



Nurse Corps News

Volume 8, Issue 1

January 2014

Director's Corner

Congratulations and thank you to the Communications Board for their efforts to enhance our connectivity.

This month we begin to roll out one of their initiatives, the revamped Nurse Corps Newsletter.

Historically, our Newsletter has been a quarterly publication covering a range of professional topics including updates from the NC Office, operational and fleet nursing events, highlights submitted from the field, and a variety of other information. The current editor, LT Edward Spiezio-Runyon, has done a great job ensuring the timely resourcing, collection, editing, and distribution of the newsletter to the quality standards established by the NC Communication Board.

Our Newsletter has served us well, but we hope you will soon think it even better. This past fall, while evaluating our Strategic Communication Goal, the Communication Board proposed a more frequent and condensed newsletter with a focus on relevancy. I think they are right. We live in a fast paced and ever changing world and timely communication is essential.

As we roll out the new features over the next few months, the new format is designed with abbreviated articles with links to connect readers to additional details on select topics. The team has a calendar to ensure certain professional matters are addressed on a recurring basis, but the format also allows for, indeed we encourage, general submissions as well.



Rebecca McCormick-Boyle
RDML, NC, USN
Acting-Director,
Navy Nurse Corps

I hope you enjoy the new format. The team has worked hard on your behalf and is welcome to your suggestions, thoughtful comments, and feedback on the changes.

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Submit your articles and photos through your chain of command to NCNewsletter@med.navy.mil

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Navy Nurse Corps Reunion CAPT Annette Beadle

I was contacted at the end of last year by RADM (ret) Mary Hall. RADM Hall was the Director of the Navy Nurse Corps from 1987 to 1991 and was the first U.S. Military nurse to command a hospital. She has consistently remained involved and active in Navy Nursing since her retirement. She is coordinating a Navy Nurse Corps Reunion in Nashville, TN,

on 30 April to 03 May 2014. All Navy Nurses (active duty, retirees, and reserves) are invited to attend.

Whether or not you plan to attend, RADM Hall is requesting "sea stories." Specifically, "Navy Nurses have an incredibly rich reservoir of short, funny/interesting stories. We would like to share some

of those stories during the reunion. Would you be willing to contribute yours? Send to Mary Hall at nomahall@msn.com or P.O. Box 0749, Florence, AL 35631."

For more information about this event, your POCs are Bonnie McClure at (870) 575-2444 or Military Reunion Planners at 1 (800) 672-0456.



Tina Alvarado
RDML, NC, USN
Deputy Director:
Reserve Component

*“In today’s
competitive
environment it is
practically
assured that
these officers
will not promote.
Don’t be that
GUY (GAL)!”*

Career Planning and Record Review



Happy New Year to all Navy Nurses! The new year is certain to be a year of change. With the stand up of the new Defense Health Agency, MHS Governance initiatives, and development of Enhanced Multiservice Markets (eMSMs), the rules of engagement are rapidly changing. With transformation to a relevant force for the future, it is imperative that all Nurse Corps leadership stay on top of these changes by familiarizing themselves with the topics and ensure effective communication up and down the chain so that Reserve Component nurses at all levels stay informed.

The New Year is also a great time to renew your commitment to serve, establish goals, and prepare yourself and your shipmates to reach new career heights. Selection Boards will kick off with the O-5/O-6 Nurse Corps Promotion Board in February. The total number of officers to promote will likely be limited, as in years past, as we continue our force restructuring. What this means is now more than ever our RC nurses need to be strategic in their career planning. Clinical relevance, excellence in practice, contributions to the Navy, continuing education, and operational experience are all critically important. Having participated in several Boards, I am always astounded by the number of officers who do not take the time to review their records for comple-

tion. Record review by the individual officer is the minimal expectation but at every board there are always otherwise exceptional officers who are missing information, FITREPs, or have outdated photos. In today’s competitive environment, it is practically assured that these officers will not promote. Don’t be that GUY (GAL)!

Likewise, do not send duplicate or superfluous information to the Board. The only time correspondence with the Board is warranted is if information is missing, or recent accomplishments (awards or training, etc) have not been captured by the period of the most recent FITREP. Avoid what I call “Look at Me” correspondence. The Board is required to consider each officer individually and record review takes substantial time. Do not add to the burden by requiring Board members to review information already contained elsewhere in your record.

