8th Annual Nursing Research & Evidence-Based Practice Symposium

Innovations in a Patient-Centered Environment

November 10th & 11th, 2016
Colchester, VT
Keynote Speaker:
Calling all Leaders:
Accepting Just Culture Paradigms: A Key Step Towards High Reliability

Gary L. Sculli, MSN, RN, ATP
Director of Clinical Training Programs and Patient Safety Program Manager
Honor the Nurse: Nurse Leaders

Paying tribute to a colleague or peer who epitomizes the essence of leadership within the nursing profession
Leadership is not about titles, positions or flowcharts. It is about one life influencing another.

John C. Maxwell
Hollie Shaner McRae, DNP, RN, FAAN
Supervisor Clinical Documentation Integrity Services
UVM Medical Center

Hollie is my hero, as one of the top nursing leaders in our region, she inspires me every day! She always has a smile on her face and will bring a smile to yours!

Submitted by:
Ann Laramee, MS, ANP-BC, ACNS-BC, CHFN
Clinical Nurse Specialist,
Cardiology & Palliative Care
UVM Medical Center
Tara Tarbell is a nurse leader because she is always putting the patient and her peers first and expanding her nursing knowledge. She is an excellent knowledge source for any cardiac question you may have. Tara is a very approachable, a fun person to work with and learn from. CVPH is lucky to have such a talented, educated, and dedicated nurse that they have in Tara.

Submitted by:
Beth LeClair, BSN, RN
Manager of Invasive Cardiology Services
UVM Health Network - CVPH
Bette Gilmartin is a nurse leader because she has put her heart and soul into improving the experience and outcomes for patients on dialysis. As Nurse Manager of Acute Dialysis/Apheresis, Bette has encouraged and equipped her staff to provide the highest quality care possible. She serves as a role model for implementation of evidenced based practice, initiation of QIP studies, and maintaining a patient focused environment at all times.

Submitted by:
Peggy Bushey
Nurse Manager Renal Services
UVM Medical Center
Heide-Marie MacDougal, RN  
Clinical Operations Supervisor Behavioral Health Services  
UVM Health Network - CVPH  

Heide is newly in her first nurse leadership position here at CVPH but has always been looked to as a leader by her peers, colleagues, patients, & even others in leadership. She possesses such leadership qualities such as strength, guidance, knowledge, morality, resourcefulness, kindness, respect, humor, advocacy, awareness of others perspectives, openness to learning, and overall thoughtfulness. As a nurse, thoughts & subsequent actions or inactions are evidence based and patient centered, always keeping the best interest of the patient in mind. She uses her qualities and skills daily and was an effective leader way before she was actively recruited to the leadership position that she is in now and I expect she will be great in.

Submitted by:  
Jennifer Brennan, NP  
UVM Health Network - CVPH
As we look ahead into the next century, leaders will be those who empower others.

- Bill Gates
Patrice DeMarco is a nurse leader to me because she shows great commitment to her work, is passionate, and continues to keep up to date with the latest research and guidelines in her practice.

Submitted by:
Hope Reilly, RN
Staff Nurse III Mother/Baby Unit
UVM Medical Center
Kerry-Ann Guitard, RN
Emergency Department RN
UVM Health Network - CVPH

Kerry-Ann Guitard is a nurse leader everyday as a patient advocate and peer supporter. She provides excellent care and is a light to all patients and I strive to follow her example.

Submitted by:
Elizabeth Bouchard-Hall, RN, CEN
UVM Health Network - CVPH
Mari Cordes, RN  
Staff Nurse II SICU McClure 5 East/West  
UVM Medical Center

Mari is a nurse leader to me because she is amazing! She quietly and humbly goes about her leadership roles and there have been many.

- Formerly a skilled IV nurse and recently built cardiology skills and now works on the progressive care cardiology unit
- Past president of Vermont Federation of Nurses and Health Professionals; our union at UVMMC.
- Lead medical teams to Haiti during their earthquake
- Lead a team for Syrian refugee relief in Greece in January
- Most recently running for Vermont legislature

It makes me proud that Mari is a nurse and inspires me to look outside of nursing and reminds us that nurses have so much to contribute.

Submitted by:
Ann Laramee, MS, ANP-BC, ACNS-BC, CHFN Nurse Practitioner  
UVM Medical Center
“Nursing is a moral art...It involves the design and fostering of a healing atmosphere that rests upon the creation of a therapeutic relationship and the application of scientific knowledge and skill.”

