

2024 Nursing ANNUAL REPORT

Destination: Magnet recognition



NORTON
HEALTHCARE



NORTON
Children's

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Message from the senior vice president and chief nursing officer

It is my privilege to welcome you to the 2024 Norton Healthcare and Norton Children's Nursing Annual Report. Nurses across our organization are on a powerful journey of caring with the goal of achieving Magnet Recognition Program status from the American Nurses Credentialing Center. This honor is awarded to health care organizations that demonstrate excellence in nursing care and practice. On our journey, we are discovering what makes us unique and how we care for one another, our patients and their families, and the communities we serve. Through continuous learning and growth, we make a meaningful difference every day in the lives we touch.

This report centers on our Magnet journey. Our goal is to make our organization not only the best place to receive care, but also the best place to give care. As nursing professionals at Norton Healthcare and Norton Children's, we strive daily toward this ideal. With compassion, strength and intellect, we deliver exceptional care and collaborate closely with providers and team members to ensure the best outcomes.

It is my honor to lead our nurses and the support teams who walk this journey with us.

You are my WHY.

A wise professor once told me, "There are those who cure and those who care." And as Jean Watson, a pioneer in nursing theory, once said, "Caring is the essence of nursing." I believe wholeheartedly in our power to care. While we may not always be able to cure, we can always care — deeply, intentionally and effectively.

This publication highlights the five components of the Magnet model:

1. Transformational leadership
2. Structural empowerment
3. Exemplary professional practice
4. New knowledge, innovations and improvements
5. Empirical outcomes

To our nurses: The stories within are your stories — stories of leadership, innovation, expertise and impact. They represent your "whys" — your reasons for choosing this work. They show why you are among the best in the field, creating an environment where smart, compassionate and innovative nurses thrive.

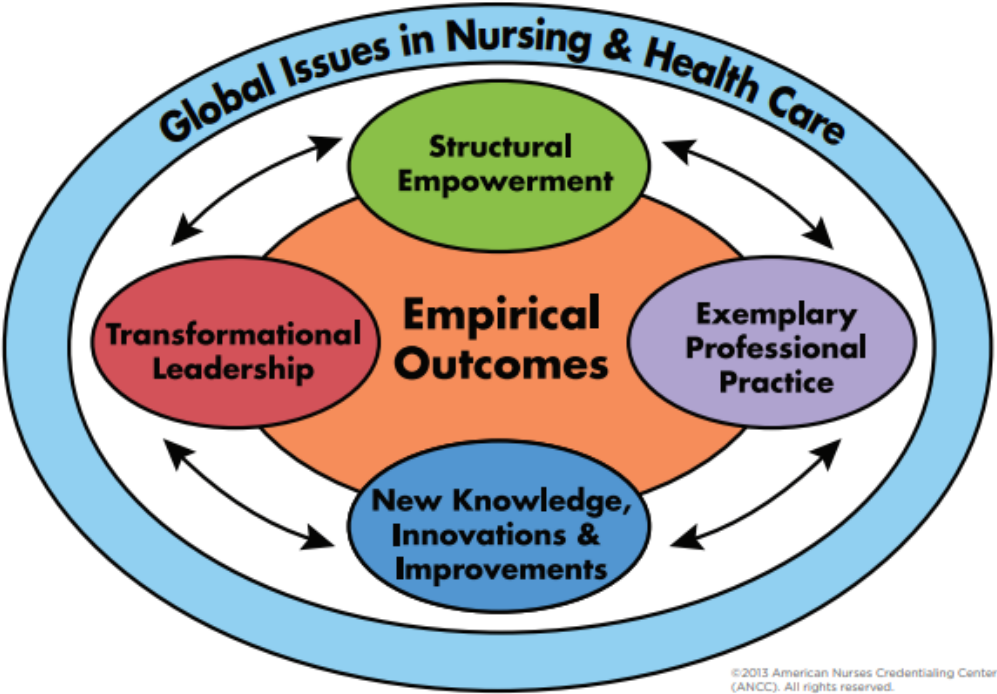
On behalf of those we serve, thank you for your dedication, advocacy and support. I'm honored to share this professional journey with each of you. Thank you for bringing your "why" to Norton Healthcare and Norton Children's.



