

LEADING TOGETHER

PENN MEDICINE

NURSES WEEK

2024



**HUP NURSING
STORIES**

**Nursing Leadership Council
Award Recipients
2023 Inaugural Awards**

KAREN ANDERSON

Clinical Nurse Specialist, Patient and Family Centered Care Heart of Nursing Award

“I am the Clinical Nurse Specialist and Lead for Patient and Family Centered Care- I developed and lead the family caregiver support centers and programs and the Patient and Family Advisory Committees. I am a liaison to the Penn Medicine Listening Lab and the Care for the Care Provider program. I am currently working on the deployment of a memory box for bereaved family caregivers and solidifying our new private encounter and visitor restriction process.

I began my career at HUP in Surgical Nursing in 1978 and a year later moved to Psychiatry where I worked as a staff nurse, Assistant Nurse Manager and Nurse Manager. My work in psychiatry led to my interest in Family Systems theory and has shaped my ongoing efforts to support patients and families during episodes of acute illness.

I left HUP briefly to become the Director of Clinical Practice and Director of Nursing at Friends Hospital. More recently, I worked at CHOP as a Clinical Nurse Specialist, supporting therapeutic relationships in the context of patient and family centered care. Upon my return to HUP in 2012 I launched a new role as the Clinical Nurse Specialist for Patient and Family Centered Care. In this role I leads the HUP Patient and Family Advisory Council, the LGBTQ Employee Resource Group, and the Care for the Care Provider Program. In addition, I developed the Family Caregiver Center, an innovative program that creates a safe oasis of respite and support for the families caring for their loved ones during times of vulnerability and crisis. In each project I continues to focus on the importance of caring relationships as foundational to the mental and physical health of patients, families, and staff. I am the Entity Privacy Officer at HUP and play a critical role in the Penn Medicine Privacy Program leading numerous activities, including training and education, reporting and collaboration with leadership.



My Career Advice: Go for it! [If you don't get the role,] it gives you the opportunity to showcase your work and to meet so many leaders at Penn Medicine. I would also recommend building relationships with people throughout the organization. Sometimes it's not what you know, but who you know. Sharing ideas and learning about opportunities is key. Finally, find a good mentor. You can't advance your career, your ideas, or your passions without having a coach who believes in you. Good luck!”

KHIRY CARTER

Nurse Manager, Behavioral Health Humanitarian Award

“I am the nurse manager for Behavioral Health Services at HUP Cedar. I provide oversight of the 31-bed inpatient psychiatry unit, the 16-bed Detox/Substance use disorder unit, and the Adult CRC (Crisis Response Center) here at the Cedar campus.

After failing my nursing board exam for the second time I set out to become a college football coach. While working as an assistant coach I continued to study for boards and finally passed. My nursing career began at Western Psychiatric Institute and Clinic as RN on the comprehensive recovery services unit, for patients with Schizophrenia and Bipolar. Then moved back to Philadelphia working at Friends Hospital in various units for patient with psychiatric disorders. In 2016, I joined HUP as a nurse on the neuroscience unit.



During my time here at HUP, I was elected as co-chair of the Diversity, Equity, and Inclusion Core Council and assisted in establishing the DEI café as a monthly discussion forum. I have benefited from the tuition reimbursement program to obtain my MSN in Nursing Administration from Immaculata University. I also participated in HUP’s inaugural Clinical Nurse Mentorship Program, from which I was able to gain support and guidance to facilitate community service work aimed at improving the overall health and wellbeing of Black Men by using local barbershops to facilitate blood pressure screenings and health literacy conversations. I was rewarded a Penn CAREs Grant for that work and I am expanding the work to include faith-based organizations and schools in Philadelphia.

My Career Advice: Look for someone in the organization that you would like to emulate. Be open to trying new things, be confident in yourself, and take chances.”

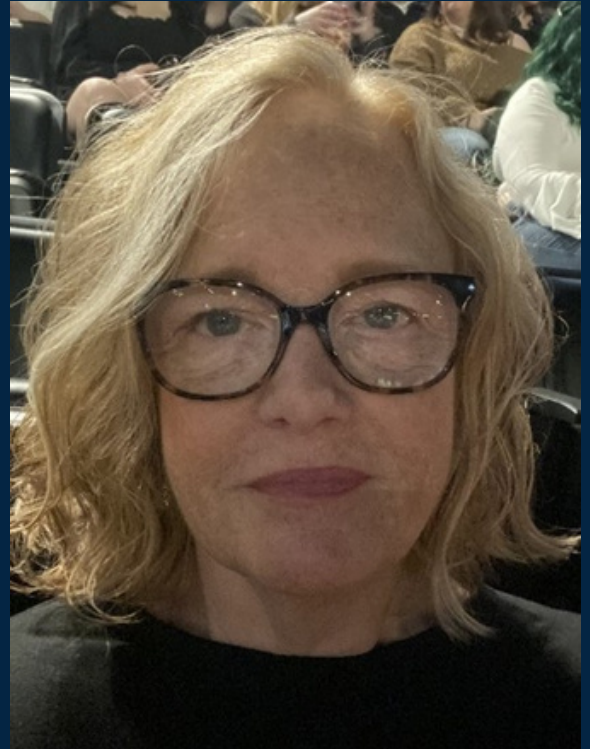
PHYLLIS DUBENDORF

Clinical Nurse Specialist, Pavilion 10 Center

Impact on Practice Award

I am the Clinical Nurse Specialist for Pavilion 10 Center, the Intermediate Neuro Care Unit. I also co-chair the Falls Evidence-Based Practice committee, and co-chair the Restraint Steering committee.

I started as an RN in a step down unit, and I progressed to the ICU. I went to school to get my Master's to become a Clinical Nurse Specialist. I also completed a post-graduate course of study for my Acute Care Nurse Practitioner certification, and a Teacher Education Program at UPenn. I have taught in UPenn's ACNP program and continue to teach in Penn's Advanced Clinical Assessment classes.



While working for Penn Medicine, I have utilized tuition reimbursement, attended conferences using my professional development benefit, and I was a member of the Nurse Leader Ethics Fellowship. I have been supported through Six Sigma Yellow Belt training, classes via Penn Medicine Academy, and additional continuing education opportunities.

My Career Advice: Think about what you want to do with career development and look at roles that you think you are interested in. Talk to people who are in those roles and see how they got there. There is rarely one way to advance. If you are thinking about advancing in education, do your due diligence.”

ELIZABETH CARNALL

Nurse Manager, Founders 10

Inspirational Leadership Award

I've worked at HUP since I was 19 years old, I was hired as Student Nursing Assistant on Silverstein 9 (when it was Neuro/Neurosurgery, INCU, & EMU) and I also transitioned to practice on Silver 9. I then joined the SFAS Team and loved every second of the role. A turning point in my career was supporting the opening of Dulles 6, a solid oncology unit – this patient population captured my heart and I felt so connected and called to the mission of HUP Nursing! I was also the SFAS Unit Council Chair, which then gave way to being on the Core Magnet Team for the 2020 submission. I've taken on several stretch assignments with the Magnet Core Team, 5 North, Founders 9 MICU, and subsequently Founders 12 as interim leadership. Since stepping into the Nurse Manager role of Founders 10/11 (formerly



Founders 12) in 2022, our unit (like so many others at HUP) has withstood a lot of change. It has been quite the journey and I'm so thankful for the support and connections I've made every step of the way.

I have used Tuition Reimbursement for my MSN in Nursing Education at Villanova. My professional development benefit has helped me to attend conferences. The continuing education benefit has helped me with certification reviews and with the ELNEC class. I have also participated in the Penn Medicine Futures Program.

