied to the University of South Carolina Nurse Anesthetist program in 2017 and was accepted for the Spring 2018 entry. This time, I took advantage of the scholarship program offered by McLeod.

As a husband and father of two children, it was difficult returning to college, but not impossible. The hospital's scholarship program was extremely beneficial to my family during my time in graduate school, allowing me to focus on my studies and not worry about the financial impact. My wife was able to work full-time during the two years I was in school, and she was very supportive during this process. The scholarship funds covered the cost of my tuition each semester, and the McLeod Scholarship Coordinator worked with the university to distribute the funds.

I have seen firsthand how McLeod values both patients and employees. As the organization pours into the education of its employees, we are then more equipped to ensure the medical excellence our patients deserve.

I highly recommend anyone considering furthering their education to take advantage of the scholarships McLeod offers. The scholarships are for many disciplines in healthcare. As you can see, the journey may take several years, but the goal is obtainable.

~ Bradley Tyner, CRNA

Educational Programs

DIPLOMA PROGRAM

The diploma program began as a hospital-based program and is the oldest form of official nursing education.

LICENSED PRACTICAL NURSE (LPN) PROGRAM

The LPN program is an accelerated practical nursing program preparing the nurse to provide routine patient care under the supervision of a registered nurse.

ASSOCIATE DEGREE IN NURSING (ADN)

The ADN is typically a two-year professional development program that provides future RN's with the skills, knowledge, and experience needed to enter the field of nursing.

BACHELOR OF SCIENCE IN NURSING (BSN)

The BSN is generally a four-year undergraduate program that adds additional academic training. This training includes community health and an emphasis on research and nursing theory. The degree prepares the learner for graduate level education.

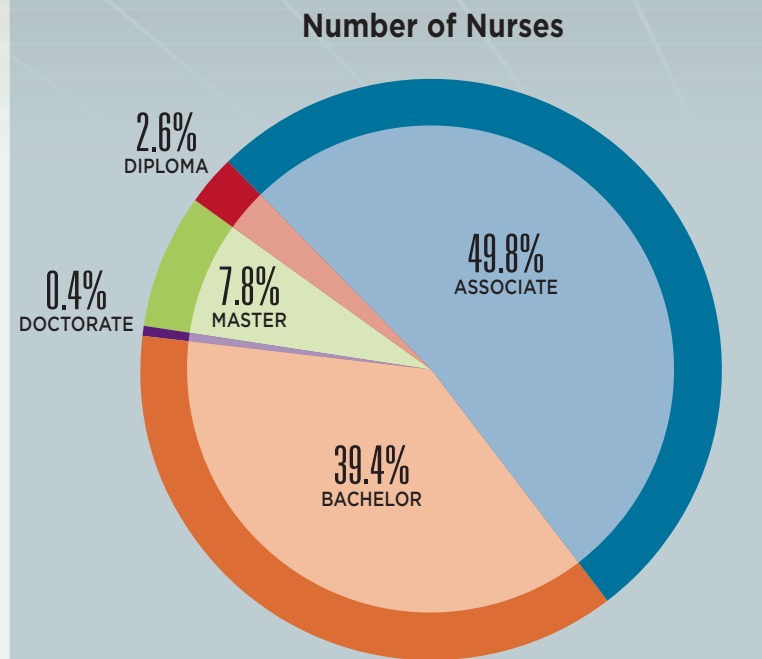
MASTERS LEVEL EDUCATION

There are many degree options for the graduate level nurse. These include nurse educators, nurse leaders, nurse practitioners, certified registered nurse anesthetists and clinical nurse specialists.

DOCTORATE LEVEL EDUCATION

For the doctoral prepared nurse there are degree options available for education, practice, science, administration and philosophy to name a few.