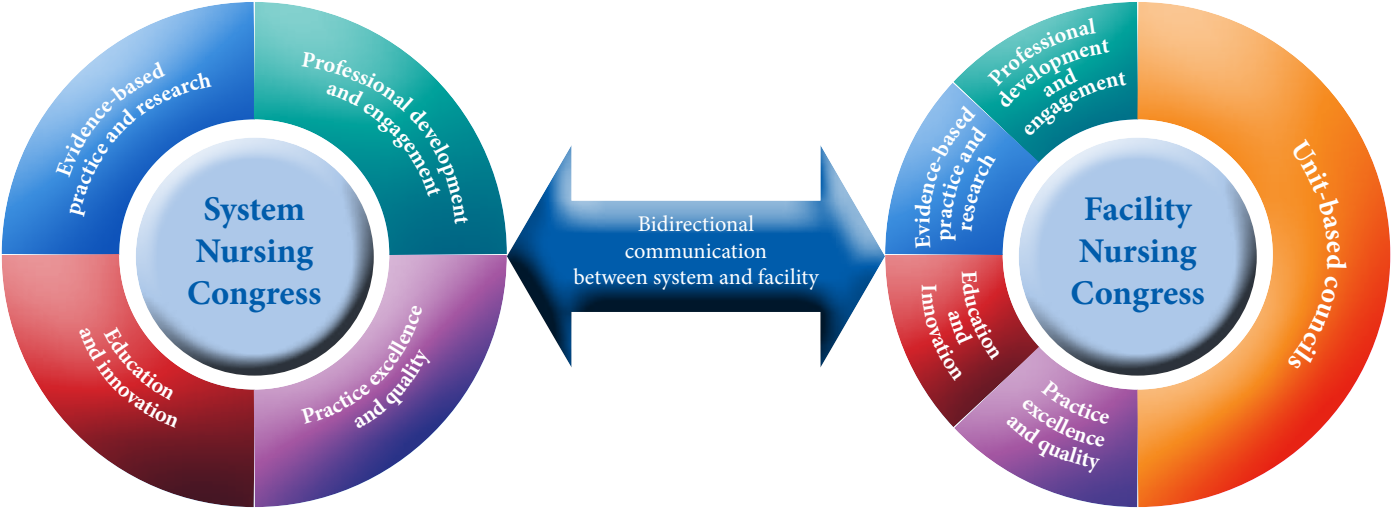
Kim Tharp-Barrie, DNP, R.N., SANE, FAAN, FNAP

*Senior vice president and chief nursing officer,
Norton Healthcare*

The Magnet Model



Nursing Congress Model





System Nurse PRACTICE EXCELLENCE & QUALITY Council

Purpose

To support the continued advancement, evidence-based knowledge and recognition of the nursing profession by guiding and recommending best practices in nursing care, quality and safety at Norton Healthcare and Norton Children's.

Responsibilities

- Review, revise, recommend and implement evidence-based standards that promote positive, patient- and family-centered care.
- Evaluate and approve nursing practice initiatives and proposals.
- Monitor outcomes data, including nurse-sensitive indicators and patient experience metrics.
- Promote the use of evidence to address challenges related to structure, process or outcomes.
- Assist in implementing practice changes throughout the organization.

Team members

More than 60% of this council is made up of bedside nurses from various units and specialties. Additional members include nurse informatics leaders, educators and clinical quality experts.

Pam Missi, DNP, R.N., NE-BC, assistant chief nursing officer, Norton Healthcare, serves as nurse executive sponsor. Avalena Edelen, DNP, R.N., CPHQ, manager, quality and regulation, Norton Healthcare, supports as mentor and facilitator.

“Serving as chair of this dynamic council has been a rewarding experience. The practice improvements we influence enhance care for patients and families and streamline workflows for nurses. Leading this group empowers my own nursing practice, and I witness daily the profound difference nurses make when care is at the heart of all we do.”