My Nursing Advice: TRUST THE PROCESS. I followed what I felt most passionate about which was providing great patient care while fostering collaborative and meaningful relationships with patients, families, and peers. Stay open to new experiences and opportunities

KAREN BROOKS

Nurse Manager, Founders 14

Mentorship Award

While nothing can truly prepare you for the variability that comes along with this role, I would say that the best preparation for a transition to leadership were the opportunities I received along the way to participate in initiatives outside of my unit. For example, early on in my career I was afforded the opportunity to be a part of the original interdisciplinary team that helped to roll out Curoatr which totally changed the way in which we as caregivers interacted with one another. This experience opened me up to not only the importance of interdisciplinary teamwork, but also gave me a glimpse into how larger scale projects are developed, implemented, and sustained. Ongoing support from my unit

leadership to take on progressive leadership roles were also important. Roles such as charge, preceptor, unit council chair, and advancing on the clinical ladder were all roles I willingly took on and helped me to figure out what it meant to be a leader amongst my peers, built confidence and helped to define an early sense of my leadership style – the foundation laid by those progressive leadership roles proved to be invaluable when I first transitioned into leadership from the bedside.

We are fortunate as Penn nurses to have so many professional development opportunities. I have attended conferences with our professional development allotment, taken a certification review course, and have used tuition reimbursement to complete my Master's degree, a Post-Master's Certification in Nursing Executive Leadership and am now in my final year of a Doctor of Nursing Program thanks to that benefit. Last year I had the unique opportunity to travel to Washington DC with a group of other nursing leaders from various Penn Medicine entities and around the country to advocate for positive change with lawmakers on Capitol Hill. This year I have also taken advantage of the opportunity to participate in the Nursing Ethics Fellowship Program which has been such a positive experience in that I have been able to apply what I have learned directly to my role as a leader but also in navigating difficult conversations with both patients and staff alike.

The best advice I could give would be to come from a place of “yes”. Even when you aren't sure, every opportunity is a chance to expand your professional network, gain exposure to other departments, roles and leaders, and learn something you would not have otherwise learned.



JILLIAN TUZIO

Nurse Manager, Pav 14/11 Campus

Nursing Inquiry Award

I began my career at the Hospital of the University of Pennsylvania (HUP) in 2014 as a Student Nurse Extern in Oncology. During my time at HUP, I have held various roles including Clinical Nurse, Assistant Nurse Manager and CNS. I transitioned into the role of the Nurse Manager of 11 & 14 Campus in August 2023. Engaging in stretch assignments has thoroughly equipped me for my current role by providing an opportunity to expand my skillset and cultivate leadership qualities. I have had the opportunity to lead numerous projects focusing on improvement of care delivery including the development of Oncology Care Plans and Education within PennChart.



I have been an active member and leader of both the Bloodstream Infection EBP group and the Oncology Clinical Effectiveness Team (CET) Sub-Committee focused on Hospital Acquired Infections. Through this work, I have partnered with various stakeholders across disciplines to develop the Central Line Hotline within Oncology and evaluated and updated products related to line care. Additionally, I've successfully collaborated with others in the Oncology Service line to implement a training program for Ultrasound Guided (USG) IV placement. In partnership with my colleagues, I have disseminated this work through poster and podium presentations at Oncology Nursing Society's Annual Congress, National Comprehensive Cancer Center Network (NCCN) and the Association for Professionals in Infection Control and Epidemiology (APIC) Conference.

JILLIAN TUZIO

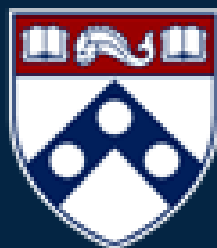
Nurse Manager, Pav 14/11 Campus

Nursing Inquiry Award

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I am extremely grateful to have utilized the tuition reimbursement program for my MSN degree and my current DNP degree. Additionally, I utilized the OCN certification review course to prepare for my Oncology Certification Test. Once I had completed the review course, I utilized the ONCC Free Take program through Penn to obtain my Oncology Nurse Certification. In September 2021, I had the opportunity to participate and complete the Process Improvement Yellow Belt Training. Through this training, I learned about process improvement methodologies, tools, and skills to foster continuous improvement. I had the opportunity to participate in the Penn Futures Program in 2020, which helped me learn more about leadership and allowed me to participate in professional development opportunities to learn more about project management, strength-based teamwork, and feedback rich environment.

My Career Advice: I would advise employees to prioritize continuous learning by utilizing professional development opportunities that we have available here at HUP. We have several different professional development opportunities for employees to utilize, such as tuition reimbursement, certification review, Free take programs, continuing education activities and fellowship programs. All these experiences have allowed me to expand my skillset and develop my career as a leader. Additionally, I recommend for employees to seek out mentorship opportunities because they offer guidance, support, and expertise from their mentor to foster professional growth.



JAMILLAH WASHINGTON

Nurse Manager, Ravdin 6 / Silverstein 7

Heart of Nursing Award

Nursing began as a second career for me in 2007, so I was able to bring some life experience into the role which helped me more readily navigate some of the challenges we face in the profession. Transitioning from inpatient to outpatient after 10 years at the bedside allowed me to view healthcare from a different perspective, and fortunately bring those learnings back to the inpatient setting first as an Assistant Nurse Manager before advancing to my current role as Nurse Manager. I also believe my role as a nursing instructor provided me the opportunity to help contribute to the future of nursing.



As with many Penn employees, the tuition reimbursement program has been a significant benefit as it has allowed me to further my education, fostering opportunities for growth within the health system. I was fortunate to participate in the inaugural class of the Abramson Family Center for Nursing Excellence Nurse Leader Ethics Fellowship where I gained valuable experience in navigating challenging clinical situations and moral distress amongst my staff. Also, obtaining yellow belt certification, and participating in continuing education activities are some additional professional development opportunities that I have pursued.

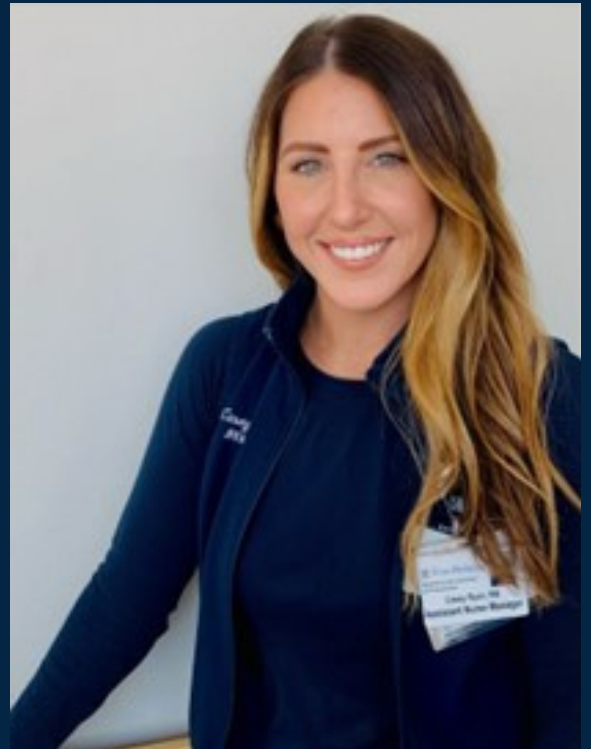
My Career Advice: There are so many opportunities available to you at Penn Medicine. My advice would be to find what interests you and seek out opportunities that allow you to grow. Not being afraid to put yourself out there, building relationships, developing leadership skills by taking on leadership roles, and seeking guidance from other experienced professionals through mentorship.

CASEY RYAN

Nurse Manager, Founders 9 / Pav 14 City

Rising Star Award

I began my nursing career as a med-surg nurse at Aria Torresdale, Temple University, and Penn Presbyterian. After gaining four years of experience caring for patients on the floor, I moved to the HUP Founders 9 Medical Intensive Care Unit and the Penn Presbyterian Critical Care Float Pool. While working with the MICU team, I realized that I wanted to continue growing in my nursing career in the MICU due to the collaboration, teamwork, and dedication to delivering high-quality care by the interdisciplinary team. After several years as a critical care nurse, I transitioned into the Assistant Nurse Manager role and am currently the Nurse Manager of the Founders 9 and City 14 MICU.