2020 Education Statistics (MRMC)



NUMBER OF NURSES

■ Diploma	39
■ Associate Degree in Nursing	737
■ Bachelor of Science in Nursing	583
■ Master of Science in Nursing	116
■ Doctorate of Nursing Practice	6
Total Nurse Volume	1,481
Total Specialty Certifications	166

Certified Registered Nurses at McLeod Regional Medical Center

2020

Tamara Abel, RNC-OB	Lewis Carter, CRNA	Donna Granger, CRNA	Amber Lee, CNOR	Angela Putnam, CNOR
Charles Aldridge, CRNA	Jill Caulder, CNOR	Christa Grant, FNP, CLC	Kristen Lee, NP, CEN	Shannon Reece, CRNA
Bobby Aldridge, CFNA, TCRN, CTRN	Mallory Chestnut, FNP	Zachary Greenwood, CCRN, CMC	Nicky Littlejohn, RNC-NIC, NE-BC	Brandy Reed, OCN
Lindsey Alexander, RLC	Karen Clark, CCM, CHPN	Sarah Griggs, CLC	Caleb Loveless, CCRN	Patty Reis, CRNA
Mary Allred, CMSRN	Julie Coker, RNC-NIC	Aimee Grubb, RN-BC	Marah Lynch, CCRN	Whitney Richey, NP
Justin Altman, CRNA	Tyler Coker, CCRN	William Hanna, CRNA	Danna Maksin, CEN	Laura Robertson, RNC-NIC, CLC
Myra Alton, CRNA	Nichelle Coleman, CRNA	Pam Harris, CCRN	Douglas Maloy, CRNA	Scott Saylor, CRNA
Crystal Anderson, CEN	Audrey Collins, CRNA	Joshua Harrison, SCRN	Marylouise Martin, RNC-NIC	Phyllis Shearin, RNC-OB
Kerry Anderson, CNL, CPXP	Courtland Cook, CCRN, CSC	Elizabeth Haselden, FNP	Carla Matthews, CRNA	Deborah Shoppell, SCRN
Stacia Andrews, OCN	Joy Coursey, CRNA	Karen Hazzard, NEA-BC	Jacqueline McCabe, CCRN	Ernest Singletary, CRNA
Donya Baker, CRNA	Shellie Cox, WCC	Linda Henry, IBCLC	Marcella McCall, CNOR	Tammy Smith, CRNA
Julie Ball, OCN	Barbara Crowley, CLC	Jason Hewett, NP	Linda McDonald, OCN, CBCN	Kittipong Srisuwan, CRNA
Robert Barber, CRNA	Denita Davis, CLC	Jenny Hicks, CLC	Elizabeth McDowell, CMSRN	Whitney Stillwell, CCM
Lori Barfield, RNC-OB	Christopher Deese, CRNA	Kimberlie Hitchcock, CRNA	Delesha McFadden, CRNA	Dorie Sturgill, CCRP, OCN, CHPN
Georgia Beasley, CLC	Allen Denham, CCRN	James Holliday, CSSM	Hope McLendon, FNP, OCN	Jennifer Taylor, CMSRN
Bryan Bird, CRNA	Nancy Dewitt, RNC-OB	Michelle Hood, CCRN, CSC	Kathryn McLeod, RN-BCCV, PCCN	Victoria Thornton, CMC
Stephanie Boice, CRNA	Laura Donnell, CRNA	Shannon Hood, FNP	Jeanette Messenger, CEN	Taylor Timmons, CMSRN
Michael Bolick, CRNA	Victoria Dozier, CNOR	Diane Howell, CCRN, TCRN	Kimberly Metzger, CMSRN	Keith Torgersen, CRNA
Paula Boyd, RNC-NIC	Heather Driggers, CRNA	Veronica Huff, CMSRN	Wendi Miller, CLC	Barbara Truesdale, OCN
Melissa Bradley, OCN	Annette Edwards, CCRN	Elizabeth Hughes, CRNA	Kristen Miller, CLC	Jennifer Turner, CLC
Teresa Brewer, CLC	Theresa Emminger, RNC-NIC	Joann Hutchinson, SCRN	Melissa Mitchell, CRNA	Margaret Tyler, RNC-NIC
Lee Broughton, CCRN	Teresa Ervin, RNC-NIC	Chireen Hylar, CEN, CTRN, TCRN	Johnathan Moody, WCC	Bradley Tyner, CRNA
Rachel Brown, CCRN	Casey Evans, CLC	Susan Jackson, CNOR	Shannon Moore, CCRN	Heather West, RN-BC
Rhonda Brown, CNOR	Morgan Evans, NP	Wesley Jacobs, DNP, NP-C	Sondra Moseley, WCC	Brent White, CRNA
Eileen Brown, CRNA	Nichole Filyaw, OCN	Kathy Jenkins, CCRN	Renee Neal, PCCN	John Whitlock, CRNA
Cynthia Burns, OCN	Ashley Flowers, RN-BC	Latrece Jett, CLC	Cheryl Neuner, RNC-NIC, NPD-BC, NE-BC	Ryan Whitlow, ANCC-CPRN
Nakpangi Butcher, CNOR	Carissa Floyd, WCC, OMS	Cheryl Johnson, CNOR	Mary Nickel, CRNA	Tina Williams, ANCC-CPRN
Madisyn Buxton, RNC-NIC	Jeremiah Fowler, CRNA	Richard Johnson, CRNA	Kimberly O'Neal, ONCC-CBCN	Pamela Worthy, OCN
Marvin Cagle, CRNA	Amanda Fowler, CRNA	Stella Jones, RNC-NIC	Kelly Orton, CCRN	Janet Yarchever, CCM
Kristin Cain, CRNA	Cydney Gandy, CLC	Diana Jones, CRNA	Hannah Page, RN-BC	Eva Yeazell, CRNA
Karen Calcutt, IBCLC	Ashley Gaskin, RN-BC, CSC	Curtis Keefe, CCRN	Elizabeth Patel, RNC-NIC	
Elizabeth Campbell, CLC	Ashley Gerrald, CRNA	Kristy Kethe, CRNA	Hannah Pettigrew, CRNA	
Sabrina Capell, RNC-NIC	Catherine Gilson, NCCIO	Brantlee Kirven, RN-BC, CCRN	Devin Player, CRNA	
Nicole Capps, VA-BC	Mary Gliarmis, TCRN, CEN	Chris Kirven, VA-BC	Pamela Pritchard, AGACNP-BC, CWON	

