



Nurse Corps News

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Inside this issue:

Director's Corner: Specialty Leaders 1

Reserve Corner: Calling All Lieutenants! It's Selection Board Time... How Ready is Your Record? 2-3

Nurse Corps News Has a New E-mail Address 3

Specialty Leader Updates (1900 / 1910 / 1976) 4-6

NH Jacksonville Celebrates National Certified Nurse Day 7

USNH Yokosuka Achieves 100% CNOR Certification 8

Joint Nursing Symposium Displays USNH Yokosuka's Relationship with Host Nation 9

Bravo Zulu! 9



Submit your articles, photos, and BZs through your chain of command:



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Director's Corner: Specialty Leaders

During recent specialty leader updates, I was again reminded of the importance of this cadre of Navy Nurse Corps leaders. Navy Medicine specialty leaders are chosen for their technical and professional knowledge and experience. They are intimately involved in community management (monitoring the billets as well as inventory and placement of personnel), professional practice oversight (establishing relationships with professional organizations and ensuring maintenance and communication of professional standards across Navy Medicine), and individual career mentorship for community members.

Specialty leaders work tirelessly in support of Navy Medicine's mission and on behalf of their members. Their intimate understanding of and commitment to their specialty community is inspiring. The periodic briefings are critical to the leadership team's understanding of our Corps – our strength in numbers, our accomplishments, and the challenges we face.

The importance of maintaining close contact with your specialty leader cannot be overstated. Your specialty leader serves as an incredible voice for you and his or her communication is vital to Senior NC leadership and me as we continue to advocate for our Corps and advance NC

practice opportunities. Specialty Leader briefs can be reviewed on milSuite.

Some of the accomplishments described in these reports include:

- Reduction in Post-Partum Hemorrhage following the institution of standardized protocols.
- Enhanced patient experience with the availability of Nitrous Oxide for laboring patients at several MTFs.
- Increased scope of practice for Licensed Independent Providers who may now order Durable Medical Equipment.
- Increased operational assignments available for Psychiatric Mental Health Nurse Practitioners in support of Subforces and for Family Nurse Practitioners in NATO concentration areas.
- Increased access to standardized, web based orientation for Emergency Nurses.
- Establishment of a standardized "orientation" period for new Nurse Practitioners.

It is wonderful to learn of the many Corps accomplishments, but equally important to learn of challenges. Some of the challenges the Senior Nurse Leadership team will be evaluating more closely include:

- Perception of decreased promotion opportunity for our practitioner communities.
- Difficulty with conference package procedures.
- Skills sustainment for specialty



Rebecca McCormick-Boyle
RADM, NC, USN

Director, Navy Nurse Corps

- areas.
- Nurse Corps alignment with Consensus Model (use of DNP outside of LIP community)
- Signature Authority regulations.

Each Navy Nurse (AC, RC, and civilian) is a subject matter expert in caring for your patients and navigating the systems in which you work. Your insight and advocacy is vital to quality patient care and our journey to a High Reliability Organization. Communicate with your respective Chains of Command, SNEs, and Specialty Leaders to further advance nursing practice.

To our Specialty Leaders, thank you so much for your hard work and efforts! It is a demanding role at which each of you excel!



Follow the Admiral on Twitter
[Twitter.com/Navy_NC](https://twitter.com/Navy_NC)



Reserve Corner: CALLING ALL LIEUTENANTS! It's Selection Board Time... How Ready is Your Record?



Tina Alvarado
RADM, NC, USN

Deputy Director, Reserve Component

As we transition from winter, spring brings a new zest of energy and the promise of fresh new starts. I hope you all had a great winter where you had time to rest, reflect, and prepare for another active summer, both at home and in the Navy Reserve Nurse Corps. Now let's get you ready for promotion and the next chapter in your Navy career.

This month I want to concentrate our attention on all of our Junior Officers who are eligible for the LCDR Selection Board schedule for 06-08 June. By now many of you have spent time with your mentor to reflect on your Nurse Corps career growth and your goals for the coming year, in 3 years and in 5. If you did, then you probably were proactive in having someone help

you review your personnel file and you likely have your package all squared away. Bravo Zulu to you!