During my time at Penn, I had the opportunity to leverage the hospital's tuition reimbursement program to pursue both a Masters in Nursing Leadership and an MBA. Additionally, I was privileged to participate in the 2023 AONL Advocacy Day, which was a valuable experience. Currently, I am a member of the second cohort of the Nursing Leadership Ethics Fellowship, which is an exciting opportunity for me to continue developing my professional skills.

My Career Advice: I would highly recommend anyone who is interested in advancing their career or professional development to leverage their available resources, proactively seek guidance from their local leadership, and take on opportunities that align with their passions and interests.

JESSICA MCCULLION

Nurse Manager, EDOU

Team Player Award

I started my nursing career here at HUP in 2010 as a second-degree Clinical Nurse I in Cardiac Surgery (Silverstein 10). I advanced to a Clinical Nurse II and worked clinically at the bedside both day and night shift for 6 years, at which point I became the Assistant Nurse Manager on Silverstein 10. I remained in this role for 4.5 years, acting as Interim Nurse Manager while the Nurse Manager was out on leave, during the height of COVID in 2020. In May of 2021 I became the Nurse Manager in the EDOU and continue to operate in this role.



During my employment at HUP and Penn Medicine I have taken advantage of tuition reimbursement and certification classes.

My Career Advice: Penn Medicine offers a variety of opportunities to explore various nursing roles throughout the system and how to professionally grow and develop, such as Career Trajectory Sessions and one-on-ones with Nursing Executives. I recommend to anyone who wants to advance, whether clinically or through administration, to take advantage of these opportunities and truly understand what professional development roles are available to them and what those jobs entail. It is a lot of time and hard work but very rewarding work as well.

**HUP
NURSING
STORIES**

alphabetical by last name

JAMIE ANN ACERO-WEBB

MSN, RN, ACCNS-AG, WCC

Clinical Nurse Specialist, Gift of Life Program

With the support of Penn's tuition reimbursement, I finished my MSN in Adult Gerontology Clinical Nurse Specialist from Penn in 4 years. I receive the success pay assistance for my certification through obtaining my CMSRN (now expired) and current ACCNS-AG (Adult Acute Care Clinical Nurse Specialist- Adult Gerontology). I take advantage of the Wellfocused program to receive free money for tracking your health! Penn Medicine Academy leadership classes, NACNS conference presenter for multiple years, Penn Medicine seminars for cardiac surgery, Penn Nurse Research Conference, Transplant & Donor Education Day. Thank you for NPDS team for providing nursing contact hours and multiple educational opportunities to sign up for via Knowledge Link.



A time that I was proud to be a member of the nursing team was the move of Founders 5 HVICU to Pavilion 7 Campus. It was an organized chaos day! The months leading up to Move Day were hectic and stressful, but it was a very proud moment working as a team with Robyn Strauss, HVICU CNS, and Corinne Retter, HVICU Nurse Manager, and the HVICU Clinical Nurse 4s and 3s (Meg Hardy, Mary Frances Quinn, Teresa Harris, Bridget Aspen) to make it a safe and successful transition.

My Nursing Story: A proud HUP nursing moment was while Leading the Inpatient Donor Dash with Kirsten Pettit, 11 City & Center CNS. It was an extremely rewarding day. Nursing is a team sport – you can't do it by yourself. Our team of Gift of Life Program and Penn Medicine community, with the support of 15 inpatient nursing units and the Penn Transplant Institute, acknowledging the legacy of organ donation and all the lives it touches is truly remarkable. It was an amazing day full of joy and gratitude from patients and staff alike. It is a reminder of why we do the work we do daily. Sometimes you can get lost in the daily grind, but stepping back and seeing the big picture and its impact is a really great feeling!

DINA BAMMER

MSN, RN, NPD-BC, CNOR

Director, Nursing Professional Development



HUP has supported my professional development in various ways throughout my career. From my first day of employment to current day, I am grateful as the opportunities are abundant and the culture and team truly support all to succeed in their ideas and goals for nursing excellence. The nurse residency program fostered my development as a new to practice nurse in the OR. HUP continues to support my development including nursing specialty certification, tuition reimbursement for my graduate degree and the opportunity to enhance my knowledge through councils, committees, and conferences.

The incredible energy, passion, expertise, and teamwork of HUP nursing to deliver excellent care and support our patients, families, community, and each other. We live our professional practice model everyday: we care, we lead, and we innovate- always striving to improve.

RAESHANA BARR

BSN, RN

Clinical Nurse 2, 14 Center

While working at HUP, I took advantage of tuition reimbursement to pursue nursing school while working as a CNA. I am proud that I had the opportunity to become a nurse with the support of my coworkers and manager. I originally received my diploma RN, and worked my way up to BSN as I went through my first year of being a nurse.

My Nursing Story: I was a CNA for 10 years before I transitioned to a Registered Nurse. I worked every weekend as I attended nursing school, determined to succeed. I also had the opportunity of working on the covid unit during the pandemic and transferring from Rhoads 6 to the Pavilion, where I currently work as a Clinical Nurse II.



SAMANTHA BECKER

MSN, RN, CCRN, WTA-C

Clinical Practice Lead, MICU



I started in 2016 as a Clinical Nurse II in the HUP MICU. Gradually, I leveled up to a CN4 as I became more involved. I utilized tuition reimbursement to obtain my MSN in Nursing Education from Drexel in December 2022. I attended NTI for AACN conference twice with professional development money. I also became certified in critical care and took the WTA course/sat for certification. In addition to this, HUP has supported me as a new nurse leader by enrolling me in the Penn Futures program, and Yellow Belt training.

I am most proud of the teamwork that our HUP nurses have, not only unit-based, but also hospital wide. As I have transitioned into this new role, I have been welcomed with open arms and I have found that I can reach out to any of my teammates if I need help!

SAMANTHA BENTRIM

BSN, RN

Assistant Nurse Manager, 14 City

My career at HUP started as a floor nurse on Rhoads 3 that transitioned to HUP Pavilion 12 City where I was supported in the opportunity to become a preceptor, charge nurse and was Unit Council Elect. I then transitioned into my current role as Assistant Nurse Manager on 12 City. Since then, have become yellow belt certified, presented my work Oncology CNA orientation at the ONS conference, and worked with 12 City CPL on rolling out a service line wide electronic falls agreement. I am proud to be member of HUP nursing team because of the level of expertise we obtain through our continuing education and classes as well as the level of care we provide to our patients. We are challenged to stay up to date with innovative treatments and new trials and rise to the occasion every time - it is inspiring!



My Nursing Story: When reflecting on a time that I am most proud of being a HUP nurse, it is when I was bedside and helped treat a patient with leukemia during the peak of COVID. Without the support of family presence, my colleagues and I provided emotional support and helped guide this patient through the “ins and outs” of what the next few months would look like. In 2023, this patient shared their story at Light the Night walk. I was able to reconnect with the patient and they thanked me for all the care we provided and for being a support system when family was unable to be there. It was an awesome full circle moment and a great reminder of why we do what we do.

ALLONA BRIGGS

MSN, RN, CBC

Nursing Professional Development Specialist

Some of the opportunities that have contributed to my professional development here at HUP include: using the tuition benefit which completely covered my MSN costs and is currently covering most of the costs of my DNP program; Using professional development dollars to cover the costs of attending and presenting at the Association of Women's Health, Obstetric, and Neonatal Nurses (AWHONN) yearly national conference; participation in the HUP Clinical Nurse Mentorship program which was my first initial exposure to networking with a HUP leader; attending the Professional Development Career Trajectory sessions which helped me identify my career path; being a member of the first cohort of the Diversity Nurse Leader Fellowship which both provided foundational education and experiences essential to becoming an effective nurse leader,



and offered immense support and many networking opportunities; opportunities to teach clinical, and to teach at the HUP Nursing Orientation Skills Days, which increased my experience as an educator; being a member, then chair-elect, and now interim chair of Professional Development Core Council, which has increased my perspective of the hospital and service lines outside of my own; and attending virtual presentations such as the Ethics Special Interest Group offerings and Grand Rounds, which continue to increase my knowledge base and exposure to interdisciplinary discussions.