McLeod Nurses Support COVID Testing Clinics

During the height of the pandemic, McLeod Health, in partnership with South Carolina DHEC, offered free COVID-19 Testing Clinics for business and industry employees throughout the regions.

Clinics were held at McLeod Regional Medical Center in Florence, the McLeod Health Carolina Forest Campus in Myrtle Beach and the Hannah-Pamplico Elementary/Middle School in Pamplico.

Other partners involved in these testing clinics included the Mayor of Pamplico Marshall Munn, the Town of Pamplico, Florence County School District 2, Florence County Sheriff's Department, Florence County Emergency Management Department and the South Carolina National Guard.



McLeod Regional Medical Center Nurses and staff members facilitate the COVID-19 Testing Clinic in Pamplico, South Carolina.



McLeod Regional Medical Center Nurses donated food and items to the Manna House as a way to say "Thank You" to a community that has gone above and beyond in support for nurses during the pandemic.

McLeod Nurses Serving Their Community

In December, McLeod Regional Medical Center nursing units participated in a canned food drive for a local food pantry, the Manna House. Nursing leaders from the hospital donated a truck load full of food and blankets. The amount of canned food items collected amounted to several months of meals for the Manna House.

McLeod Nurses wanted to give back to the community that has shown so much love and support for them throughout the pandemic.

Nursing Research Council

Established in 2017, the Nursing Research Council supports the conduction of clinical research and evidence-based practice by promoting awareness of nursing research, enhancing integration of research findings into nursing culture and facilitating necessary resources for active nurse participation. The committee supports and encourages formal education, mentors nurses in research and supports the growth and development of the advancement and utilization of nursing research.

The scope of the council includes, but is not limited to:

- Guide educational meetings that support nursing research activities
- Promote and support the dissemination of knowledge of the nursing research process
- Contribute to the growth of research utilization and evidence-based practice
- Assess and apply new evidence-based knowledge and innovations into practice
- Promote, support and assist in the dissemination of nursing research outcomes
- Promote and support shared decision-making

If you are interested in being a part of this committee, please contact Leslie Aldridge, BSN, RN, Nursing Administration, Magnet Coordinator or Pam Worthy, BSN, RN, OCN, IV Therapy, Nursing Research Council Chair.



