



# Nurse Corps News

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## Director's Corner

Hello and Happy Holidays Navy Nursing Team,

What an exciting start to my tenure as the Corps Chief! As I stated at the Change of Office Ceremony on August 27, 2010, there is no greater honor or privilege than to serve as your Director. I truly believe that you...the nurses in Navy Medicine - uniformed and civilian - are the very best. I look forward to meeting with you, hearing your thoughts and concerns, and challenging you to think differently, to ensure collaboration with the other Services, and to hone your clinical excellence as we continue to meet Navy Medicine's mission.

I want to personally thank RADM Flaherty for her work as the 22nd Director of the Nurse Corps. She is an exceptional leader and kept the Nurse Corps moving in an upward track through her vision for the People, Practice, and Leadership of the Navy Nursing team. We are very proud to have her continue to serve and lead us as the Deputy Surgeon General, Navy Medicine. I would also like to personally thank the leaders and team members of the FY10 Nurse Corps Strategic Goal teams.

These nurses worked hard on your behalf to make Navy Nursing the organization of choice for all nurses! Their accomplishments are many, but to name a few...include seven fully - fielded standardized competencies, a new Career Planning Guide unveiled at the last NC VTC, the beginning steps toward standardization of Nurse Transition Programs, and improved retention efforts through outreach of nurses in our student pipeline programs. These efforts have laid a great foundation for the years to come. Thank you all!

In closing, let me be the first to wish you "Happy Holidays" no matter where or how you celebrate! The holiday season can be a very stressful time of year, and I ask that you pay particularly close attention to each other so as to offer assistance to those who may need a caring ear to listen or a hand of help. Keep those forward deployed in your thoughts and prayers, and please reach out to their families - who are often silent with their needs.

I am truly grateful to serve with each and every one of you, and look forward to visiting with many of you in 2011. You are a stellar group of nurses! God bless you and thank you again for all that you do!



RADM Elizabeth S. Niemyer  
23rd Director, Navy Nurse Corps



## Deputy Director Navy Nurse Corps Reserve Component



This holiday season I would like to offer my sincere appreciation for all that you do and the sacrifices you make to provide superb care to those in need. I am mindful that 2010 was designated as the International Year of the Nurse and the motto was *“Making a Difference in Global Health.”* Whether it was serving the earthquake victims in Haiti, caring for the wounded that are deployed, or working to increase the readiness of our personnel, you have had a profound impact on global health and much has been accomplished this past year as a direct result of your hard work and dedication.

It is an honor to serve as the Deputy Director Navy Nurse Corps Reserve Component. I heartily extend warmest wishes for a joyous holiday season and a fruitful New Year to you and your families. I could not be more proud. The Nurse Corps remains strong and I am confident that we will continue to provide outstanding care to our Sailors, Marines and their families. In closing I commend this poignant and timeless quote:

*“When I am no longer even a memory, just a name, I hope my voice perpetuates the great work of my life. God bless my dear old comrades of Balaclava and bring them safe to shore” - Florence Nightingale.*

RDML Margaret Rykowski, NC, USN



## Deputy Director Navy Nurse Corps Active Component



Greetings Navy Nurses,

I hope this finds everyone healthy and happy and enjoying the Holidays. I also hope you have planned some time to take care of *“you”!* This quarter I'd like to focus my comments on *“the next generation”* of Navy Nurses; the nursing students and Ensigns coming out of Officer Development School (ODS). Their delightful and genuine enthusiasm never fails to lift my spirits and leave me with a sense of peace that the future of the Navy Nurse Corps is in very good hands.

In November I had the pleasure of joining six other Navy Nurses presenting to 80 ROTC nursing students at Marquette University in Milwaukee, Wisconsin. They were full of life (and questions!) and had an insatiable appetite for stories about being a Navy Nurse. LCDR Eric Palmer, junior detailer, brought the house down with his honest and heart wrenching comments on his commitment to patient care. There wasn't a dry eye in the auditorium. The Line ROTC leadership were deeply moved by this collective presence of nurses who in CAPT Bill Ryndowski's words *“serve twice”*, first as nurses and then their country as well.

In December I had the privilege of briefing the NC ODS class to give them the history of the Nurse Corps and highlights of where we are today. They, too, were full of questions and could barely contain their excitement of finally reporting to their first MTF! We discussed their initial assignments, the intentional focus on developing basic medical-surgical skills, collateral duties, deployments, communicating with leadership, DUINS and staying for a career. These young people are our future, so, the next time you encounter a student nurse or new Ensign, try and capture some of their youthful exuberance for life and the profession of nursing. I know we're supposed to be teaching them, but there are so many things we can learn from them such as living a balanced life... which brings me back to my first comments about planning some time to take care of you.