My final thoughts are regarding letters of recommendation (LOR). I personally have never submitted one for the same reasons given above. All of your accomplishments should be listed in your record. A letter from your CO recommending you for promotion is redundant since he, or she, already wrote their recommendation in your FITREP. Don’t submit one unless something significant has changed since the report period (for example, you

became Acting SNE due to deployment of the SNE). In that case it would be far better to request a Special Report rather than an LOR. It is appropriate to submit an LOR if you served with distinction with, or on behalf of, another Command and the Senior Officer would like to communicate your accomplishment (and you did not get a FITREP). I have been asked to write LORs recently and have respectfully declined. Flag officers are required to participate in certain Boards and since I cannot know which Boards the CNO will appoint me to, I do not wish to create a conflict. Also, unless I specifically served with a particular nurse and it was recent I can offer nothing more than a letter that is general in nature. Again, not helpful to the Board’s deliberations.

That being said, I expect that the cream will rise to the top and the upcoming Board will select exceptional Nurse leaders, but other also equally exceptional nurses will not promote. It is important to emphasize that failure to select is not a reliable indicator of your future success in the Navy. These days it is a numbers-driven, external cap based on limited billets. So, prepare yourself the best you can, keep reaching for the tough jobs and keep on trucking. Your Navy needs you! I look forward to congratulating our next group of senior nurses. Best wishes to all.



Ask the Admiral **RDML Rebecca McCormick-Boyle**

How would you describe your work-life balance?

I believe one must be purposeful in developing and maintaining work-life balance. It is also important to acknowledge that what works for one person may not work for the next. My work-life balance includes spiritual, physical, emotional, and professional components. Some might say I work too many hours, and although I admit I wish there were more time in the day, I absolutely love my work. There is much more to me than work, however; I have a strong faith, value my church community, and enjoy several hobbies including

fitness, yoga, and off-loom beading. Everyone needs to develop his or her own balance.

The most recent Community Manager report shows that our Corps is 37% male. When do you think that the Navy will see a male as the Director of the Nurse Corps?

I can't answer that question precisely; it depends on the candidates. The Director's selection must be based on ability to lead and represent the Nurse Corps and Navy Medicine, regardless of gender, race, national origin, or sexual orientation. The goal, I believe, is to prepare a diverse pool of outstanding performers

from which the most qualified candidate to serve as the Nurse Corps Director is selected, rather than targeting a particular group for selection.

To prepare a diverse pool of outstanding performers, the opportunity to excel must be available to all and then our most qualified and talented Nurse Corps Officers identified for these opportunities. The opportunity to excel is essential, starting at Ensign and then through each and every rank; to expand one's knowledge, skills, and abilities; and to be positioned for the next career milestone or leadership position.

Career and leadership development is the joint responsibility of individual officers and their leader/supervisors, but in this context, I emphasize the leader's active understanding of, engagement in and responsibility for developing the future leadership of the Navy Nurse Corps and Navy Medicine.

The Nurse Corps is a diverse community. As leaders of a diverse community, we must increase our understanding of "diversity" and our competencies in leading and teaming within a diverse community. We must acknowledge, understand, and respect differences and we must strive to be inclusive in all our interactions.

Jonas Vets Healthcare Scholarship Program

CDR Valerie Morrison

Are you working toward a doctoral degree (PhD or DNP) outside of the DUINS process? If so, first of all, congratulations on your decision to seek higher education! I want to inform you about a program for which you may be eligible through your university.

The Jonas Center for Nursing Excellence was founded in 2006 with a mission to improve healthcare by advancing nursing scholarship, leadership, and innovation. The Jonas Center has recognized the tremendous commitment and sacrifices our veter-

ans have made to serve our country. In 2012, the Center began supporting scholarships for 54 nurses to be trained at the doctoral level (PhD and DNP) on veteran-specific healthcare needs, ranging from clinical to policy to administration to education, to help ensure that our veterans are receiving the best possible care.

Each scholar receives \$10,000 from the Jonas Center to pursue research focused on veterans' health needs identified by the White House and the Veterans Administration (VA). Retired Brigadier General Bill Bester, 21st Chief of the Army Nurse

Corps, states "many partnering academic institution have matched the funding for the scholar." Priority selection is given to nursing scholar candidates with veteran-health care experience, either through active duty or work with the Veterans Administration, the Department of Defense, and the Public Health Service. Thus, many of the scholars are veterans themselves.

More information on the Jonas Center and the scholar program can be found at www.jonascener.org.

Partnering academic institutions are listed by state.

Government agencies, schools, colleges, and universities seeking funding that will be specifically earmarked for purposes aligned with the Center's mission are eligible for a grant.

I encourage you to work through your academic institution in contacting the Center's office for more information and eligibility to participate. The Center's office number is (212) 609-1583 and the email for the Director of Programs and Operations is kelly.mahoney@jonascener.org.

Specialty Leader Update: ER/Trauma (1945)

When I assumed the Duties of the Specialty Leader, our single greatest challenge was the variance in training that 1945 nurses were receiving throughout the Navy. I made this the #1 priority to be addressed.