I am so proud of the plethora of opportunities there are to get involved! I feel like there is something to align with everyone's interests. Getting involved increased my career satisfaction and renewed my sense of pride in being a HUP nurse.

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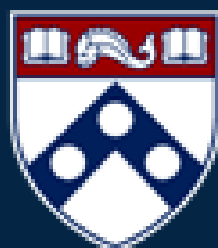
ALLONA BRIGGS

MSN, RN, CBC

Nursing Professional Development Specialist

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My Nursing Story: At the time of this story, I was enrolled in graduate school to become a Nurse Practitioner, but started to realize that it wasn't the career that best aligned with my interests. I had also considered other roles within nursing, but none seemed to fit. What I enjoyed most was educating others, mentoring those who were interested in nursing, and informally helping people figure out their careers. But as a person who enjoyed helping others with their career plan, it was discouraging that I couldn't figure out the direction of my own future. I had seen the flyer for the Professional Development Career Trajectory sessions and decided to sign up. I randomly chose a Nursing Professional Development Specialist (NPDS) as a consultant because while I knew what my passions were, I didn't know how to integrate those passions into one career or role. I figured if anyone could help me figure it out, it would be a person whose role was centered around professional development. Little did I know that my "random" choice would have such a profound impact on my career. When I met with the consultant and began to tell her what I was passionate about, she eventually stopped me and enthusiastically stated, "You need to be a NPDS!". She told me all about the role and the things they do, and it just "clicked". She was right, this role was what my career dreams were made of! She helped me figure out what experiences and opportunities I could explore that would increase my qualifications for the role and offered guidance on how to pursue them. After my session ended, I remember going to my husband with tears in my eyes because I was so thrilled that I finally had a plan. Fast forward to the present, I have transitioned to the role and couldn't be more excited for my future! Had I been working at any other institution, I'm not confident that I would have discovered this career path.



VICTORIA BROWN

MSM/MSN, RN-BC

Nurse Manager, Cedar 5NW



I have taken many courses and had many opportunities at HUP such as the Teach back class, Crucial Conversations, attaining my Med-surg Certification, Yellow Belt Certification, attended the Magnet conference, Vanderbilt University Center for Patient and Professional Advocacy Promoting Professionalism Course, and Nurse Leader Ethics Fellowship.

I am most proud of my professional and personal growth and development since starting as a new to practice nurse, advancing through the clinical ladder, and transitioning into leadership.

My Nursing Story: The transition of HUP Cedar has been the most challenging yet rewarding experience I've had at HUP. Having the opportunity to be part of bringing academic medical care to a historically underserved area of West Philadelphia has humbled me and encourages me to continue to advocate for equitable healthcare for all.

DANA BOWER

BSN, RN, CCRN

Nursing Clinical Coordinator/Rapid Response Nurse



Opportunities at HUP are basically endless. It's an individual's choice to utilize them. At my fingertips has been a multitude of in-services, nursing national conferences that I have attended, and certifications. All of which is easily accessible as well as reimbursable.

My Nursing Story: I have been a HUP nurse since 1994. This was the 3rd hospital that I worked for as a young nurse, as I was hoping to find a place of employment that I would be proud of and honored to work for. I knew that could exist. 30 years later - I have never looked back and I am quite sure that I could not have made a better career decision. I have been provided with the knowledge, the experiences, the tools, and the support to do whatever I yearned for with my nursing career. HUP has gifted me with so much, and it has been my pleasure to also be loyal to this institution. I have worked alongside of the most amazing, strong, and powerful nurses that our region has. To sum it up, the nurses that I have had the honor to work alongside for the past 30 years of have also been an extended family of mine that I am so grateful for. I shall never take any of what HUP has given me professionally and personally for granted.

SOFIA CARRENO

MSN, RN

Manager, Community Engagement

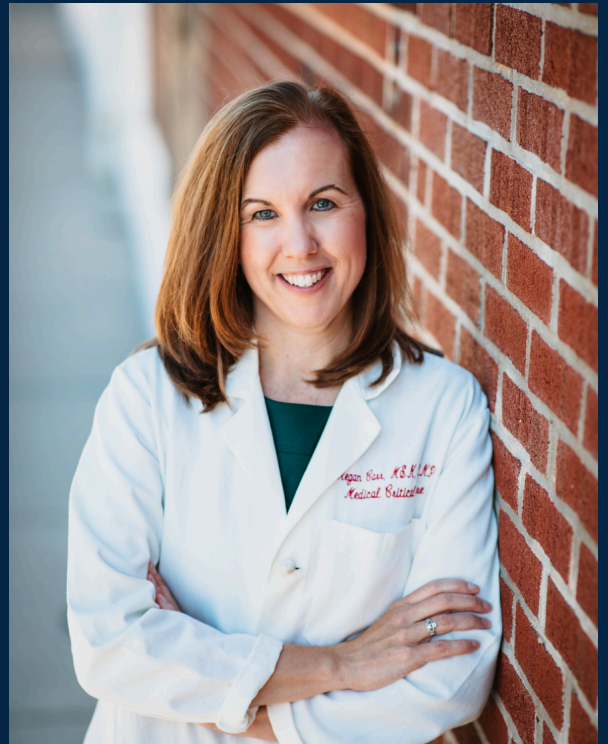


I have taken advantage of many HUP's professional development opportunities including receiving my Yellow Belt Certification and attending and presenting at several conferences. I am most proud of developing a community nursing program and improving access to resources for patients and families. The student and staff engagement in this work and seeing the growth overtime makes me a proud member of the HUP nursing department.

MEGAN CARR-LETTIERI

**MSN, RN, ACNP-BC, CCRN
Senior Nurse Practitioner,
Medical Critical Care, and
Interdisciplinary Patient
Safety Officer**

Originally, I was fortunate to have been offered a Nurse Extern position at Pennsylvania Hospital. Following undergraduate graduation and with the merger of PAH with HUP in 1996, I moved to the MICU on Founders 9 and was inspired by mentors to pursue an advanced degree with the hope of becoming the first NP in the MICU.



With the generous tuition reimbursement benefit at the time, I was able to complete my degree while working full time. Since the position in the MICU was not yet established and I knew I needed to develop as an NP, I was fortunate to be mentored as a new to practice NP on the Lung Transplant team. With three years of professional growth, I was encouraged and supported to become as a presenter at local and national conferences as well as participate in research and academic publications (both nursing and medical journals). With this bolstered professional growth, in Spring 2003, I was able to gain the confidence to submit a plan for the development of the role of the first NP in the MICU that coincided with the establishment of the residency 80 work rule initiative. The tremendous support from my prior "home " unit leadership to come back into a novel role was, in large part, setting me up for future success. Having been a bedside RN, I was able to translate initiatives and patient care with an interdisciplinary mindset and longitudinal perspective that supported staff, patients, and families alike. Getting proficient with all bedside invasive procedural techniques allowed for the role to further expand and develop the Procedure Service when an esteemed colleague brought their vision from another institution. Additionally, after demonstrating impact in patient outcomes, we were able to expand our team with additional providers. To see our current model that has evolved into two APP MICUs co-managed with our wonderful Intensivist colleagues staffed 24/7 with nearly 40 APPs has honestly reflected the trust and support of administration and teams for whom we partner in our patients' care; not the least of which was during the COVID response and acquisition of HUP Cedar ICU needs. Lastly, I feel so fortunate to be one of four clinicians chosen to become an Interdisciplinary Patient Safety Officer (IPSO).

MEGAN CARR-LETTIERI

(continued)

MSN, RN, ACNP-BC, CCRN

Senior Nurse Practitioner,

Medical Critical Care, and

Interdisciplinary Patient Safety Officer

In this role, I can be a face-forward partner in Patient Safety and weave my clinical experience and multidisciplinary relationships into translatable initiatives to improve care for our patients and staff. May 14 will mark 30 years since I started in the health system, and I feel like my journey has been supported in so many ways that have allowed for personal, professional, and academic growth while also supporting my growing family's health care and future academic needs.