Members of the McLeod Nursing Research Council include (left to right): Leslie Aldridge, BSN, RN, Nursing Administration; Susan Breeden, MSN, RN, Clinical Effectiveness; Adam Ploeg, EdD, ATC, Sports Medicine and Rehabilitation Services; Tony Derrick, MSN, RN, Chief Nursing Officer; and Maureen Mulholland, MS, RDN, LD, Clinical Nutrition Manager.

Not pictured: Annette Beckham, MSN, RN, Nephrology; Mekka Levy, MSN, RN, Nursing Administration; Christie Martin, BSN, RN, Emergency Behavioral Health Unit; Cindy Miller, BSN, RN, Nursing Administration; and Pam Worthy, BSN, RN, OCN, Infusion Services.

Discovering Innovation



Members of the Clinical Effectiveness Team include (from left to right): Debbie Bailey, MSN, RN; Vickie Pigate, MSN, RN; Denise Allison, MSNEd, RN; Cathy Stokes, MSN, RN; and Susan Breeden, MSN, RN.

They followed the Clinical Effectiveness Process: physician-led, evidence-based, data-driven, outcomes-oriented.

Algorithms and treatment plans were developed to admit and care for patients once they arrived in the Emergency Department and admitted to an inpatient unit. This information was based on the latest literature to help facilitate how to care for COVID patients. Sometimes, changes occurred daily depending on new information released by the Centers for Disease Control (CDC) and other regulatory authorities. In addition to working closely with Infection Prevention at McLeod Regional Medical Center, the Care Managers had weekly calls to review clinical processes with physicians and nurses across the entire McLeod Health system. Specific Cerner PowerPlans devoted to caring for COVID patients were developed, as well as a COVID testing PowerPlan for the Laboratory.

The Clinical Effectiveness Department also collaborated with the McLeod Communications & Public Information Office to disperse relevant COVID information internally to staff members.

The Operational Effectiveness Process Managers received a request from McLeod Corporate Administration to help identify effective strategies for using and deploying essential supplies that were at a national shortage risk. They used a risk-based thinking approach to identify priorities with Procurement Purchasing which was their "As Is" state: What do we have? How long will it last? Are we using it effectively?

After a visit to the Procurement warehouse, the Process Managers focused on certain supplies that would be needed to continue caring for patients while keeping staff members safe. Using knowledge from their clinical backgrounds, they discovered what the next best product would be if the ideal option were no longer available. Experts with McLeod Infectious Diseases verified what supplies could be substituted and standard work was created for personal protective equipment. A Cerner Millennium query revealed how many patients were in the McLeod system at any given time, and Process Managers determined daily demand by evaluating how many times a nurse entered an isolation room. They then used creative and innovative ways to reuse supplies safely.

As McLeod Health began preparing for the unknowns of COVID-19, frontline healthcare workers were in the spotlight caring for their patients day in and day out. However, behind the scenes, teams of doctors and nurses, technicians, respiratory therapists, pharmacy specialists, nutrition and environmental services staff and more were discovering and implementing innovative guidelines,

protocols and processes that allowed them to provide quality care safely as they faced unparalleled medical situations.

The Clinical Effectiveness Care Managers at McLeod Regional Medical Center were approached early on by key physicians who led them to determine the best ways to care for patients diagnosed with COVID.

Processes were developed to re-sterilize N95 masks and standard work was created with CDC guidelines to design mask covers to prolong the life of the masks.

The Process Managers also brought together an interdisciplinary team -- Nursing, Respiratory, Biomed, and Infection Control -- with physician oversight to evaluate patient use items that could potentially be in short supply. They determined if an item's change out process could be revised or safely sterilized. Some items failed the sterilization process, but they learned to protect available supplies and remain alert to critical levels.

Developing and communicating new standard work became important to finding the safest, fastest, most efficient and effective way during the problem-solving process. Outcomes were then monitored, audited and shared with DNV.

Throughout the pandemic, nurses along with other healthcare team members, discovered innovative ways to take care of patients and themselves while showing resilience in a way that has not been seen before.



Members of the Operational Effectiveness Team include (from left to right): Jenna Swindler, PharmD, BCPS-AQID; Evan Rabon, MBA; Scott Adams, MBA, BSN, RN; Candace Sellers, RN; Ashley Huggins, MSN, RN; Debbie Mixson, MSN, RN; and Larry Sawyer, RN.