—Allison Butterbaugh, R.N., BSN
*Registered nurse, intensive care unit,
Norton Women's & Children's Hospital
Chair, System Nurse Practice Excellence
& Quality Council*

System EDUCATION & INNOVATION Council

Purpose

To establish a strong foundation for nursing education across Norton Healthcare and Norton Children's, aligning facility-specific initiatives with broader nursing goals and the organization's strategic plan.

Responsibilities

- Conduct systemwide educational needs assessments.
- Collaborate with the Norton Healthcare Institute for Education & Development and the System Professional Development & Engagement Council.
- Promote education across service lines.
- Explore evidence-based teaching strategies and opportunities for innovation.
- Serve as liaisons between the council and broader nursing teams.
- Partner with the System Evidence-based Practice & Research Council to promote evidence-based practice.
- Collaborate with the System Nurse Practice Excellence & Quality Council to evaluate innovations.
- Support nursing growth and development in collaboration with relevant councils.

Team members

Council members include bedside nurses and nurse educators.

Jennifer Thornsberry, DNP, R.N., NEA-BC, vice president, patient care services, and chief nursing officer, Norton Hospital, serves as nurse executive sponsor.

“Chairing this council has been incredibly rewarding. It's strengthened collaboration between system and facility leaders and led to impactful changes in education and professional development. I'm excited for the continued growth and progress we'll drive in the years ahead.”

—Anne Ricketts, BSN, R.N., SCR.N, CNRN, CPHQ

*Director, system nursing education and professional practice, Norton Healthcare
Chair, System Education & Innovation Council*





System PROFESSIONAL DEVELOPMENT & ENGAGEMENT Council

Purpose

To cultivate a culture of lifelong learning and professional excellence, supporting Magnet standards through innovative development programs and meaningful nurse engagement.

Goals

- Promote professional growth and participation in the Norton Healthcare Clinical Advancement Program.
- Foster a culture of ownership, accountability and recognition.
- Improve nursing practice environments.
- Support certification and degree advancement.

Responsibilities

- Ensure two-way communication among facility councils.
- Understand and respond to front-line challenges.
- Support new employees and create engaging programs.
- Build community through social and professional networks.
- Standardize nursing policies and procedures.
- Engage leaders in supporting professional growth.

Team members

The council is composed of bedside nurses and nurse leaders from across the system.

Michelle Nelson, DNP, R.N., NE-BC, vice president, patient care services, and chief nursing officer, Norton Audubon Hospital, is the nurse executive sponsor.

“It’s an honor to lead this council. Together, we drive collaboration, inclusion and informed decision-making. This work allows us to grow professionally and advance the mission of nursing in tangible ways.”

—Kaycee Nickell, DNP, R.N.
System director, nursing development and retention, Norton Healthcare Chair, System Professional Development & Engagement Council

System EVIDENCE-BASED PRACTICE & RESEARCH Council

Purpose

To champion a culture of inquiry by integrating research and evidence-based practice into all aspects of nursing.

Goals

- Encourage evidence-based practice and interprofessional research.
- Support research and evidence-based practice initiatives across all hospital campuses.
- Assist investigators and disseminate findings.
- Recognize research and evidence-based practice achievements.

Responsibilities

- Oversee quality improvement, evidence-based practice, and research projects that impact nursing and interprofessional teams.

Team members

The council includes interprofessional representatives and bedside nurses.

Angie Banet, DNP, R.N., NE-BC, coder, revenue integrity, Norton Healthcare, serves as executive sponsor. Michelle Pendleton, DNP, R.N., CPHQ, CENP, director, patient care, system nursing support services, and nurse scientist, Norton Healthcare, is the mentor and facilitator.

“Evidence-based practice is essential for high-quality care. At Norton Healthcare and Norton Children’s, patients benefit from care rooted in evidence — from their bedside nurses to advanced practice providers. Evidence-based practice ensures care is informed by science, not tradition, resulting in safer, more effective outcomes. It promotes accountability, continuous learning and professional growth while keeping our care relevant in an evolving health care landscape.”

–Tracey Miller, DNP, APRN, NNP-BC

*Director, clinical effectiveness, clinical effectiveness & quality, Norton Healthcare
Chair, System Evidence-based Practice
& Research Council*



Nursing PROFESSIONAL PRACTICE MODEL



Pam Missi, DNP, R.N., NE-BC

Assistant chief nursing officer, Norton Healthcare

Our organization's Nursing Professional Practice Model is grounded in Kristen M. Swanson's Theory of Caring. I am honored to be part of a nursing culture that places care at the center of everything we do.