HUP Nursing's legacy of providing exceptional clinical care that is evidence-based, patient-centered, holistic and compassionate has attracted some of my most esteemed colleagues. In my tenure, I think I am most proud of actualizing goals that continued my professional goals as well as impacted patient care and safety. This could not have happened without the support of so many individuals from ALL disciplines, regardless of whether they were in "official" leadership positions. Knowing that leadership at HUP respects the valuable contribution of nurses, and supports professional development in so many ways, makes me want to continue to contribute to the mission. I do feel proudest of the clinician I became because of COVID, when we were asked to stand up and serve as the ICU team at HUP Cedar for two years. The perspectives of the population that HUP Cedar serves, coupled with the amazing community of clinicians (many of whom were there for decades) truly redefined my practice. Ultimately, it solidified my desire to pursue a leadership position that could influence patient safety directly while also advocating for equity and shared resources among our campuses.

Reflecting on my career – soon to span three decades – brings to mind countless stories of the patients, families, and staff that have allowed me to grow and learn. One of my most impactful moments was in the ICU at HUP Cedar when I cared for a patient with recurrent respiratory failure requiring intubation and frequent admissions. By taking a different approach to their care, we identified the root cause of his complex health journey: health literacy. Coincidentally, my family has imbedded within it a resource of teachers. With their shared expertise, and in partnership with the incredible social worker, we were able to set up this patient for success and identified resources that would support their literacy. The ripple effect of this brief time investment has forever impacted how I react to those who are marginalized. This humble reminder has taken me back to the quote I used in my very first essay for my application to Nursing school and what my family always taught me: "If not you, who? If not now when?"

CHERISE DEBOUSE

RN-BC, WCC

Manager for Verbal De-escalation and Workplace Safety Training; Clinical Nurse 3, Women's Health



During my 33 years here at HUP, I obtained wound certification (WCC); I took a unit of Clinical Pastoral Education; and I have been a certified Crisis Prevention Instructor for over 10 years.

My Nursing Story: Since my journey began in 1991, I never considered nursing a “job”. It has always been a calling with the purpose of having impact and creating change. My performance goal has always been to restore the "art of nursing" and reignite the passion to care through crisis and trauma. This passion is not limited to patients and their families but my colleagues, coworkers, or any employee I pass in the halls. The ability to address individuals' distress behavior as a mode of communication and knowing how to respond to individual crisis and trauma is a skill and a technique that I honor as a "calling".

KAREN FLANIGAN

RN

Nursing Coordinator/Rapid Response RN



In my 35 years here at HUP, I have participated in many classes and conferences and with the help of my team created the first night shift nursing conference- for nurses by nurses called HUP Talks @ Night. Although we are on hiatus pending logistic approval, we have plans to bring the monthly conferences back and expand to include PENN E-lert and HUP Cedar. I also continue Sepsis education for night shift yearly during Sepsis September- here at HUP and at Cedar.

My Nursing Story: I am so very proud of the work myself and my Nursing Coordinator/Rapid Response Team do here. Since our beginning- 18 years ago this May, we have been part of bringing ICU care to bedside patients if needed and preventing event progression by early bedside intervention. We have been behind changes in many policies which have improved patient outcomes. We provide on the spot clinical education and are the primary resources for Nursing and House Staff on the off shifts. We provide staff with visible and approachable leadership examples 24/7. Personally, I am proud of how the staff that I have mentored over the years, have grown in their nursing careers and practice.

JESSICA FULLER

DNP, RN, CCRN, NE-BC

Director of Nursing Practice



HUP has supported my career since I was an undergrad! They subsidized my BSN in return for a work commitment after graduation; I received both my CCRN and NE-BC after taking review classes at PENN; both my MSN and DNP were obtained while working at HUP, using our tuition benefit. I was also an AONL fellow as a nurse manager (supported by HUP) which allowed me to network with my peers across the nation.

HUP's investment in the nursing workforce makes me proud to be part of HUP nursing. I would not be where I am today if HUP hadn't had faith in me and my capacity for growth. The financial commitment they invested in me, allowed me to attend PENN- which wouldn't have been possible without their support. Throughout my career at HUP, I always felt supported by the Nurse leaders on my units- whether that was pushing me to advance through the clinical ladder, get a specialty certification, or further my education. They encouraged me to "get comfortable in the uncomfortable," which gave me the courage to seek out new roles. In my 29+ years at PENN, I have been a student nurse, a clinical nurse, a charge nurse and preceptor, an assistant nurse manager, a nurse manager, a mentor, and a director. I can't imagine working anywhere else and I am a proud PENN Nurse.

ROBYN HILLIARD

Edd, MSN, NEA-BC

Clinical Director of Nursing Administration HUP CEDAR



There are many ways that Penn has supported me throughout the years including: tuition benefits, professional conference attendance and presenter, certification review courses, employee discounts on purchases, opportunity to mentor clinical nurses, and served on nurse-led unit and hospital committees.

I am most proud of working within an organization where I have experienced numerous opportunities for growth and development, relationships I have developed with colleagues over the years, the difference I have made in patient lives and outcomes and winning the DAISY Nurse Leader award.

NICOLE HOKE

DNP, RN, CCRN, CCNS

Associate Chief Nursing Officer



I have been very fortunate to take advantage of the many opportunities offered here as a HUP Nurse. I first started at HUP in 2008 and was in the middle of my Master's Degree as a Clinical Nurse Specialist. I was able to finish the last two years of the program by taking advantage of the robust tuition reimbursement plan. Throughout my time here at HUP, I have been supported in attending classes to improve the care I provide to patients and take part in work sessions to expand on my leadership skills. I have also had the opportunity to submit abstracts and present nationally on the great work we do that positively impacts patient care. In fall of 2020, I took the leap to enter a Doctor of Nursing program. I was supported again through the tuition reimbursement program and graduated with my DNP in Nursing Leadership and Innovation in May 2023. It would have not been possible without the support of Penn.

One of my favorite memories at HUP is shared with my parents. In 2019, after being nominated by my colleagues, I was awarded the Victoria Rich Transformational Leadership Award. There was a lovely ceremony, that my parents attended honoring all the winners. My mom, Holly, was a nurse for over 45 years and it was wonderful celebrating HUP nursing with her and my dad.

I have so many wonderful stories I could share, but I am most proud to be a part of the HUP Nursing Team. Everyday we make such a difference in the lives of our patients, and I am so fortunate to be a part of this excellent team.

GEORGINA HURLEY

BSN, MS, RN, CNOR

Clinical Director, Perioperative Nursing



As a CNII, I was supported and encouraged by Psychiatric Clinical Nurse Specialist, the late Dr. Lenore Kurlowicz, who sparked my interest in academic inquiry and evidenced based practice. As a young nurse, she invited me to co-present my patient as a case study at a National Psychiatric Nursing conference. After transferring to Endoscopy as a staff nurse, I entered leadership at the urging and support of my manager, Ann Marie Morris. After many years in Endoscopy, I transferred to the OR and became a CNIII. I held various staff and leadership positions during those years. I was supported 100% financially in obtaining my Masters Degree in Organizational Leadership, with a cohort of HUP Nurse Managers.

I am proud that HUP Nursing will support nurses to make changes to benefit their work-life balance. I was a manager who stepped back into staff when my children were young. When my children were older and opportunity presented, I moved back to leadership. HUP Nursing supports nurses navigating the path that works for them personally and professionally.

ZACHARIAH JACKSON

BSN, RN

Clinical Nurse 2, Rhoads 7

As a HUP nurse, I am proud to be a part of such a well-recognized and respected healthcare institution. I have been able to advance professionally in many ways with the support of HUP's professional development programs, including becoming a preceptor and taking the formal preceptor course, becoming ACLS certified, and taking on the role of charge nurse.