Back to the ICU

When the COVID pandemic forced the cancellation of elective surgeries and procedures, nurses working in those affected areas were a valuable resource who could be utilized in areas of greater need such as critical care areas.

Nurses from the Cardiovascular Lab, Electrophysiology Lab, Day Hospital, Post Anesthesia Care Unit, Operating

Room and Cardiovascular Operating Room were invited to take part in the "Back to the ICU" Program. This training included an intense eight-hour class, modeled after the Critical Care portion of the McLeod Nurse Residency Program. Classes were coordinated by Kathy Jenkins, MSNEd, CCRN, Critical Care Nurse Educator.

This education gave nurses a 'refresher' course to help them feel more knowledgeable when returning to a critical care environment.

Stacy Freeman, BSN, RN, who currently works in the Post Anesthesia Care Unit, started her career in the Trauma Surgical Care Unit more than ten years ago.

Attending the class helped prepare her to care for critically ill patients again. "The classes and instructors were wonderful. I feel that all nurses would benefit from this education," explains Stacy. "I was very excited to be able to take part in this program."

Connecting Families Virtually

Shortly after the COVID-19 outbreak began, McLeod Health developed Virtual Care Teams, led by Service Excellence and implemented by nurses and clinical staff throughout the system. The Virtual Care Team consisted of a team of healthcare professionals trained to help patients, visitors and their loved ones stay connected through virtual visitation. Connecting patients with their loved ones through a virtual visit did not replace physical presence but made a huge impact on their well-being and state of mind. Below is one of many stories of hope and healing from this team.

“When our patients were taken out of their normal environment with family not being present at the bedside, fear was inevitable. With the help of Virtual Visits, patients and their families were able to see each other, which helped to provide a sense of peace and comfort. I witnessed patients finally respond with a flash of a smile or head nod after seeing and hearing their family’s voices. Although medicine can provide physical healing, the sight and voices of loved ones can provide an emotional healing for patients and families. Being able to provide this connection filled the hearts of our medical staff.”

*~Morgan Hayes, RN,
Medical Intensive Care Unit Nurse*



Pictured from left to right are Kerry Anderson, MSN, RN, CNL, CPXP, Service Excellence; Melissa Brock, PTA, Orthopedic Navigator; Morgan Hayes, RN, MICU Nurse; and Lisa Pierce, CPXP, Service Excellence. Kerry, Melissa and Lisa made up the McLeod Regional Medical Center Virtual Visit Care Team during the height of the COVID-19 pandemic. Morgan has championed virtual visits for patients and their loved ones.

McLeod Health Receives Healthgrades Distinction

Recognized nationally for its quality initiatives, McLeod Health has a leading regional presence in Northeastern South Carolina and Southeastern North Carolina and a reputation for dedication to its patients and their families. Constantly seeking to improve its patient care with efforts that are physician led, data-driven and evidence-based, McLeod Health is pleased to announce its most recent achievements in the hospital ratings by Healthgrades, the leading online resource for comprehensive information about physicians and hospitals.



McLeod Health teams have been recognized with the following Top Honors by Healthgrades in these major categories for 2019 and 2020:

- Stroke Care Excellence Award (2017 - 2020)
- Neurosciences Excellence Award (2017 - 2019)
- 5 Stars in Total Knee Replacement (2016 - 2020)
- 5 Stars in Pacemaker Procedures (2020)
- 5 Stars in Total Hip Replacement (2020)

Nursing Units Honored for Service Excellence in 2020

The following nurses units were recognized for their commitment to service excellence by improving patient satisfaction and HCAHPS measures.