For the rest of you, there is still time. First of all, how can you tell if you are eligible for promotion? First check the **ZONE NAVADMIN** which is released in December and announces next Fiscal Year's zones for each competitive category of officers. Next, check your individual eligibility by determining if your current date of rank (when you were promoted to LT) falls within the promotion zone.

Once you determine you are in zone (or even if you're not... it's never too early to update your record!), view your OSR/PSR via "Official Military Personnel File (OMPF) – My Record" **online at www.bol.navy.mil** and view your record the way a Selection Board would view it. Check everything in your record for accuracy:

- Regular FITREP Continuity (no dates missing)
- Awards
- Education Information
- Service Schools
- Sub Specialty Codes
- Special Qualifications (AQDs)
- Naval Officer Billet Classification Codes (NOBCs)
- Photograph (Must be in your current rank and in Service Khaki).

If something is missing,

submit a letter to the board with the missing/correct document(s) as an enclosure(s). Here's how to do that: Communication with the Selection Board by eligible Officers:

Letter to the Board (LTB) – see **MILPERSMAN 1420-010**

- NOT required, but it is authorized by law
- Written communication from the eligible officer to the Board President
- Must arrive no later than (2359) on the day prior to the board convening date.

Preferred method of submission is EMAIL to: **cscsel-board@navy.mil**

- May call attention to any matter concerning the eligible officer that the officer considers important to his/her case
- By law, a LTB MUST be considered by the board, so use discretion!

Board Correspondence

- From the eligible officer to the board, but differs from a LTB in that it is not a letter to the Board President
- Instead, it contains official items that an officer wishes to be considered by the promotion board – these items will be validated by NPC. For example, it may contain missing fitness reports or an officer photograph.

(continued next page)



Reserve Corner: Change and Leadership in the Reserve Component (cont.)



Note that federal law prohibits third party correspondence, so all items submitted, including letters of recommendation, MUST come from the eligible officer!

If you were just gained to the Reserves through the Career Transition Office, you MUST submit an officer photo. Your old photo may not transfer with your active duty record. Also be sure that all Navy schools you may have attended are included, as well as your most current Nursing degree, current documentation if you are in another degree program (including JPME training through the War College), and finally an accurate completion of the [Navy Reserve Qualification Questionnaire \(NRQQ\)](#), which outlines your experience, education, language proficiency, civilian education, professional achievements and skills which helps determine mobilization assignments. This form encapsulates all of this information

for the boards considering you for selection to the next higher grade or to disposition boards considering you for retention in, or release from, the Navy Reserve. You can obtain this form from the Navy Personnel Command website. If you have not completed one, please act now!

Once you have ensured that all of your information and photo are up to date, your record should be “good to go.”

Members always ask the question: when is it appropriate to send a letter to the President of the Selection Board? Since all Letters to the Board must be briefed to the entire panel, you do not want to waste their time reiterating information that is already in your record. Unless there is something specifically new, your role has changed since your last report, or you have information otherwise not contained in your record, don't submit.

There is nothing that

screams, “Don't pick me!” louder than an incomplete record, outdated or missing photos, or missing information. These types of records send a strong message to the Board that says, “I am not paying close attention to my career advancement, so why should the Board?” In this day and age, when we have more applicants than billets and we have more qualified officers to promote than we are allowed to select, details make a huge difference. I have seen many exceptional and otherwise qualified officers fail to select simply because their record was not up to date or accurate.

Every Reservist sacrifices a great deal of time and energy to serve our country. Promotion is one of the ways we can recognize your efforts and open up more challenging opportunities to you. But like everything else in the Navy, a solid foundation starts with personal accountability.

Best wished to all for continued success!

Nurse Corps News Has a New E-mail Address

Due to the ongoing migration of military e-mail from various service-specific addresses to the new mail.mil system, the staff of the Nurse Corps News has experienced occasional unannounced (and very confusing) outages with our address. Sometime within the last few weeks, the list appears to have given up the ghost entirely. NCNewsletter@med.navy.mil is

no more. She's dead, Jim.