Our Magnet Steering Council, composed of clinical nurses and leaders, revisited and enhanced our model, adding a circle to include our

organization's mission and vision. Components such as evidence-based practice, advocacy, integrity, empowerment, respect, equity and inclusion now surround our core values.

The colorful puzzle pieces represent the five domains of Swanson's Theory of Caring, unified around our core purpose:

There is
no limit
to what our
care
can do

This model is a true reflection of our commitment to combining care with our mission, vision and values to achieve optimal outcomes. It represents the heart of who we are as nurses.

Nursing Professional Practice Model



Our nursing professionals live out Kristen Swanson's Theory of Caring.

Maintaining belief – A perspective of hope and belief that the patient can handle the challenges that could await

Knowing – No assumptions, but clarity and understanding the patient's point of view

Being with – Showing up and being there for the patient

Doing for – Helping the patient with tasks they normally would do for themselves

Enabling – Giving the patient room to heal

Evidence-based practice – Providing holistic quality care based on current research and knowledge

Advocacy – Safeguarding, valuing, mediating and championing social justice within provision of care

Integrity – Soundness of moral character and honesty

Empowerment – Supporting professional governance, open leadership communication and team relationships

Respect – Intentional act of showing consideration for others' interests and well-being

Equity and inclusion – Freedom from bias and ensuring a sense of belonging to all

TRANSFORMATIONAL LEADERSHIP

Transformational leadership is a dynamic style that inspires and motivates individuals to achieve improved outcomes through a shared vision. It takes a leader who supports personal growth and team development while encouraging innovation and collaboration — essential elements for successfully navigating change.

In health care, transformational leaders are invaluable to advancing nursing practice and shaping the future. They create change through innovation and motivation, whether by leading research, initiating evidence-based projects, attending professional conferences or serving on councils. These activities challenge us to evaluate how and why we deliver care. Empowering staff to speak up, identify barriers and take part in creating solutions is the cornerstone of transformational leadership.

At Norton Healthcare and Norton Children's, we're fortunate to have a team of leaders who embody this approach. We foster an environment that supports leadership growth and collaboration across the system — one that promotes exceptional patient care and professional fulfillment.

—Jennifer Taylor, DNP, R.N., CCM

Director, Magnet program, nursing administration,
Norton Women's & Children's Hospital



Norton West Louisville Hospital sees over 2,500 patients in first month

Norton West Louisville Hospital officially opened Monday, Nov. 11, 2024, marking a pivotal step in expanding access to hospital, emergency, outpatient, primary and specialty care for West Louisville — an area that historically has lacked accessible health care. The \$90 million, 90,000-square-foot facility, located at 850 S. 28th St. on the Norton Healthcare Goodwill Opportunity Campus, now employs more than 390 individuals in clinical and nonclinical roles.

KEY STATISTICS FROM THE FIRST MONTH

(Nov. 11 to Dec. 10, 2024)

- Emergency department visits: 1,363
- Surgeries performed: 52
- Inpatient admissions: 37
- Imaging exams completed: 1,875
 - o X-rays: 854
- Outpatient visits: 579
 - o Adults: 466
 - o Children: 113
- Prescriptions filled: 1,623
- Individuals served through the food pantry: 261

"This facility was built to improve health equity and ease access to care in West Louisville," said Russell F. Cox, president and CEO, Norton Healthcare. "This first month of care represents a major milestone in reaching our goal of better community health outcomes."

"Patients appreciate the ease of access, the sense of community and the attention to detail that enhances their experience," said Corenza Townsend, chief administrative officer, Norton West Louisville Hospital. "We'll continue to listen and evolve to meet the needs of those we serve."

Comprising nine neighborhoods, West Louisville continues to face significant disparities in health outcomes. Norton West Louisville Hospital offers a wide range of services to help close this gap, including a 24/7 emergency department, inpatient care, surgery, imaging services and a retail pharmacy, all under one roof. Its integration of adult and pediatric care, including specialists from Wendy Novak Diabetes Institute, makes it a unique and essential addition to the region.