The goal is to ensure that training of new and experienced Emergency nurses is standard throughout the Navy, allowing for more comprehensive operational readiness, reducing inefficient orientations procedures, and aiding in supporting staffing by having nurses trained and func-

tioning sooner after PCSing. This program would be allied to all Emergency nurses throughout the Navy, including the reserves.

In Spring of 2013 a working group of 1945 nurses began work to address this issue; nurses from all over the Navy in a variety of capacities (administrative, clinical, and DUINS) were involved in tackling this important issue. This working group, along with members of the Emergency Nurses Association, worked collaboratively to

develop a comprehensive strategy that could be presented to the Director of the Nurse Corps at this year's Strategic Planning meeting.

In SEP 2013, the final proposal was submitted to Admiral McCormick-Boyle for her approval and endorsement. The proposal has been approved at the Nurse Corps Director level and is currently awaiting approval and funding from the Department of the Navy.



Daniel D'Aurora
CDR, NC, USN

Specialty Leader Update: Perioperative (1950)

The Perioperative Community is entering the New Year facing opportunity to have great impact in both business and clinical advancements. We embrace these challenges and are committed to provide and contribute to improvement abroad.

With the focus on Operating Room (OR) Utilization, we have collaborated jointly with a multidisciplinary approach. We have initiated evaluations of current processes that include procurement of surgical supplies, utilization of staffing

resources, and execution of daily operations to identify where and how we can improve. Utilizing a standardization approach, we have determined that we can optimize our surgical capability and capacity to meet the Enhanced Multi-Service Markets (eMSMs) goal.

Through assessment of clinical advancement opportunity, we have discussed and agreed to pursue approval of moving our Perioperative 101 courses from Naval Hospital Jacksonville and Naval Hospi-

tal Camp Pendleton to Naval Medical Center San Diego and Naval Medical Center Portsmouth. This will be an enormous benefit to our educational program, providing increased exposure to challenging surgical procedures and will strengthen our students' confidence. Additionally, this will minimize movement of obligated service assignments for our members and their families while contributing to cost savings associated with permanent change of station transfers.



Carol Burroughs
CDR, NC, USN



Lonnie Hosea
CDR, NC, USN

Specialty Leader Update: Healthcare and Business Analytics (3130)

Our first Nurse Corps Informatics Fellow, LCDR Piper Struempf, reported aboard BUMED in November. She has hit the road running and has been an important contributor to the BUMED's draft Navy Medicine policy on clinical informatics that should be signed and disseminated soon. If you did not see her informatics presentation at the January VTC, you should be able to find the brief on the NC NKO page. Additionally, Navy Medicine is working with Uniformed Services University to develop a distance learning master's degree program in informatics. While still under development, this program will likely be a significant source of future informat-

ics training for military medical department officers.

Have you wondered what skill set is needed to work in the healthcare business directorate?

Many healthcare business directorates in Navy Medicine have nurse corps officers as Directors or working as staff. I have been engaged by the Medical Service Corps leaders to help develop the skill set needed to perform at the highest levels. These skills are irrespective of Corps and will likely culminate in a request for an additional qualifying designator, which will be coordinated through all Corps Chiefs here at BUMED. I will be reaching out to Navy Nurse Corps leaders

for input.

In October I was asked by CAPT Swatzell to participate via VTC in a career development program with Guam and Japan. Please contact me if you would like me to participate in any of your command career programs.

Note regarding DUINS: Anyone interested in applying for DUINS this year or in the future to attend the Army-Baylor Graduate Program in Health Administration, the Naval Postgraduate School's Graduate Program in Manpower Analysis, or the Joint Commission Fellowship should contact me as soon as possible.

New Newsletter

**E-mail Address
for Submissions!**

NCNewsletter
@med.navy.mil

A New Newsletter for a New Year **LT Edward Spiezio-Runyon**

The Nurse Corps News is now a monthly publication, using a more concise format to allow quicker review and access to the information you want.

Over the next few months, we will introduce several new features, including web interaction, a Hail & Farewell section with retirement announcements, Command Spotlight, and communication from community leaders and detailers.

This new format will serve several purposes:

- A monthly format allows for timely announcements for upcoming training, video conferences, and application deadlines.

- A web-enabled Newsletter allows for more depth to articles and the sharing of more photos of the great work you and your colleagues do, while reducing the size of

Interested in writing an article, sharing photos, submitting BZs, or sending information about the outstanding work you and your colleagues perform?

The staff of the Nurse Corps News is accepting submissions and we've just made contacting us even easier. We now have a standard e-mail address for all communications.

Please submit any articles through your chain of command for approval and then to NCNewsletter@med.navy.mil.