After all she's done for us in helping to pass thousands of messages, we held a small candlelight vigil. Some words were spoken. It was all very touching, really.

And then we picked ourselves up by our bootstraps and created a sparkling new address: USN.NCR.BUMEDFCHVA.List.NC-Newsletter@mail.mil.

From now on, please use this address (or click the shiny new button you'll find throughout the issue) to contact us.



If you've e-mailed us and didn't receive a response or see your message in print, please send again. We apologize for the inconvenience and confusion.



Specialty Leader Update: Nursing Research (1900)



CDR Lisa Braun (Active)

We are proud to represent the Navy Nurse Researcher community as the new Specialty Leaders.

CAPT Lisa Osborne has done a tremendous job at furthering the specialty and we will continue to advance initiatives she has implemented.

The research efforts of our community are strongly supported through the TriService Nursing Research Program (TSNRP). In fiscal year 2015, Navy Nurse Researchers received 100% funding of all submitted grant proposals. **COL Michael Schleicher**, Executive Director TSNRP, shared that the program funded over \$2 million of its \$6 million budget for Navy grants. This is the first year in the history of TSNRP that Navy has led all sister services for funding.

I'd like to highlight the work of our great community. The TSNRP-funded Navy grants include studies by:

- **CDR Heather King** – “Global Health Engagement Missions: Lessons Learned Aboard US Naval Hospital Ships.” This is a multi-site study bringing east and west



CDR Deirdre Smith (Reserve)

coast researchers together to explore experiences of shipboard medical personnel engaged in humanitarian missions during deployments of USNS *Comfort* and USNS *Mercy*.

- **CAPT Jacqueline Rychnovsky** – “Phase I and II Congressional WHRIG Military Women’s Health Gap Study (CHARS).”

- **CAPT Lisa Osborne** – “Implementation and Evaluation of the Obstetric Hemorrhage Patient Safety Bundle.”

- **CDR Jennifer Buechel** – “HPV Knowledge and HPV Vaccine Uptake Among US Navy Personnel 18 to 26 years of age.”

- **CDR Deirdre Smith** – “The Military and Federal Nurses Use of Military Bearing During the Journey and Recovery of the Service Member Wounded in Overseas Contingency Operations (OIF, OEF, and OND).”

- **LCDR John Litchfield** – “Influence of Isoflurane on the Integrity of the Blood Brain Barrier in Rats.”

Congratulations to everyone for these remarkable achievements and advancement of the Navy goals of readiness, jointness, and value through research. Additional information on

TSNRP grants and training is available [by clicking here](#).

The **1900D Nurse Researcher milSuite page** features the researcher bios, community news, and links to resources. If you have information that you would like to post and share with the community, please send to our attention.

Hails to our researchers: **CDR Ryan Nations** as a USUHS Site Director at Naval Medical Center, Portsmouth; **CDR Jennifer Buechel** and **CDR Wendy Cook** will join the research team at Naval Medical Center, San Diego, following graduation this spring; **CDR William Danchanko** will join the team at Walter Reed; and **CDR Carl Goforth** will join **CAPT Jacqueline Rychnovsky** and the staff at the Naval Medical Research Center.

Reminder: Please review your subspecialty codes. If you earned your doctorate, ensure that it is reflected in your record as 1900D. Lastly, the third annual TSNRP Research and Evidence-Based Practice course will occur this summer, view milSuite for details. **We hope to see submissions from our research community at this year’s course.**

Thanks to all of our colleagues for the tremendous work you do to advance the science for our practice. We are honored to serve as your Specialty Leaders. CDR Braun can be contacted by [clicking here](#) and CDR Smith can be reached by [clicking here](#).



Specialty Leader Update: Medical Surgical Nursing (1910)

As my tenure as Specialty Leader winds down, I reflect on everything that has taken place over these last three years. It truly has been a journey and an adventure.

What an awesome responsibility to be able to represent your chosen specialty field. One of the things I have always felt strongly about is that you are never “just” a nurse and especially never “just” a Med Surg nurse. This is an actual quote from my Specialty Leader application, “My vision for the Medical Surgical nursing community is that we are not looked at as ‘just’ Med Surg nurses, but as experts in this diverse field. I believe we are quintessential Navy Nurses, versatile, adaptable, and have much to offer.” I hope that I have represented our specialty well and contributed to this global view.