Transformational leadership in action: Observing biases initiative at Norton Women's & Children's Hospital

Emily McClelland, MSN, R.N.,
RNC-OB, NE-BC

Director, patient care, Norton Women's Care

In March 2024, Emily McClelland, MSN, R.N., RNC-OB, NE-BC, identified the need for a special committee within the women's services line. Observing biases affecting patient care and team dynamics, she initiated a committee using the Respectful Maternity Care Framework developed by the Association of Women's Health, Obstetric and Neonatal Nurses.

The aim was to create an inclusive, respectful culture for patients and staff.

Committee participation is voluntary and open to all roles, not just nurses, ensuring diverse perspectives. The first meeting took place May 8, 2024, and featured a presentation from Norton Healthcare Belonging & Health Equity on understanding implicit and explicit bias.

The group created a mission statement focused on advancing equality in women's health and empowering birthing families. Initial accomplishments included:

- Creating educational materials
- Donating school supplies to local charities
- Hosting community events
- Developing a poster presentation on maternal mortality

MISSION STATEMENT

"Our mission is to stand together to create a culture of safety, diversity, belonging and inclusion that will advance equality in women's health. Through education, advocacy and collaboration, we strive to empower all birthing families to have equitable access to health care, have their voices heard and experiences validated, and to celebrate the richness of their diverse perspectives."

Norton Nurse Executive Fellowship Program

Michelle Nelson, DNP, R.N., NE-BC

Vice president, patient care services, and chief nursing officer; Norton Audubon Hospital

Recognizing the evolving complexity of the chief nursing officer role, our organization launched the Norton Nurse Executive Fellowship Program to prepare emerging leaders for executive roles. The inaugural cohort graduated in November 2024.

This two-year program combined classroom learning and hands-on experience, focusing on:

- Leading self and others
- Achieving results
- Influencing organizations and communities

Highlights included executive coaching from Gallup, mentoring sessions with Norton Healthcare and Norton Children's leaders and completion of strategic improvement projects. Fellows also received certificates from Bellarmine University and earned credit hours toward a Doctor of Nursing Practice degree.

Feedback from participants emphasized the value of:

- 360-degree leadership assessments
- Executive coaching
- Relationship-building

And included the following comments:

"You realize you're not alone — we all face similar challenges."

"Coaching helped me rethink how I lead, interact and communicate."

"The 360 was eye-opening. It helped me see blind spots I didn't know I had."

This program exemplifies our organization's commitment to leadership development and professional growth.



STRUCTURAL EMPOWERMENT

Structural empowerment provides the framework for professional advocacy, collaboration, critical thinking and advancement in nursing. At Norton Healthcare and Norton Children's, this structure ensures the voices of clinical nurses are heard, and bidirectional communication is part of our culture. Bedside nurses are empowered to make decisions that impact their practice, leading to higher engagement, satisfaction and quality outcomes.

Our professional governance model is a prime example. Unit- and hospital-based councils, led by bedside nurses, shape practice in areas such as:

- Interprofessional collaboration
- Promoting well-being and resilience
- Achieving specialty certifications
- Supporting research and evidence-based practice
- Aligning policies and standards
- Enhancing patient and family education
- Recognizing nursing achievements

Nurses lead from where they are, and we honor that leadership at all levels.

—Erin Kirk, R.N., MSN, CPN

Director, patient care, Norton Children's Hospital



Process improvement: Direct admit standardization

Zachary Hudson, J.D., MHA

System director, emergency department operations, Norton Healthcare

Tressa Bratton, BSN, R.N.

Director, patient care, Norton Women's Care

To improve the direct admission process, leaders across emergency, inpatient and patient access departments collaborated to standardize workflows. Previously, processes varied by facility, and some routed patients through registration before assigning them to a room, causing delays.

The team implemented a new protocol that allows patients to be taken to their room first, improving efficiency and the overall patient experience. Clear communication and leadership support were key to implementing this across all facilities.

Nurse-led advocacy: Presurgical lab timing

Christopher Miller, BSN, MBA, R.N.