May the blessings of the holiday season be with you all!

CAPT Pamela G. Giza, NC, USN





## Wharton School of Business Fellowship for Nurse Executives



Three Navy Nurses were selected to attend the Johnson and Johnson Wharton School of Business Fellowship for Nurse Executives. CAPT M K Nunley (SNE Guantanamo Bay), CAPT Kathy Michel (SNE Great Lakes) and CDR Michele Kane (Nurse Researcher, Bethesda) were chosen to attend the prestigious Wharton School of Business Fellowship for Nurse Executives (sponsored by Johnson & Johnson), June 6 - 25, in Philadelphia, PA.

The fellowship enabled Chief Nursing Officers and Senior Nurse Executives (representing the United States, Canada and Australia) to bring their clinical voice and knowledge more effectively to organizational policy and planning and to gain knowledge and skills to leverage themselves as full equal partners in executive decision-making processes. In these current competitive and challenging times in healthcare, the three nurse corps officers learned the latest management and financial tools and civilian healthcare perspectives.

Specifically the course offered approaches to financial planning, including institutional and departmental budgeting, and examination of broader issues related to the economics of health care. For three weeks, senior nurse executives rigorously focused on organizational systems and planning, strategic thinking, and managing complexities within the healthcare organization.

The course was led by world-class instructors who presented a curriculum that included multi-factorial budgetary simulation sessions as well as practice skills for managing people, building and maintaining alliances, emotional intelligence and negotiating budget reductions effectively. The 2011 Johnson & Johnson-Wharton Fellows Program in Management for Nurse Executives will be held from June 6 - 24 on the Campus of the University of Pennsylvania.



CAPT Kathy Michel, CDR Michele Kane and CAPT M K Nunley attending the Nurse Executive Fellowship course offered each year by the Wharton School of Business.

To apply for this opportunity you must be a DNS / SNE and your command must be willing to fund your travel, per diem and course materials fee. Additionally your CO or XO must be willing to attend June 22 - 24. If you are interested in applying, the application can be found at <http://executiveeducation.wharton.upenn.edu/open-enrollment/health-care-programs/Fellows-Program-Management-Nurse-Executives.cfm>.

The application must be completed on-line and is due on January 26, 2011. Please let CAPT Houser ([lisa.houser@med.navy.mil](mailto:lisa.houser@med.navy.mil)), Nurse Corps Career Planner, know if you plan on applying. Additionally if you have any questions you can contact CAPT Lisa Houser at 202-762-3415 or if you have specific questions about the course you can contact Ms. Eileen Schnapp at 215-573-9442 or [eschnapp@wharton.upenn.edu](mailto:eschnapp@wharton.upenn.edu).

CDR Michele Kane, NC, USN





## FY11 Strategic Goals: A Message From RADM Niemyer



In late September, a group of Nurse Corps leaders were brought together to discuss the FY11 Strategic Plan. Included in this group was RDML Maggie Rykowski, our new Deputy Director, Navy Nurse Corps Reserve Component, three junior officers, select specialty leaders representing over 70% of the clinical specialties, members of the virtual NC office, the Regional SNEs, reserve component leadership, and the new Director of Nursing at NNMC (an Army Colonel!). Missing from this gathering was civilian nurse representation. Please know that you all are vital to the success of Navy Nursing, and there will be representation in the future. Also, I encourage civilian representation on the identified goal teams and look forward to civilian nurse participation in forums where strategic goal progress is discussed and guided. Below you can read about the five goal teams, the definition of each of these goals, and how they align with the mission and goals of Navy Medicine. If you are interested in participating on one of the Goal Teams, please contact the Goal Champion or Team Leader.



### INFORMATION MANAGEMENT

**Goal:** Promote communication across the enterprise.

**Definition:** Leverage multi-modal venues (in person, telephonic, email, newsletter, Homepage, SharePoint, social networks and emerging technology) to manage and promote multi-directional communication (up, down, across the chain, internal and external). **Alignment with Navy Medicine Goals:** Deployment Readiness, Quality of Care, Agile Capabilities.