The 1910 community continues to be the largest specialty at 712 nurses and we have fluctuated anywhere from 565 to 783. We have welcomed the PACU nurses and in the future will see the Post-Partum nurses join our ranks. I was elated to see the release of the BUMED Core Competencies after a long approval process. We now have a foundation for standardization of our training and skills sustainment.

My favorite part of this position has been mentoring junior nurses and working with nurses preparing to submit their

DUINS packages to the board. Besides the same old advice about taking graduate-level courses and becoming certified (but you might be surprised to know how many people are not certified prior to applying), I offer this: Don’t be discouraged from applying for DUINS if that’s what you want to do. Even if you think you know who else is applying and that you couldn’t possibly compete, OR that there are 16 others applying, OR this, OR that, apply anyway. The worst that can happen is that you don’t get selected this time, and you try again. And it’s not a terrible thing if you don’t get selected from your first command. You have so many years and opportunities ahead of you.

Even with the changes over the last several years to Adult Gerontology based on the APRN Consensus Model, there are still at least 26 schools offering the MSN for Clinical Nurse Specialists. And after you graduate, make sure you actually obtain your advanced certification (and your corresponding Q code) and your certification or licensure for your state. For those who haven’t obtained their masters yet, I encourage you to get your certification as well, RN-BC or CMSRN, and your corresponding K code. We currently only have 112 nurses with Q or K codes – or roughly 16% of our community. We need to showcase our expertise.

I will miss serving as your Specialty Leader, but I must



CDR Kelly Vega

move on and let another experience the role and help move us into the future. Thanks again for your collegiality and support over these last three years. I would especially like to thank CAPT Kristen Atterbury and now CAPT Dixie Aune in the NC Office for their guidance and support, and RADM McCormick-Boyle for her outstanding leadership of our Corps.

DNS/SNEs:

Would you like to see your command featured in our new Spotlight on a Command section?

Contact us to find out how!



Specialty Leader Update: Family Nurse Practitioner (1976)



CDR Kathaleen Smith

DUINS:

Post DUINS Board, we can congratulate those selected to pursue their dream of becoming a FNP – **LCDR Crystal Aandahl, LCDR Amy Stone, LT Kayla Horton, LT Kara McDowell, and LT Jimmie Riffle!** For others, now is the time to be working on your package for this year! I am standing by to answer any questions and assist in any way I can – I look forward to seeing many applications this year!

Resignation:

Congratulations to **LT Peter Woods**, currently stationed at Naval Branch Health Clinic Kingsville, on his selection for Redesignation as a 1976! Many of you have worked very hard to complete your training and certification as an FNP on your own time. Consider Redesignation! The next Redesignation Board will convene in August and all applications and supporting documents

must be received by **31 July!**

2016 AANP Conference:

This year's National AANP Conference will be held in San Antonio from 21-26 June. Our conference package was submitted last November, so I am anxiously awaiting its approval! I have started a stand-by list for those who wish to attend, but didn't meet the deadline for me to get your name in the package. Feel free to reach out to me.

Romania:

CDR Anna Gruetzmacher

will be the next FNP to provide medical support for the Aegis Ashore Missile Defense (AAMD) Forward Operating Site (FOS) in Deveselu, Romania. Congratulations, Anna! If you are interested in this opportunity, please

reach out to our FNP Detailer.

milSuite:

Another plug for our MilSuite page. It's called **Family Nurse Practitioner (1976)**. I am always interested in posting picture of our FNPs in the Slideshow Carousel, so feel free to forward your photos to me!

As always, I am proud to serve as your Specialty Leader. I can be contacted by [clicking here](#).



Current Romania team: HM2 Vanessa Childs; CDR Paul Allen, FNP; and HM1 Dinsley Harris, IDC.