There are many instances I can think of that make me proud to be a HUP nurse, but some of the most meaningful are when patients are admitted to my floor whether it be a hospital transfer, through the emergency department, or a scheduled procedure. One thing I hear often, and never get tired of hearing, is how happy they are to be at HUP. A common theme is always how caring and comforting the staff is on every level. Many times, they have experienced many other healthcare organizations and at the end of the day would rather be no place but inside of our walls. HUP is truly a special place and amazing healthcare institution.



KAITLYN JAWORSKI

BSN, RN

Clinical Nurse 2, Founders 10/11

Founders 10/11 has been my work family for the last 3 years. I have been able to grow here as a new grad due to the wonderful nurses on this unit. I was recently sick and my Founder's family supported me every step of the way through my recovery via baskets, visits in the hospital, and texts. Words cannot describe how thankful for the care I received as a patient. HUP nurses truly make a difference and I see both sides. Forever thankful for HUP nurses and proud to be a fellow HUP nurse.

My professional development has also been supported at HUP. I have taken the preceptor class which was great! I also have had the chance to be charge and a resource to my floor. I am so grateful for all the support I have had as a HUP nurse and all the opportunities to grow here as a new grad nurse to a Clinical Nurse II.

SARA KAUFFMAN

BSN, RN, PCCN

Clinical Nurse 3, MICU

I am proud to be part of an amazing team of HUP nurses who consistently go above and beyond to deliver excellent patient care. I recently, with utilization of Penn's tuition reimbursement program, completed my MSN-AGACNP and graduate on May 9, 2024!



LISA JOY KLEIN

MSN, RN, AGPCNP-BC

Senior Improvement Advisor

I never thought of being a nurse as a young person, and in fact, I majored in Art History in College. Although I loved math and science, I loved the creativity of art and felt that art history was a smarter choice for future employment. After working at the Art Museum for 4 years, I ended up helping a woman who was lost in the city one day. That moment felt so rewarding that I wanted to pursue a career path that helped people more

directly. My mother was a nurse and she always told me I would be great at that, so I took A&P at community college and volunteered at Pennsylvania Hospital to try it out...and here I am today.

While at HUP have benefited from many of Penn's professional development opportunities such as tuition reimbursement for MSN, Training as Critical Care RN, Yellow Belt, HRO, Magnet, AANP and AACN conferences, additional training with TTM and Impellas, ACLS.

I am proud to have been a member of so many extraordinary teams during career at HUP and Penn Medicine.

KELLEY LAZOR

BSN, RN, PCCN

Clinical Nurse 2, 8 Center



Last year, I attended the Professional Development Career Trajectory sessions. It was in those that I learned of the Clinical Nurse Mentorship Program. I applied to the program and was paired with my current mentor; we created a goal for me for the year and we meet monthly to work on things to help me achieve that goal. As a direct result of this program, I have been given so many opportunities to explore in the world of ethics. I just attended the National Nursing Ethics Conference.

I recently won the Connie Ulrich scholarship to attend the National Nursing Ethics Conference in LA. I now have the opportunity to bring everything I learned back to my unit to bring awareness to ethics! I was also able to share a patient story at Schwartz Rounds and recorded it for the Listening Lab.

I have been a nurse on the Cardiology Progressive Care unit for 12 years now. I have been fortunate enough to work with some of the best people I have ever met. Being at the bedside is not easy, but working with this crew is.

ANDRIA YURI LEE

MSN, RN, FNP-C

EDOU



I have only been at HUP for one year, but I have had such tremendous support and opportunities for career advancement and extracurricular activities throughout this past year. I recently and happily accepted a position for an APP position in the same department with encouragement and support from administration and colleagues. I am incredibly proud of the team that I work every day. Their dedication to helping patients and one another can be seen daily.

I have been an emergency department travel RN and was constantly moving every year for the last five years. It wasn't until last summer that my husband and I decided to venture to Philadelphia, where he started his journey for medical school. We did not know anyone, nor did we have any family in the PA region. I was looking for not only a community, but a workplace to call home. I have found exactly that in the EDOU department with my colleagues who I now call friends. I'm extremely lucky to have been introduced to such incredible individuals and am absolutely privileged to work alongside them every day.

NYREE SHALONDA LYONS

MSN, MS, RN, CMSRN

Clinical Nurse 4, Rhoads 4



The opportunities I have had at HUP include tuition reimbursement for graduate programs, acceptance into the Diversity Nurse Leader Fellowship Program, and the opportunity to attend continuing education classes with professional development assistance. I am most proud of being a part of the first cohort of the Diversity Nurse Leader Fellowship Program.

My Nursing Story: A story of being a HUP nurse that I can reflect on is that I have experienced innovation at the next level. As a nurse with 21 years of experience in transplant and bariatric surgery, I have witnessed patients get a second lease on life. From the first hand- and uterus- transplants to patients receiving laproscopic sleeve gastrectomies, I have witnessed 360-degree changes in patients. To witness patients not being able to walk, pick up their child, or speak a complete sentence to ambulating in the hallway Post-op Day 1 and tolerating a regular diet. To witness a patient give birth to a child she dreamt of having since a teenager is miraculous. Working with these patient populations has allowed me to develop a love for holistic nursing. Understanding patients and seeing their whole is a skill that I have mastered throughout my 21 years as a HUP nurse on Rhoads 4.

COLLEEN MCCORMACK

BSN, RN

Clinical Nurse, Cedar ED



I have had multiple professional development opportunities at HUP such as tuition reimbursement, BLS, ACLS and PALS recertification and the Mass Casualty class.

My Nursing Story: I am proud to be part of HUP nursing because I feel that the staff and management in the ED at Cedar is like family. We all jump in and help each other when a critical patient comes through the door. Everyone is very approachable which helps with patient safety. The clinical staff is very educated and is always willing to continue to learn. An example of this is when I was orienting as a new nurse in one of our trauma rooms. We were presented with two children who had an emergent event. It was all-hands-on deck and everyone (Doctors, Nurses, techs, secretary, EVS and registration) worked so well together to try and help these two kids. The MD's and RN's all had roles that we were all taught in PALS and ACLS. I was very proud of my colleagues in their quick response. It was a very stressful situation, especially when you are dealing with children. There were no tears while taking care of them. Then, we had a follow up meeting to discuss the event where everyone was given the opportunity to discuss the outcome.

KATHERINE MCEWING

BSN, RN

Clinical Nurse 1,

9 Campus Cardiac Surgery

I am a new to practice nurse and I have noticed in my short time at HUP that there are so many opportunities for growth personally and professionally. From certification classes to tuition reimbursement, there are so many doors waiting to be opened. I feel so privileged to be able to work for Penn Medicine, where the opportunities are endless.



Being able to say “I work for Penn Medicine” and hearing peoples reactions makes me so proud. Penn is cutting edge in everything they do, and being able to be a part of such an incredible organization as a new nurse makes me so happy! HUP Nursing is so supportive to new to practice nurses and I have felt that every step of the way.



MARIA MOLINA

DNP, CRNP

**Senior Advanced Practice
Provider, Heart Transplant**

With the support of HUP’s tuition reimbursement program, I am graduating as Doctor of Nursing Practice- Genomics Education Program Evaluation. I am also current President of the International Transplant Nurses Society. As a member of HUP nursing, I am most proud of the knowledge, skills, and attitude learned as a nurse and NP, and my ability to influence and impact transplant nursing excellence.

As, HUP NP and ITNS President, I gave a keynote address to United Nations-68th Commission on the Status of Women about gender healthcare disparities in solid organ transplantation.

STEPHANIE OTTEMILLER

MSN, RN, CSSGB

Director of Clinical Quality for the Department of Clinical Effectiveness and Quality Improvement

While I was a nurse in the MICU, I earned my Master's in Nursing and Healthcare Administration with help from Penn's tuition reimbursement program. Since then, I've taken many of Penn Medicine Academy's leadership and project courses.