**Champion:** CDR Julie McNally

**Email:** [julie.mcnally@navy.mil](mailto:julie.mcnally@navy.mil)

Nurse Corps Community Manager

### NURSING KNOWLEDGE

**Goal:** Develop and sustain clinical and leadership competence.

**Definition:** Basic Medical - Surgical skills are the core foundation for practice. The Nurse Corps will build and strengthen clinical skills as well as develop operational experience and advanced professional knowledge. It is our experience, skills and knowledge in all three of these domains that makes nurses so valuable and relevant to the Navy Medicine Team. **Alignment with Navy Medicine Goals:** Total Force.

**Champion:** CAPT Lisa Houser

**Email:** [lisa.houser@med.navy.mil](mailto:lisa.houser@med.navy.mil)

Nurse Corps Career Planner (M00C3)

### RESEARCH

**Goal:** Invigorate Nursing Research.

**Definition:** Increase interest, submission and selection of TSNRP funded research projects to improve the health of our patients and/or add to the body of nursing knowledge.

**Alignment with Navy Medicine Goals:** Research and Development, Clinical Investigation Programs.

**Champion:** CAPT Denise Johnson

**Email:** [denise.johnson@med.navy.mil](mailto:denise.johnson@med.navy.mil)

Senior Nurse Executive, NME

### STRATEGIC PARTNERSHIPS

**Goal:** Foster a culture of collaboration.

**Definition:** Collaborative partnership is a multidimensional process that builds a structure for organizing, planning, thinking and working together to accomplish common goals with external partners.

**Alignment with Navy Medicine Goals:** Quality of Care, Total Force, Deployment Readiness

**Champion:** CAPT Denise Smith

**Email:** [denise.smith@med.navy.mil](mailto:denise.smith@med.navy.mil)

Senior Nurse Executive, NCA

### WORKFORCE

**Goal:** Maximize human capital resources.

**Definition:** Maintain the right workforce to provide nursing care across the full range of military operations.

**Alignment with Navy Medicine Goals:** Quality of Care, Total Force.

**Champion:** CAPT Mary Greenwood

**Email:** [mary.greenwood@med.navy.mil](mailto:mary.greenwood@med.navy.mil)

Senior Nurse Executive, NCA





## Exciting EBP Efforts at NMCS D



On October 6-8th, 2010, Dr. Marita Titler, an internationally recognized expert in evidence-based practice (EBP) held her Clinical Inquiry Institute at the Naval Medical Center San Diego (NMCS D). Twenty nurses were hand-selected by NMCS D Senior Nurse Executive, CAPT Kriste Grau, NC, USN, to attend the 3-day workshop which provided the opportunity for these nurse leaders to learn advanced skills in EBP, the role of EBP facilitation, and strategies for developing the organizational infrastructure necessary for an EBP program. This workshop was sponsored by a grant from the TriService Nursing Research Program (TSNRP) for the study titled "An Evidence-Based Protocol: Back to Basics Bundle of (AM/PM) Nursing Care."

These efforts are to invigorate and support the sustainment of EBP initiatives. The Principal Investigator is CAPT Linnea Axman NC, USN (ret). Dr. Marita Titler's research is focused on clinically based interventions that are translatable to nursing practice. This research emphasis spans more than 15 years and has resulted in an evidence-based practice model that is now widely used in the US titled "The Iowa Model of Evidence-Based Practice to Promote Quality Care." Dr. Titler was thrilled to work with the NMCS D nurse leaders and tour the NMCS D facility and the C5 Program with Director CAPT Jennifer Town, NC, USN (ret).



The Illustrious Group. Front Row L to R: CDR Stein, LT Hacinas, Dr. Titler, CAPT Almonte, LT Johndrow-Casey. 2nd Row L to R: LCDR Vega, RN Guadiz, LT Sorenson, RN San Juan, CDR Pegg, LT Nilsen (Course Coordinator), RN Thompson, RN Ridley. 3rd Row L to R: LCDR Moore, LT Shattuck, CDR Chalker, LCDR Callaway, CDR Budge, LCDR DeSanto, LT Cagampan. (Not pictured: CDR Currie & LCDR Wyckoff)

CAPT Angelica Almonte, NC, USN



## Commander's Guidance for Social Networks



The Emerging Media Integration Team at the U.S. Navy Chief of Information (CHINFO) office released the publication "Navy Command Social Media Handbook" in October. This 29-page handbook, which can be printed in booklet format, was published to provide Navy members needed information to safely and effectively use social media. Topics reviewed include general guidelines, professional standards and requirements for command leadership, operations security (OPSEC), crisis communication, and resources.