Nurse manager, Norton Audubon Hospital

Katherine Butler, R.N., a registered nurse at Norton Audubon Hospital, questioned the timing of a patient's labs drawn 10 to 14 days before orthopedic surgery. Her concern was that outdated results were leading to medication delays after surgery. She escalated the issue, resulting in pharmacy education and protocol changes to prevent unnecessary labwork and reduce medication delays. Her advocacy exemplifies how structural empowerment drives meaningful change.

Supporting families through loss

Joann Wray, DNP, MBA, R.N., NEA-BC

Director, patient care, Norton Hospital

Of the 2,100 annual births at Norton Hospital, roughly 100 involve loss of the infant. In 2024, the Women's Services Unit-based Council collaborated with grief support groups and patients to better support families who are experiencing loss.

They developed customized keepsake boxes, sourced white linens to meet cultural needs, and provided memory-making tools such as sound machines, cast molds and photographs. Nurses also received training in compassionate care and grief support.

This initiative reflects Norton Healthcare's mission to provide dignity, compassion and emotional support in the most difficult moments.

Advancing nursing leadership and development

Anne Darku

Director, learning and development, Norton Healthcare Center for Professional Growth

This year has been a pivotal period for the growth and development of the nursing workforce and leadership teams at Norton Healthcare.

Recognizing the critical role of nurses and nurse leaders in shaping patient outcomes and organizational success, our initiatives are deeply rooted in fostering competencies and individual and team strengths to create a thriving nursing environment.

The Norton Healthcare Center for Professional Growth's efforts center on the integration of a strengths-based approach, allowing nurses and nurse leaders to harness their unique talents effectively. Emphasis on leader and employee competencies — accountability, business acumen, collaboration, communication and people development — enable us to identify and cultivate behaviors that reflect our organizational values in action. These competencies are at the core of our leadership development strategies, enabling a culture of excellence and innovation. Key highlights include:

Collaborative partnerships: The Center for Professional Growth strengthened its collaboration with the Nurse Manager Onboarding Program and Norton Healthcare Encompass Nurse Residency Program, ensuring that new nurse managers and nurses are equipped with the skills and support needed to succeed. These partnerships ensure a seamless transition into leadership roles and front-line practice, focusing on topics such as emotional intelligence and resilience. Norton Healthcare

employees who have completed these sessions scored 58.2% on the Employee Engagement Survey statement “My organization helps me deal with stress and burnout,” compared to 45.3% who have not.

On-demand customized

development: To support team growth, we provide customized team development programs tailored to the needs of specific roles, units and facilities. These on-demand resources empower teams to address challenges and enhance performance collaboratively. This includes targeted listening sessions and training with assistant nurse managers.

Individualized coaching: Our one-on-one coaching, rooted in the CliftonStrengths talent assessment and Thomas-Kilmann Conflict Mode Instrument, provides nurses and nurse leaders with personalized guidance to refine their leadership abilities, address professional challenges and achieve their career aspirations.

Interpersonal and professional development training:

Understanding the vital role of interpersonal and professional skills in nursing success, the Center for Professional Growth offers specific “soft skills” training and courses for nurses. High-demand topics include values, burnout prevention and coping strategies, team dynamics, communication, empathy, handling tough conversations, providing feedback and conflict resolution.

Ongoing employee, leader and succession programming: Center for Professional Growth programming, aligned with nursing transition to practice, offers competency-based development and continuing education eligibility to benefit front-line employees, as well as new and aspiring leaders. Preparing for the future, our executive fellowship for

high-potential leaders, including nurse leaders, identifies and cultivates emerging talents. Participants in such programming score three to seven points higher on the Employee Engagement Survey for leader competencies. This initiative ensures a pipeline of capable leaders ready to drive the organization forward.

Looking ahead, the Center for Professional Growth remains committed to empowering our nursing workforce through innovative development opportunities, robust partnerships and a focus on leadership excellence. Investing in our employees and leaders through our initiatives has resulted in an “I feel valued” score on our annual engagement survey that is eight points higher compared to the overall Norton Healthcare employee average. By cultivating talent, fostering a supportive environment and driving innovation in nurse leadership, we aim to set new benchmarks for excellence in nursing practice and professional growth.