Naval Hospital Jacksonville Celebrates National Certified Nurse Day

Naval Hospital Jacksonville (NH JAX) celebrated **National Certified Nurses Day** on 17 March with a small ceremony to recognize all the Nationally Certified Nurses at the Command. In keeping with the Institute of Medicine's most recent publication regarding "The Future of Nursing: Leading Change, Advancing Health" and RADM McCormick-Boyle's brief in the August 2015 *Nurse Corps News*, NH JAX's nursing leadership also "values life-long learning and professional development" through education and certification.

Certification affirms advanced knowledge, skill, and practice to meet the challenges of modern nursing. **The ANCC states that, ultimately, board certification contributes to higher standards of patient care and protects the public.** Certification affirms ad-

vanced knowledge, skill, and practice to meet the challenges of modern nursing.

Currently there are 256 nurses working at NH JAX and its six Branch Clinics – 150 military nurses, 97 civilian nurses, and 9 contract nurses. Overall 33% of the nurses at NH JAX maintain an advanced certification and are practicing to the extent of their education and training! Certified nurses are everywhere at NH JAX, adding value and experience to their work centers.

Certifications held and maintained by nurses at NH JAX include: Certified Registered Nurse Anesthetist (CRNA), Certified Perioperative Nurse (CNOR), Clinical Nurse Specialist (CNS), Registered Nurse Certified-Inpatient Obstetrics, Critical Care Registered Nurse (CCRN), Certified Emergency Nurse (CEN),



CDR Julie Conrardy

Certified Case Manager (CCM), Certified Pediatric Nurse (CPN), Certified Medical-Surgical Nurse (CMSRN or RN-BC), Certified Nurse Midwife (CNM), Certified Post Anesthesia Nurse (CPAN), Family Nurse Practitioner (FNP-BC), and Certified Lactation Consultant (IBCLC).
Bravo Zulu, team!



Front Row: CAPT Johnson (SNE), CDR Webster, LT Yon, RN Chandler, LT Williams, LT McCullers, LTJG Ingalls, RN Fleming, RN Clark, CDR Elgin, LT Odom
Back Row: CDR Issac, LCDR Epperson, LT Price, LT Payne, RN Pullen, RN Miles, CDR Conrardy, LT White, CDR Crear, CDR Williamson, RN Hinton



US Naval Hospital Yokosuka, Japan, Achieves 100% CNOR Certification

CDR Keith Ferguson

LT Annissa Cromer

Nurses at USNH Yokosuka, Japan, continue to demonstrate their dedication to providing quality care through medical expertise. The OR was recognized recently by the Competency & Credentialing Institute (CCI) for not only achieving CNOR Strong designation – which requires at least 50% of its OR nursing staff be CNOR certified – but for going above and beyond to achieve 100% certification.

According to CCI, CNOR is a definition, not an acronym. It means that these nursing professionals have demonstrated the knowledge and skills that signify competency in the specialized field of perioperative nursing. The CNOR Strong designation is given to facilities in which at least 50% of the OR nursing staff is CNOR certified. The facility must also provide programs that reward and recognize its certified nurses. This is the first time that USNH Yo-



Celebrating USNH Yokosuka’s first 100% CNOR Strong designation: LT Fabricante (now deployed), LT Cromer, CAPT Glen Crawford (CO), CDR Ferguson (DH/ADSS), and LT Hopson. Not pictured: LT Siderine.

kosuka has been recognized and awarded by CCI with this special status.

The Perioperative nurses that have contributed to this national recognition and CNOR designation are **CDR Keith Ferguson, LT An-nissa Cromer, LT Antony Hopson, LT Michael Siderine, and LT Carol Fabricante**. Furthermore, these nursing professionals have

achieved this designation while forward deployed to the Pacific region and to Afghanistan.

These perioperative nurses join their 34,250 colleagues worldwide who have made this very same commitment and dedication to patient safety and highly quality care specific to the specialty of Perioperative nursing. CNOR certification and continuing education promote high quality care and professionalism. It also clearly speaks to of their commitment to doing what's right for those patients who entrust them with their care, advocacy, and their very lives.

Patient safety and positive surgical outcomes are of the utmost importance to our patients, nurses, and leadership. Supporting nurses as they exceed expectations to achieve their perioperative nursing certification shows USNH Yokosuka’s and Navy Medicine’s commitment to its core values.