Day Hospital



Emergency Department

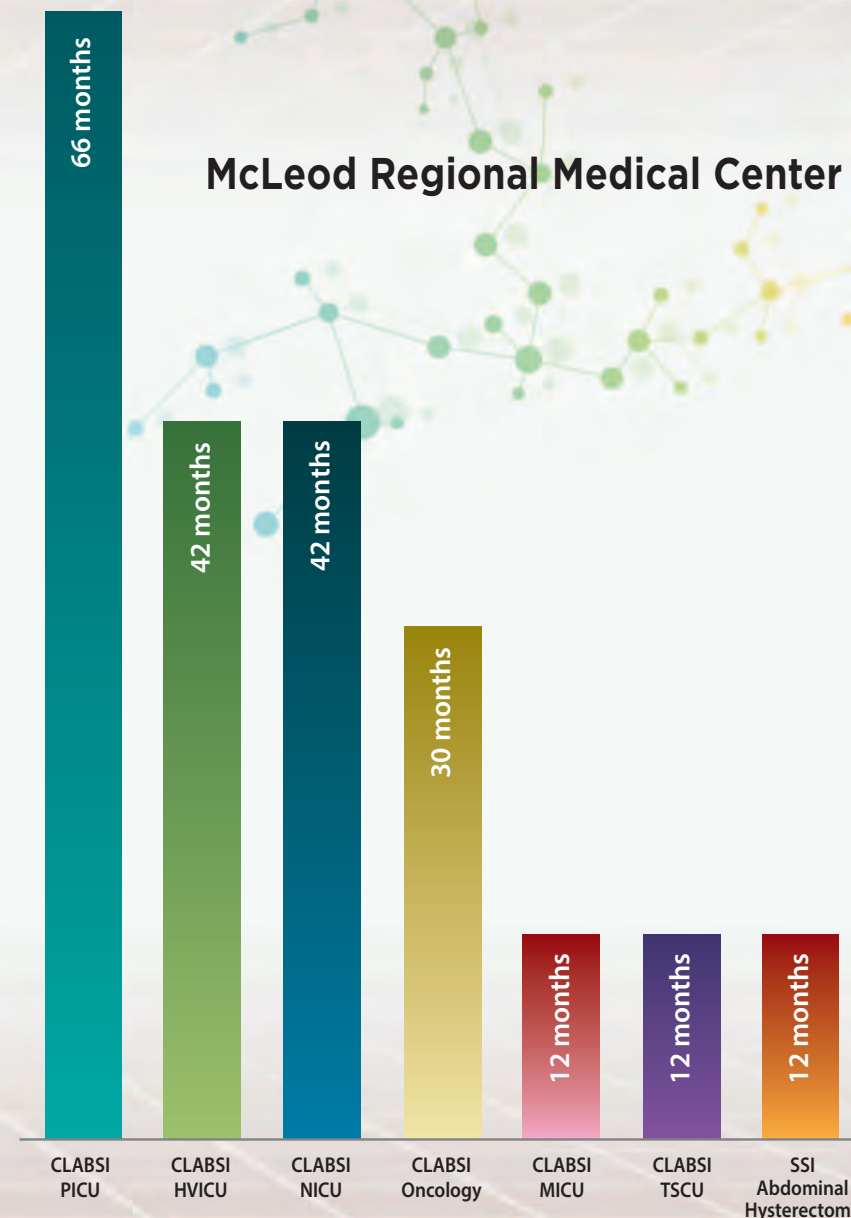
Not pictured: Nephrology and Orthopedics

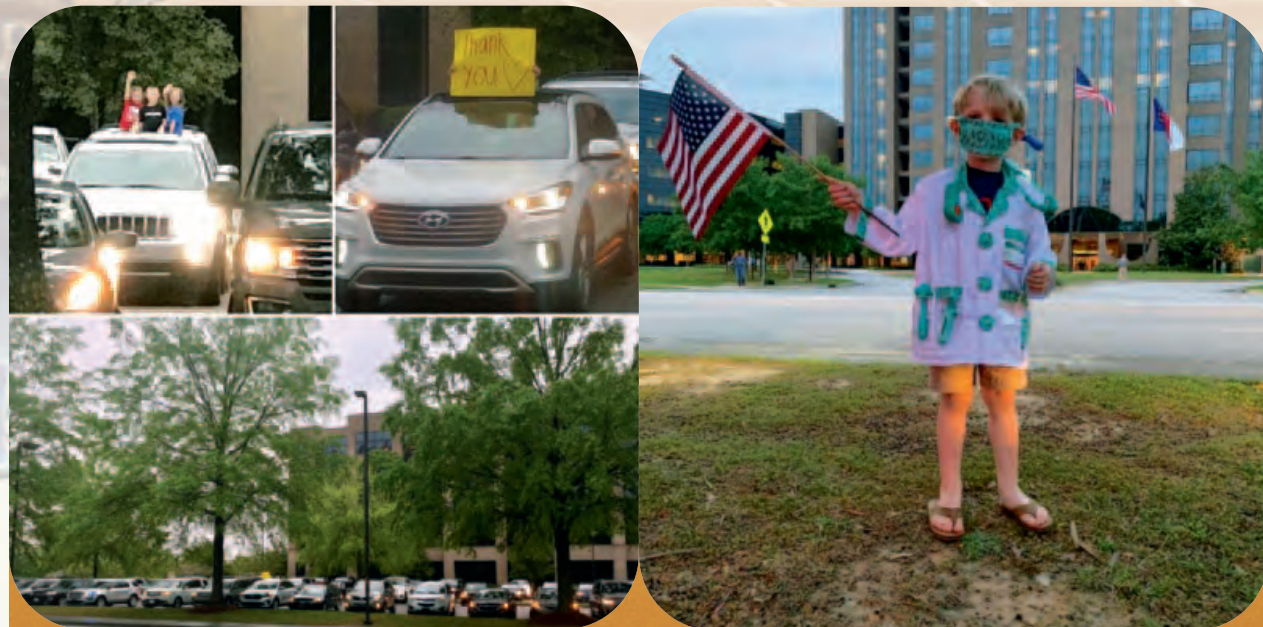
McLeod Health Receives 38 Zero Harm Awards