My Nursing Story: I found my voice when I started working in the HUP MICU. My first days on interdisciplinary rounds I would rehearse what I was going to say in my head because my public speaking nerves knotted up my stomach. It wasn't long before the nerves went away, and I looked forward to collaborating and learning with my team and speaking up for my patients. In hindsight, I appreciate the value the HUP

leadership sees in the nurses. Personally, it pushed me to demonstrate professionalism and be a better advocate for my patients. I am so proud of HUP nurses' ability to get any job done, whether at the bedside or on the healthcare sideline. HUP nurses are intelligent, innovative, and hard working.



MARISSA PIGNATELLI

DNP, RN, CCRN

Clinical Practice Leader, 6NW

I completed de-escalation training & WTA-C certification within my first year as a HUP nurse. I also utilized tuition reimbursement while obtaining my DNP, I attended the AONL Advocacy Day in Washington D.C. that was sponsored by the Abramson Family Center. I was also able to obtain my yellow belt through HUP, & complete my first poster presented at

Scholar's Day! I cherish every opportunity that working as a HUP Nurse has allowed me & I look forward to many more years with this organization to see how else I can continue to grow! I am a proud member of the HUP Cedar Nursing team, the staff have gone through so many changes and continue to show their resilience and openness to change.

JESSIE REICH

PhD, RN, ANP-BC

Director of Experience and
Magnet Programs



Penn has provided me with so many opportunities it is hard to list them out. I was able to advance my education, become professionally certified, and learn so much about nursing, and healthcare because of Penn Medicine.

I am most proud of the caliber of care HUP nurses provide, and I am proud to be considered part of the team.

DIANA RODENBAUGH

MSN, RN, CMSRN, WCC

Nursing Professional Development Specialist - ASPIRE Program



I have had many opportunities through HUP including wound care conference in Las Vegas, Med Surg and Wound Care Certification, preceptor class, project management class, and DNCA. I have been supported to coordinate and host CF conference and teach with nurse residency. I received my MSN through tuition reimbursement, and had the opportunity to serve as interim CPL on my unit.

As member of HUP nursing, I am proud that I can help and mentor others in nursing. I had a tough transition in my first year as a nurse, with no others in healthcare in my family to understand. I had amazing support at Penn and make it a point to ensure new and future nurses receive the same support I did.

My Nursing Story: I love caring for people and having a connection with them. There was one patient in particular that I cared for, a very long time on a unit, and I got to know well and see them grow and heal before my eyes. This patient had been in the hospital for a full year and planned to be discharged just before their birthday. It was my honor to throw a "The Office" themed discharge/birthday. We gave an award for the most annoying pulse ox probe on the unit, sang happy birthday, and as the patient wished, had them escorted out by security in a wheelchair! I also contacted the patient's favorite sports team, the Jacksonville Jaguars, with permission- and one of the players sent a happy birthday video.

JENNIFER SIRNA

MSN, RN

Clinical Nurse 4, 11 Center SICU



I've been a HUP nurse for 16 years and I have taken advantage of all opportunities here. I am a certified nurse in Med-Surg (where I spent the first 10 years of my career at on Founders 14), I got my Master's Degree in Nursing Education through the tuition reimbursement program, and I have gone to the Magnet Conference twice. One of my favorite classes I took was the End of Life Issues and Care (ELNEC training) because that is something I see a lot as an ICU nurse.

My favorite moment of my HUP Nursing Career was being chosen in the first cohort of the Distinguished Nurse Clinician Academy in 2015. It was a big fancy ceremony and when they announced my name my family and bosses (shout out to the best: Betty Ann Boczar and Michael Newcomb) jumped up and cheered me on... It was like winning the HUP nursing version of the Oscars!

My Nursing Story: My favorite thing about being a HUP nurse is all the amazing patients and families I have met along the way. I still keep one of the Thank You notes from one of my patients on my desk at home and read it often. The patient shared that they appreciated that I believed when they said that something was wrong when no one else did and thanked me for saving their life, in reference to a night that they experienced a clinical emergency with an atypical presentation thought to be just anxiety. I was this patient's primary nurse on and off for the 3 years. And although that was 12 or so years ago, the memory serves as one of my reminders to appreciate the little things and to not take life for granted.

SOCORRO COLINARES SMIGO

BSN, RN, CCRN, CCTN

Clinical Nurse 4, 9 Campus Cardiac Surgery PCU



I am in an MSN Nursing Education program utilizing HUP's tuition reimbursement. Before starting my MSN, I always took advantage of the professional development reimbursement that HUP offers, and I can attend various conferences every year. I have had my CCRN certification for 20 years and my CCTN (transplant certification) for five years. Furthermore, HUP offers different opportunities through Nursing Professional Development and Penn CME for us to acquire our CEUs and CEPTCs to fulfill our certification requirements. Through the mentorship from the advanced practice providers from the heart failure/heart transplant group, I have had a few opportunities to speak at the International Transplant Nurses Society.

Aside from being proud to have worked here at HUP for 24 years in the same unit and service line, I am mostly proud of being an inaugural member of the Distinguished Nurse Clinician Academy (DNCA). Being a member of the DNCA reminds me of one reason I want to continue striving for excellence at the bedside.

My journey to HUP Nursing is a personal one, rooted in a deep-seated aspiration. When I first arrived from the Philippines, I worked at Mercy Hospital of Philadelphia (when it was still Misericordia Hospital). Every time I drove by HUP on Spruce Street with my aunt to Philly from Delaware County, I would gaze at this hospital, and a quiet determination would stir within me-this is where I want to work. This aspiration has guided my career and my commitment to HUP Nursing. I still pinch myself occasionally to check if I am not just dreaming. I am always grateful for the opportunity to be a nurse here at HUP and teach others. I did not even want to be a nurse, let alone leave my family in the Philippines. Twenty-four years later, I still love caring for patients and educating and advocating for the newer nurses. I hope to influence other nurses to love their nursing job like me.

BETH SMITH

MSN, RN, NPD-BC

Associate Chief Nursing Officer



I am entering my 22nd year at HUP, where I began my professional nursing career and still appreciate the opportunity for continuous engagement, learning and working with incredible teams. I feel fortunate to have utilized tuition reimbursement for my MSN, received mentorship from many leaders across Penn Medicine, and have the chance to contribute in many meaningful ways through various 'stretch' opportunities over the years. From committee participation, volunteerism within professional organizations, and

I am most proud to work alongside incredible talented clinical experts and leaders to advance the most important work for our patients and our colleagues.

My Nursing Story: I have many meaningful moments as a nurse here, but will never forget those moments of uncertainty and colleagues and leaders who have provided incredible support. I can recall very distinct, supportive moments from my preceptors 22 years ago - both who are still practicing at HUP and those leaders who have supported teams during difficult times. Those moments were defining in the way I approach leadership today - to give back the type of support provided to me that has shaped my identity as a professional nurse.

SANTHOSH SAMUEL SUNNY

DNP, RN, CEN, TCRN, NEA-BC

Clinical Practice Leader, Cedar ED



Through my tenure as a member of the Hospital of the University of Pennsylvania nursing team, I have availed myself of numerous professional development opportunities facilitated by Penn Medicine. These initiatives have been pivotal in my growth within the nursing domain. Notably, I have engaged in various classes and pursued certifications supported financially through Penn's tuition reimbursement program, professional development monetary support, and certification bonus. This program substantially alleviated the burden of educational expenses, enabling me to broaden my skill set and knowledge base without undue financial strain. Moreover, as a Penn Medicine employee, I have had privileged access to esteemed nursing leaders within the institution. Their guidance has been invaluable in navigating the complexities of academic pursuits and professional advancement. Additionally, the comprehensive resources offered through Penn Library services have provided me with a wealth of academic materials to support my ongoing learning and development.

As a member of the HUP nursing team, I take immense pride in the culture of innovation and advancement fostered within Penn Medicine. The institution's commitment to pushing the boundaries of scientific discovery and enhancing healthcare practices is truly commendable. It is this ethos of continual improvement and excellence that motivates me to contribute my best efforts each day.