Glowing results: Hand hygiene project at Norton Children's Hospital

In fall 2024, the Sixth Floor Unit-based Council at Norton Children's Hospital launched a bedside-led initiative to improve hand hygiene compliance. Following inconsistent observation results, the team identified knowledge gaps and created a simulated patient room with marked hospital and patient zones to teach proper hand hygiene through scenarios and demonstrations with Glo Germ, a visual tool that uses powder or gel and a black light to show how germs are spread.

As a result, hand hygiene compliance reached 100% in January, February and March 2025, a glowing example of empowerment, education and nurse-led quality improvement.

EXEMPLARY PROFESSIONAL PRACTICE

Exemplary professional practice is grounded in evidence-based practice, interprofessional collaboration, patient-centered care and quality outcomes. At Norton Healthcare, our foundation is Swanson's Theory of Caring. A steering committee of clinical bedside nurses and nurse leaders updated our professional practice model to reflect the exemplary care happening across our organization.

Norton Healthcare empowers nurses to take ownership of their practice through shared governance and professional development. Support is available to attend professional conferences, earn specialty certifications and advance education. This creates an environment where nurses are equipped to practice to the full extent of their license and deliver safe, high-quality, patient-centered care.

We are committed to zero harm. Our safety strategy, Reaching for Zero, ensures clinical teams have access to real-time nurse-sensitive and patient experience data. Nurses actively participate in interprofessional teams, site-based councils and safety initiatives. In 2024, we expanded our Welle behavioral safety management training and strengthened security measures to enhance workplace safety for patients and staff. We are an organization of integrity, advocacy and compassion — and there is no limit to what our care can do.

—Stacia Lenahan, BSN, R.N., CNOR

*Co-chair, system nurse congress, and president, nurse congress,
Norton Hospital*



Norton Healthcare Center for Nursing Practice

Brittany Burke, DNP, R.N., NEA-BC

*System director, Norton Healthcare Institute for
Education & Development*

Norton Healthcare Center for Nursing Practice, part of Norton Healthcare Institute for Education & Development, focuses on developing collegiate nursing students and bridging the gap between academic preparation and clinical practice. Four core initiatives are available for nursing students:

- Student Nurse Apprenticeship Program
- Student healthcare assistant training
- Schools of nursing team
- Academic-practice partnerships

STUDENT NURSE APPRENTICESHIP PROGRAM

The Student Nurse Apprenticeship Program (SNAP) is a three-tiered program that invests intentionally in student nurses through workplace

culture exposure, hands-on clinical practice and confidence-building. This 12- to 18-month program adapts to the student's anticipated graduation date. Launched in 2017, SNAP was the first registered nurse apprenticeship program in Kentucky and the first of its kind nationally. The program leads two concurrent cohorts annually and serves seven Norton Healthcare hospitals and Norton Cancer Institute. In 2025, SNAP will expand to one additional hospital.

STUDENT HEALTHCARE ASSISTANT TRAINING

Launched in 2022, this job program provides college students — primarily nursing students (82%) — with employment opportunities in direct patient care. With representation from 18 disciplines, an average of 250 students participated in this training in 2024. Student healthcare assistants work across six hospitals, expanding to eight in 2025, and have flexibility in choosing their shifts and locations. One even changed their major to nursing after working in the program — a powerful testament to the impact of nursing mentorship and exposure.

SCHOOLS OF NURSING TEAM

The schools of nursing team facilitates all undergraduate group and capstone/individual clinical placements across eight Norton Healthcare hospitals, as well as multiple Norton Medical Group and Norton Cancer Institute locations. In 2020 the team began facilitating these system clinical placements for student nurses, resulting in almost 40,000 student nurse encounters annually.

ACADEMIC-PRACTICE PARTNERSHIPS

In 2023, Norton Healthcare formalized academic-practice partnerships with Bellarmine University and Galen College of Nursing. These partnerships have resulted in increased student engagement, more future nurses, dedicated education units, shared teaching appointments for clinical nurses and the creation of a perioperative elective course. A competency crosswalk also was developed to align undergraduate and graduate education. In 2025, the partnerships will expand to include additional nursing and allied health disciplines.