The guidance delves into specific issues which might arise on media sites such as Facebook, Twitter, and blogs, for example answering the question if a member can express personal views on public issues or political candidates, how to manage requests to write blogs for payment, and self promotion of your job, rank or responsibilities for personal gain. Sensitive issues such as should you "friend" or follow members of your command are discussed. The Resource page provides helpful information which Nurse Leaders might find helpful to initiate training or a counseling session to junior staff, such as a link for a Social Media slideshow which can easily be downloaded. The booklet, slide-shows, and other information are well organized and can be easily accessed at <http://www.slideshare.net/usnavysocialmedia>.

CAPT Jacqueline Rychnovsky, NC, USN  
Nurse Corps Policy & Practice





## Happy Holidays From the PERS-4415K Detailing Shop



Give yourself the best present ever... a solid shot at having a successful career in the Nurse Corps by understanding the assignment process and your detailer's role in your career.

It is essential you begin your conversation with your detailer early, about 9-12 months from your projected rotation date. This timeline is needed as multiple factors must be taken into consideration when planning your next duty station. As the officer's advocate, your detailer helps to ensure your career and personal concerns are balanced with the needs of the Navy. Given the current operational tempo, it is quite challenging to maintain this balance when considering valid billets, identified requirements, your professional growth, your family considerations, your geographical preferences, minimum tour length requirements, and other special circumstances.

To maximize the value of your interaction and dialogue with your detailer, be prepared to discuss your long and short term goals. Most of all, be flexible and honest since the detailer's primary mission is to support the needs of the Navy & Marine Corps by providing the Fleet with the right person in the right place at the right time. Therefore, plan your career by planning to move. The Nurse Corps needs you to relocate to enhance the diversity and breadth of experience, mentorship, and professionalism of our Corps. Also, by relocating you will become a more developed officer as you learn and experience the various opportunities and services Navy Medicine provides at different commands. Other pointers to keep in mind when contacting your detailer:

-If your e-mail message to your detailer is longer than ¼ page, it is best to call your detailer.

-While you may share personal information with your detailer, the relationship you share with your detailer is still a professional one. Remain cognizant of your military bearing.

-Do not use resignation as a trump card during the orders negotiation process. Submitting resignation paperwork is almost impossible to turn off.

-It is your responsibility to keep your chain of command regarding the status of your orders and your career intentions.

### HELPFUL RESOURCES FOR CAREER MANAGEMENT

The Military Personnel Manual (MILPERSMAN) is an excellent resource and typically will have the information you are seeking when it comes to questions about administrative policies and procedures involving military personnel. It can be found on the NPC website at: <http://www.npc.navy.mil/ReferenceLibrary/MILPERSMAN>

The attachment provides you with excellent resources on how to manage your record. It is your responsibility to ensure your record is up to date, and discrepancies speak volumes on your attention to detail and your interest in your career. Review your record annually and at least six months prior to your promotion board.

The Nurse Corps website on NKO offers additional references and web links that may be useful to you.



LCDR Eric Palmer, NC, USN



## NHCS Commemorative Coin



In honor of the closure of Naval Hospital Corps School Great Lakes and relocation to Fort Sam Houston, a coin was designed by the Naval Hospital Corps School Wardroom to embrace all specialties that help produce an apprentice level (and beyond) Hospital Corpsman. The caduceus is the largest and most prominent symbol on either side, but the Culinary Specialist (CS), Yeoman (YN) and Religious Programs Specialist (RP) ratings are also portrayed. All Medical Staff Corps are also shown - NC, DC, MSC and MC as we all have a role in molding the HM. Please see attachment below for ordering information.



LT Eric Kulhan NC, USN



On behalf of RADM Niemyer, please congratulate the following Nurse Corps Captains and Captain selects who were approved for FY11 Executive Leadership positions. While there are many ways to serve and contribute, those that seek the challenging and demanding senior leadership positions are a very special group. A round of applause is in order for ALL candidates who submitted packages to be considered for FY11 Executive Leadership positions:



## FY11 CO and XO and Post Command Approved Slates



### Commanding Officer (Reserve Component):

CAPT Mary Riggs - OHSU Portsmouth  
 CAPT Tim Howell - OHSU Great Lakes  
 CAPT Tina Alvarado - OHSU Dallas

### Commanding Officer (Active Component):

CAPT Lisa Raimondo - NHC Patuxent River  
 CAPT Kim Kenney-Gutshall - NHC Charleston