McLeod Health was honored with 38 South Carolina “Certified Zero Harm Awards” from the South Carolina Hospital Association (SCHA) in recognition of the hospital system’s excellent work in preventing hospital-acquired infections. The following McLeod Health hospitals were recognized with Zero Harm Awards: McLeod Health Cheraw, McLeod Health Clarendon, McLeod Health Darlington, McLeod Health Dillon, McLeod Health Loris, McLeod Health Seacoast and McLeod Regional Medical Center. To earn a Certified Zero Harm Award, hospitals must experience no preventable hospital-acquired infections of a specific nature over an extended period of time.

The Zero Harm Awards showcase the hospitals who have had extended harm-free stretches in surgical site infections in major surgical procedures like knee replacements, hip replacements, colon surgery, and abdominal hysterectomy, or gone months without a Central Line-Associated Blood Stream Infection (CLABSI), MRSA or C. diff.

All hospital data used for the awards is independently verified by the South Carolina Department of Health and Environmental Control and recognizes the exceptional achievement the hospital or hospital unit has made to the safety and quality of care within their facilities.





In March and April 2020, community members and first responders arrived at McLeod Regional Medical Center for "Twinkle Parades," where they flashed their vehicle lights in support of patients and staff. Their love and encouragement were bright spots throughout the pandemic.



The Medical Observation Unit took the many "Thank You" notes written by patients, families and colleagues and developed a "Love Notes" Board to lift their spirits on difficult days.



The nurses of the Coronary Care Unit and Neurosciences Care Unit joined the celebration of White Out Day for National Nurses Week, celebrated annually May 6-12.



When asked for help in procuring essential medical supplies during the height of the pandemic, hundreds of organizations, businesses and individuals throughout the community generously stepped in to meet these needs. In addition to medical supplies, many donors supplied meals and refreshments to our frontline healthcare workers. Above, Pepsi of Florence donated drinks and snacks to several areas including the Medical Intensive Care Unit (at left), and Honda of South Carolina Manufacturing donated Tyvek suits and safety goggles (at right).

GOALS FOR 2021

Growth & Development

- Increase overall number of certified nurses
- Increase overall number of BSN nurses
- Continue to educate nurses on educational scholarships
- Continue participation in nursing community outreach opportunities
- Increase nurse involvement in transition to new nursing units

Shared Governance

- Maintain and grow Nursing Quality and Safety Councils
- Improve shared decision-making culture, giving nurses an opportunity to lead, co-lead or play an active role in interdisciplinary committees
- Increase nurse involvement in recruitment and retention
- Continue nurse participation in research for quality outcomes

Performance/Outcomes

- Continue to outperform the NDNQI 50th percentile for eight consecutive quarters in Nursing Sensitive Indicators
- Outperform the national mean for Outpatient and Inpatient Satisfaction Scores
- Outperform Nursing Dashboard Goals



McLeod
Regional Medical Center

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