Bravo Zulu, team!



Congratulating LT Antony Hopson for achieving CNOR certification: CDR Ferguson, CAPT Maria Young (DNS), LT Hopson, LT Fabricante, LT Siderine, and LT Cromer.



Joint Nursing Symposium Displays USNH Yokosuka's Relationship with Host Nation

Greg Mitchell
USNH Yokosuka PAO

In February, Nurses from Japan and the United States were in attendance for the second annual US Naval Hospital (USNH) Yokosuka Joint Nursing Symposium held at the Arleigh Burke Officers Club.

The event was a nursing collaboration between the host nation and care provider professionals from the U.S. Army, U.S. Air Force, and U.S. Navy. "The goal of this symposium was to foster greater understanding and establish good relations between the USNH Yokosuka nurses and the host nation nurses from facilities that accept our patients for care as nurses play key role in enhancing patient care experience at the bedside," said **LT Rie Tamayo**, a Maternal Infant Unit nurse.

Executive Officer, **CAPT Kristen Atterbury**, provided the opening address, with closing

remarks provided by USNH Yokosuka Senior Nurse Executive, **CAPT Maria Young**. Among the various topics discussed were nursing leadership, pediatric inpatient care, and the advanced practice nursing role of the nurse practitioner, to name a few.

"We hope that what attendees gain for this experience is the building of esprit de corps through learning together and networking," said Tamayo. A good working relationship is a key ingredient for success between the two nations.

"The success of this year's symposium is a testament to the continued partnership that we build upon with each patient and every nursing event where we have the opportunity to exchange and learn from each other," said CAPT Young.

A total of 95 nurses were in attendance. Nurses representing host nation facilities were from Yokosuka Municipal Uwamachi Hospital, Yokosuka; Kyosai Hos-

pital, Yokohama City; University Medical Center, Kanagawa Children's Medical Center; Shonan Kamakura General Hospital; Kanagawa University of Human Services; and Japan Self-Defense Force Hospital Yokosuka.

For the United States, Army Nurses came from Camp Zama and Branch Health Clinic (BHC) Atsugi. Community nurses from *USS Ronald Reagan (CVN 74)*, the Navy-Marine Corps Relief Society, and Ikego Elementary School were also in attendance.

"Thank you to our Japanese colleagues for the outstanding care you provide to our patients; and for your partnership, built on mutual respect that enables each of us to provide the highest quality of care to our patients," said Young. "We look forward to next year's symposium I encourage continued collaboration and to build upon this success."

Bravo Zulu!

- **LTJG Brittany Buck**, at Naval Hospital Portsmouth, earned the Critical Care Registered Nurse (CCRN) certification.
- **LCDR Darcy Guerricagoitia**, at Naval Hospital Portsmouth, successfully passed the boards for Adult Gerontology Acute Care Nurse Practitioner.
- **LTJG Joshua Hahn**, at Naval Hospital Portsmouth, earned the Critical Care Registered Nurse (CCRN) certification.
- **LT Patricia Ippolito**, at Naval Hospital Jacksonville, earned the Inpatient Obstetrics (RNC-OB) certification.

- **LT Joshua Jones**, at Naval Hospital Portsmouth, successfully passed the boards for Adult Gerontology Acute Care Nurse Practitioner.
- **LTJG Brittany Lassanske**, at Naval Hospital Portsmouth, successfully passed the boards for Adult Gerontology Acute Care Nurse Practitioner.
- **LTJG Jason McDonald**, at U.S. Naval Hospital Yokosuka, earned the Medical Surgical nursing (RN-BC) certification.
- **LTJG Rochelle Molnar**, at Naval Hospital Jacksonville, earned the Inpatient Obstetrics

(RNC-OB) certification.

- **LT Michael White**, at Naval Hospital Jacksonville, earned the Critical Care Registered Nurse (CCRN) certification.
- **Ms. Lois Wilmer**, at Naval Hospital Jacksonville, a former Navy nurse and the current Clinical Educator for the Maternal Infant Unit, was named Naval Hospital Jacksonville's Civilian of the Year. BZ, Ms. Wilmer!