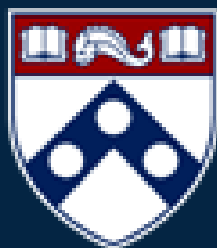
SANTHOSH SAMUEL SUNNY

DNP, RN, CEN, TCRN, NEA-BC

Clinical Practice Leader, Cedar ED

(continued)

My journey as a HUP nurse was eventful: not one but many amazing experiences stand out. As part of the transition from Mercy Philadelphia Hospital to HUP at Cedar Ave, I assumed various roles within the Emergency Department, including bedside nurse, charge nurse, unit council chair, scheduler, and interim Clinical Practice Leader (CPL) which was confirmed a year ago. This multifaceted experience equipped me with a comprehensive understanding of departmental operations and leadership responsibilities. Furthermore, I had the privilege of representing HUP nursing at the American Organization for Nursing Leadership's (AONL) advocacy efforts on Capitol Hill. This experience was transformative, providing me with a deeper insight into the legislative landscape shaping healthcare policy. Collaborating with nursing leaders at the local and national levels underscored the importance of advocacy in effecting meaningful change within the healthcare sector. It solidified my commitment to advocating for the profession and empowered me to contribute more effectively as a nursing leader within my organization. My journey with HUP nursing has been marked by continuous growth, supported by a rich array of educational, mentorship, and advocacy opportunities provided by Penn Medicine. I am grateful for the resources and experiences that have shaped my professional trajectory, and I remain dedicated to advancing the field of nursing and improving patient care outcomes.



ASHLEY STANKIEWICZ

MSN, RN, CRNI

Clinical Nurse 3, Center for Human Phenomic Science



While at Good Shepherd Penn Partners, I received 100% tuition reimbursement for my master's degree. I obtained a degree in clinical nurse leadership. With support from management, I pursued and become certified in medical surgical nursing and infusion nursing.

I am most proud to be a Penn employee. I work in outpatient infusion specializing in clinical trials, so I have the privilege of working with patients from all over the country who come to Penn to seek treatment for their rare disease or receive cutting edge therapy for their specific type of cancer. We are trialing drugs and procedures never-before given in humans. It's cool!

My Nursing Story: Back in 2018, I thought it would be fun to create a nurses week t-shirt for my staff and raise money for a charitable organization at the same time. My unit supported me 100%, as every staff member purchased a t-shirt. Now in my sixth year of fundraising, my fundraiser has expanded beyond my own unit and into the outpatient practices, HUP legacy, and the Pavilion.

CAROLYN THOMPSON

BSN RN

Clinical Nurse 2, Labor and Delivery



The Women's Health division has been very supportive of their nurses obtaining their specialty certifications and our physician colleagues are encouraging of us attending their grand rounds. I am proud to represent Penn Medicine and HUP nursing at community wellness events.

My Nursing Story: Several times, I have encountered patients or families I have cared for in the past. I don't always remember them or their situations, but they remember me. When they greet me with a smile, handshake, or sometimes a hug, I feel their respect and gratitude. Every nurse wants to feel appreciated for the care they provide.

HEATHER TROUT

MSN, RN, PCCN

Assistant Nurse Manager for Staffing for All Seasons



I have participated many professional development opportunities with Penn's support including many classes and conferences throughout my career at HUP. I utilized the tuition reimbursement benefit for my MSN and the professional development reimbursement for various conferences.

I am not sure if I can pick one thing that I am most proud of in my HUP career, a few that come to mind: being a part of HUP's first journey to Magnet, being the NPCC Chair for the "It Takes 2" initiative for type & screen collection, our work with the Ebola Crisis in 2016, becoming the first Assist Nurse Manager for SFAS, the COVID-19 pandemic and navigating all the uncertainty, leading our unit through the Beacon Award process 2 times... I could go on and on.

I think many of my stories about HUP nursing can always lead back to the word "support." During times of change, I always looked around and seen support of other leader which always gave me the confidence of knowing that everything will be turn out fine. From when I was a "baby" shared governance leader and having to tell my unit that we would be wearing navy blue uniforms, to raising my hand to care for patients with Ebola, to leading SFAS through COVID-leadership support was always there! Whatever thoughts, concerns, questions that I had, I knew I would get the answers. I pride myself in modeling that behavior to this day!

AMANDA C. WARD

BSN, RN-BC, CWON

Clinical Nurse 4, Magnet Coordinator



All of my professional career can be attributed to opportunities I received while at HUP. I have taken many of the classes offered by Professional Development. I got certified in Gerontology for free using the Success Pays Program, and I paid for my first conference and poster presentation with my PD benefit. I have gotten to travel all over the country for conferences and have learned so much about how to be a better nurse and leader. I have also been blessed to learn about our health system through shared governance as chair of Practice Core Council, and through my time as Wound Fellow.

I worked in Medicine on Founders 12 for 10 years before my current role. I am proud of this, because "Med/Surg" isn't for everyone and has a very unique set of challenges. I told myself when I started as a new grad that when I stopped learning, I would move on... I truly never stopped learning. The level of care we provide on all units here at HUP cannot be matched by community hospitals, and the way we keep up with our ever-changing patient populations is amazing. HUP is always at the forefront of treatments but also nursing advancements, care, research, and technology.

My Nursing Story: When I was a child, a friend of mine needed an emergency stay at CHOP. When I went to visit, I heard all about the tunnel that connects CHOP and HUP to help the sickest patients. As an 8-year-old, I would stare at the bridge to Penn Tower and I believed the people who walked through there had to be real life superheroes. When I started at HUP as a baby nurse in 2012, I learned that was not the tunnel (of course) but I had an indescribable moment of joy and excitement when I walked across the Penn Tower bridge as an employee for the first time.

JOHN WELSH

BSN, RN

Clinical Nurse, Hospital Emergency Response Team
Leader



HUP is a resource rich environment for those who want to learn. Since starting here I've been able to grow through a series of classes at the hospital including a preceptor and charge course. The most exciting thing about being a nurse here is the chance to take courses outside of the Penn System. I've traveled to Anniston, AL, three times to attend training at FEMA's Center for Domestic Preparedness. This has helped me to be a better leader and prepare the hospital for disasters. Classes include Hospital Emergency Response Team, Healthcare Leadership during Mass Casualty Events, and Barrier Precautions and Controls for Highly Infectious Disease. I feel that when I ask to do something to better myself the answer from management is always yes.

Reflecting what I am most proud as a member of HUP nursing, it would be of the Emergency department's tenacity through the pandemic. We were all scared at the onset, but we prepared and responded as a cohesive team and are all better for it.

VANESSA WILLIAMS

MSN, RN

NPDS - Community Engagement



During my time as a Labor and Delivery nurse I had the opportunity to attend multiple classes geared toward skill development and conferences such as AWHONN, which I presented at. With the support of HUP leadership I have joined committees, earned my certification as Breastfeeding Counselor, advanced to become Clinical Nurse III and engaged in project-based work.

My Nursing Story: When I started at HUP 21 years ago, I never imagined that I would adopt the community of nurses here as my work family. A coworker recently shared a very true statement with me as I was preparing to transition into my current (new) role: "Once a HUP nurse, always a HUP nurse". It's kind of amazing to know that each and every patient that I've cared for has had a lasting impression on my professional and personal life. One of my favorite things to do as a volunteer is to participate in youth career days with local elementary schools and programs and share with them what I do as a HUP nurse and how rich of a career. When I was younger, I didn't have exposure to role models in health professions that looked like me or that maybe shared a similar background and story. Being a HUP nurse has helped me to validate my lived experience as a form of expertise and inspires me to reach out to youth in and hope to plant a seed about a career as a nurse. It has been amazing to be a part of and witness the level of clinical teamwork and dedication to patient care. HUP nurses are by far some of the most innovative, dedicated, and creative colleagues that I've worked with, and I know that will continue to be true in my new role as well.