-Author Unknown
Brenda Stiles, BSN, RN, PCMHCCE
Director of Care Management & Quality Medical Home/Adirondacks ACO
UVM Health Network - CVPH

Brenda Stiles is a true nurse leader because she encourages and leads her team to embrace the ever changing healthcare landscape with grace and professionalism!! Her grasp of population health is key to the overall success of her team – impacting our patients, our people and our community!

Submitted by:
Karen Ashline
Associate Vice President Adirondacks ACO
Northern Adirondack Medical Home
UVM Health Network - CVPH
Tara is the type of leader who leads from the sidelines. It isn’t about her, it’s about what she’s passionate about; the people, the patients, and the community. She makes herself available to offer insight to anyone who asks or needs her expertise. She is extremely well-versed in how systems and processes work in our organization, she keeps up to date on evidence based practice, and she encourages growth of the staff by giving them a voice and advocating for shared-governance. Finally, above all else, Tara is a kind person who makes it very easy for staff to approach her and not feel reluctant to bring issues forward.

Submitted by:
Rachael Hite, BA, RN, OCN, CHPN, CMSRN
Clinical Education Manager
UVM Health Network - CVPH
"Nursing is all about touching lives, and Lives touching yours along the way"
In Memoriam: Judith Cohen PhD, RN

Is a nurse leader to me because she was a passionate teacher and mentor. She leaves a lasting legacy in our hearts and minds.

- Professor UVM School of Nursing
- Received numerous teaching and leadership awards
- 20 yrs Navy Nurse Corps, active duty/reserve. Retired as a Captain
- Wrote the chapter on nurses in the military in Voices of Vermont Nurses

Submitted by:
Ann Laramee, MS, ANP-BC, ACNS-BC, CHFN Nurse Practitioner
UVM Medical Center
Carrie Howard-Canning, MSN, CNS-BC, CENP
Associate Vice President Patient Care Operations
UVM Health Network - CVPH

Carrie is a nurse leader because she provides her teams with consistent guidance and support always keeping the patients in the forefront of all decisions. Carrie’s commitment to lifelong learning is inspirational. She always encourages every member of the healthcare team to do their best every day, and to have their voices be heard. Carrie demonstrates that the nursing profession is a privilege and everyone has a different story.

Submitted by:
Tara Ebere, BSN, RN
Magnet Program Director
UVM Health Network - CVPH
“The greatest achievement of the human spirit is to live up to one’s opportunities and make the most of one’s resources. Think about the resources that you have in a given day and distribute those resources in a way that makes sense to accomplish the outcomes needed.”

- Vauvenargues
Keven Eriksen, RN
Nurse Manager Urgent Care
University of Vermont Medical Center

Keven Eriksen is a nurse leader to me because she exemplifies the meaning of the word visionary. According to Keven, former Nurse Manager for Urgent Care at the UVMMC, there is no I in team. Excellence in nursing leadership applies to Keven for many reasons. Her style of transformational leadership turned a department from chaos, discontent and lackluster performance into a highly cohesive, motivated, happy and productive team. She has the qualities of a superb leader by communicating a bold vision, a “moon shot” if you will. Staff perceives her passion for this task with a contagion that is infectious by encouraging every employee to create a great experience for our patients with creative thinking and innovation. She deserves this honor and so much more. Thank you Keven!

Submitted by:
Joyce Guillemette, BSN, RN, CEN
Nurse Clinician-Urgent Care
University of Vermont Medical Center
Colleen Bell, BS, RN, CCRN
Director, Intensive Care Unit
UVM Health Network - CVPH

“Your profession is not what brings home your paycheck. Your profession is what you were put on this earth to do with such passion and intensity that it becomes a spiritual calling.” - Vincent Van Gogh

Compassion, caring, innovation, and the ability to empower others are just a few of the transformational characteristics Colleen portrays on a daily basis. I have had the privilege of working with Colleen closely for many years, and it is obvious to me that both being a nurse and a leader is her true spiritual calling.

Submitted by:
Carly Haag, MS, RN, CCRN-K
Clinical Education Manager Global Practice
UVM Health Network - CVPH
"If your actions inspire others to dream more, learn more, do more, and become more, you are a leader."

- John Quincy Adams
Thank you to all the nurse leaders who have influenced our professional growth and development!
Thank you to all United States Military Nurses
Happy Veteran’s Day