Deadline for submission is the 15th of the month.

Are You in Zone? Call Your Detailer!

CAPT Brenda Davis

Board season is just around the corner. Is your record ready?

There are some steps you can take to make sure that the promotion board sees the “real you” when reviewing and briefing your record. Take the time right now to review your Official Military Personnel File (OMPF) while you still have time to correct any issues.

Ensure your photo is up-to-date and that your FITREPS are there. Examine your FITREPS to determine if there are any gaps between your reporting periods. Make sure that all the documents in your OMPF are yours. Review your OSR and PSR for completeness and accuracy. Please contact your detailer to schedule an appointment for a record review – WE CAN HELP!

Because of the maintenance occurring to BU-

PERS Online (BOL), the process for obtaining your OSR, PSR, and ODC is as follows:

1) Send an **encrypted** email from an NMCI computer to P321NARA@navy.mil. The Subject line should read “OSR/PSR/ODC.” The body of the email should include your full name, full Social Security Number, and mailing address. You will receive an automatic reply indicating that your request was received, but it may take up to 30 days for you to receive your documents.

OR

2) Send your written request containing your full name, full Social Security Number, and mailing address to:

Navy Personnel Command
PERS 313
5720 Integrity Dr.
Millington, TN 38055-3120

Nurse Corps Detailers:

- CAPTs, Manpower, Education & Training, Executive Medicine, Research, BUMED:
 - [CAPT Brenda Davis](#)
 - (901) 874-5048
 - brenda.davis2@navy.mil
- CDRs, Providers, Perioperative
 - [CDR Evelyn Tyler](#)
 - (901) 874-4039
 - evelyn.tyler@navy.mil
- LCDRs, LTs, Operational
 - [CDR Laura McMullen](#)
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 - laura.mcmullen@navy.mil
- LTJGs, ENS, New Accessions, Recruiters
 - [LCDR Aron Bowlin](#)
 - (901) 874-4041
 - aron.bowlin@navy.mil





Marlow Levy
LCDR, NC, USN
Administrative
Fellow



Introducing the NC Communications Board

Have you ever come across a great article related to evidence-based practice in the Navy and thought about sending it to all of your Nurse Corps colleagues? Have you been a member of a process improvement team at your command and wanted to share the amazing results of your project with everyone? Have you wanted to share great pictures of you and some of your colleagues doing what you do best, caring for patients, leading a team, or volunteering for some worthy cause?

Perhaps you've thought about posting a video or PowerPoint presentation you created for a Nurse Corps event or from the community, but couldn't think of a "secure" place

to post it. Maybe you or another Nurse Corps officer received a professional certification or significant command award and wanted to announce it.

I imagine everyone has experienced one or more of these events and wondered how to manage them. Well... let us help!

The Nurse Corps Communications Board serves as an administrative agent entrusted to manage, oversee, and streamline communication processes which support the Strategic Communications Plan. The board utilizes available technology to ensure consistent, reliable, and timely dissemination of Nurse Corps related information to Navy

Nurses serving across disparate sites. Effective communication is a strategic imperative. Therefore, the Board manages all major strategic Nurse Corps communications platforms such as the Nurse Corps Newsletter, NKO, the List Serve, and official social media sites. Our job is to ensure quality communication and content across the Navy Nurse Corps and we are standing ready to serve!

If you have any questions or comments about the best way to communicate nurse corps related news, information, events, announcements, and articles, please contact LCDR Marlow Levy at (703) 681-8929 or by email at marlow.levy@med.navy.mil.

Bravo Zulu



Certifications:

- LT David Antico at Naval Hospital Camp Lejeune passed his Family Nurse Practitioner (FNP-BC) exam.
- LTJG John Blakely at Naval Hospital Camp Lejeune passed his Certified Emergency Nurse (CEN) certification exam.
- LT Monica Goad at Naval Hospital Guam passed her Sexual Assault Forensic Examiner (SAFE) certification exam.
- LT Wendy Jonet at Naval Hospital Camp Lejeune passed her Critical Care RN (CCRN) certification exam.
- CDR Julie Lundstad at Naval Hospital Jacksonville passed the Certified Diabetes Educator (CDE) exam again for a third 5-year certification.
- LCDR Mary Mortimer earned her Surface Warfare Medical Department Officer (SWMDO) designation aboard the USS Harry S. Truman.
- LT Sarah Rushnov at Naval Hospital Guam passed her Perioperative (CNOR) certification exam.
- LT Kristen Skinner at Naval Hospital Camp Lejeune passed her Certified Emergency Nurse (CEN) certification exam.
- LTJG Lucy Stephan at Naval Hospital Guam passed her Medical-Surgical (RN-BC) certification exam.