### Post Commanding Officer (Reserve Component):

CAPT Kathy Thorp - Regional Deputy Chief of Staff Navy Medicine East

### Executive Officer (Reserve Component):

CAPT Deb Crowell - OHSU Portsmouth  
 CAPT Janie Brier - OHSU Jacksonville  
 CAPT John Zdencanovic - OHSU Pensacola  
 CAPT Julie Zappone - OHSU Bremerton

### Executive Officer (Active Component):

CAPT Jacqueline Rychnovsky - USNH Yokosuka  
 CAPT Cynthia Gantt - USNH Twenty Nine Palms  
 CAPT Ann Lear - NHC Cherry Point  
 CAPT Kathy Michel - NM MPTE  
 CAPT Lori Frank - NMTC



## FY11 SNE / DNS Approved Slates



### SNE/DNS (Active Component):

|  |  |
|--|--|
| CAPT M K Nunley - NMC Portsmouth   | CAPT Joanne Petrelli - NHC New England |
| CAPT (s) Cheryl Blanzola - NHC Annapolis   | CAPT Sandra Hearn - NHC Patuxent River |
| CAPT Regina Mercado - NHC Charleston   | CAPT (s) Iris Boehnke - NH Bremerton   |
| CAPT (s) Karen Pruet-Baer - NH Oak Harbor  | CAPT (s) Patricia Burns - USNH Naples  |
| CAPT Kristen Atterbury - USNH GTMO   | CAPT Angela Nimmo - USNH Yokosuka      |
| CAPT Elizabeth Swatzell - USNH Guam  | CAPT Constance Stamateris - NHC Hawaii |
| CAPT Jamie Kersten - NHC Great Lakes (Federal Health Care Center as of Oct 2010) |  |

### SNE/DNS (Reserve Component):

CAPT Laurie Wesely - OHSU Great Lakes  
 CAPT Bonnie Hand - OHSU Portsmouth  
 CDR Anita Smith - OHSU Bremerton



# Bravo Zulu!



## Awards

CDR Constance Hymas at Naval Hospital Bremerton who is the 2009 recipient of the Academy of Neonatal Nurses Scholarship award. This award recognizes one professionally active Academy member annually who is clinically active by awarding a scholarship to attend the National Neonatal Nurses Conference.

## Certifications

LT Matthew Colangelo at Naval Medical Center San Diego passed his Certified Nurse Operating Room [CNOR] exam. LT Annissa Cromer at Naval Medical Center San Diego passed her Certified Nurse Operating Room [CNOR] exam. LT Amanda Lashbrook at Naval Hospital Camp Lejeune received her Maternal Newborn Nursing certification through the National Certification Corporation.

LT Cameron Mathie at Naval Hospital Naples passed his Certified Emergency Room [CEN] exam.

LT Frank Jones at Naval Hospital Naples passed his Certified Emergency Room [CEN] exam.

LTJG Erik Rosum at National Naval Medical Center earned his Medical / Surgical certification through the Academy of Medical Surgical Nursing.

## Publications

LCDR Wendy Cook, Naval Hospital Bremerton

Johnson, R.W, Newby, L.K., Granger, C.B., Cook, W.A., Peterson, E.D., Echols, M., Bride, W., & Granger, B.B. (2010). Differences in level of care at the end of life according to race. *American Journal of Critical Care*, 19, 335-343.

LCDR Heather King, Clinical Site Director, USUHS Nurse Anesthesia Program, and LCDR William Baker, Naval Hospital Camp Lejeune

King, H.C., & Baker, W. (2010). Pacific Partnership 2008: The surgical mission, surgical screening process, and the anesthetic management of uncontrolled, untreated hypertensive patients. *Military Medicine*, 175(1), 33-40.

LCDR BradLee Goeckner at Naval Medical Center San Diego Wanzer, L. J., Hicks, R. W., Goeckner, B. E. & Cole, L. (2010). Perioperative safe medication use: A focused review. In Watson, D. S. (Ed.), *Perioperative safety* (pp. 46-57). St. Louis, Missouri: Elsevier.

## Education (non-DUINS)

LT James Cotton at Naval Hospital Camp Lejeune earned his Doctorate in Nursing Practice from Johns Hopkins University.

## FY12 DUINS

This year's DUINS board was very competitive as there were many impressive candidates. For the first time in four years we will not have to have a secondary DUINS board!



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Want to write a news article for Nurse Corps News? Submit your article via your chain of command to:

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