Compassion is the job

The Rev. Adam Ruiz, D.Min., BCC
Chaplain, Norton Women's & Children's Hospital

“Our nurse does the little things with great love and compassion.”

Today, I was asked to visit the family of a patient who has been in the hospital for over 100 days. I first met the patient and his family in the first few days of his admittance. He was (is) young, worked with horses but had had some kind of sudden heart episode. He was without oxygen to his brain for some time, and now the chance for recovery was almost nil.

Today, 100 days later, another conversation was needed with the patient's mother (and the patient's brother): What did the mother understand about her son's condition? What were her expectations and hopes regarding his health? What was she willing to accept and consider regarding his recovery? With the provider and care manager, we met with the patient's mother and brother. The clinicians explained the patient's current condition and future prognosis. The brother understood the situation; however, the mother “did not want to think about anything.”

After about an hour of conversation, the clinicians left and I stayed and spoke with the family for another hour. The mother hoped for a miracle, and would not, or could not, contemplate any other outcome. I then switched gears and decided to ask about how the patient's care has been.

“Oh, this nurse today (M.K.) has been excellent. Very gentle, very attentive to my son, very much on top of things, very present throughout the morning,” she said. “The nurses have been very aware of our needs, too. Giving us meals, blankets, anything



we have asked for, and supplying us with necessary items, even when we were too nervous to ask. We have been blessed by this nurse, who has really taken care of us. We, who are strangers to her, who speak a different language and who are suffering very much in this situation. Our nurse does the little things with great love and compassion. We would rather not be here in this way, but we have experienced God's love in a way that we did not expect.”

The mother then spoke with her sister via phone about what she, the mother, should do with the information about her son that the provider and care manager shared. The mother now seemed much more at peace, more willing to consider other options and outcomes than what she initially had held on to.

Celebrating progress against workplace violence

June 6, 2025, was #HAVHope Friday, a national day of awareness in the Hospitals Against Violence campaign. At Norton Healthcare and Norton Children's, we are proud to be leading efforts to create safer care environments.

I have brought my perspective as a

retired police officer into my mission to create a culture of safety and empowerment where silence is not an option.

Welle training

Welle is a safety training program designed specifically for health care environments. Currently, it is rolling out across our departments at highest risk — including behavioral health, emergency and security — with plans to expand organizationwide.

Zero tolerance policy

Norton Healthcare and Norton Children's have a zero tolerance policy for aggressive or abusive behavior. Signage displayed in our facilities reinforces our expectations for respectful, safe interactions. Violations — including threats, intimidation, harassment and violence — are reportable through our Safety Reporting System.

Kentucky expanded legal protections for health care workers. As of July 14, 2024, employees can press charges if assaulted while working in patient care settings.

—Donna Morgan

Director, workplace violence prevention,
Norton Healthcare

NEW KNOWLEDGE, INNOVATIONS AND IMPROVEMENTS



Norton Healthcare nurses are committed to the advancement of their practice and improving outcomes. They foster a spirit of Inquiry — the persistent sense of curiosity that informs learning and practice. This conscientious effort is achieved through active practice-based learning, the contribution of generating new research, ensuring safe care, improving care delivery through innovative practices, and continuously evaluating and implementing evidence-based practices.

New knowledge is demonstrated by nurses who:

- Push boundaries regarding innovative care
- Seek ways to continuously improve care
- Strive to be strong leaders and empower other nurses
- Integrate innovation and improvements into clinical and operational processes

Norton Healthcare and Norton Children's offer a number of ways to get support, get involved and ignite your spirit of inquiry. Each hospital has a group of like-minded nurses and staff who come together to form the System Evidence-based Practice & Research Council.

This council's primary objectives are:

- Promote nursing, interprofessional research and evidence-based practice in everyday practice in collaboration with the System Education & Innovation Council.
- Support intrafacility research and evidence-based practice projects throughout our organization.
- Support investigators in research and evidence-based practice processes.
- Support the dissemination of research and evidence-based practice findings locally and nationally.
- Recognize nurses and interprofessional teams for their efforts in research and evidence-based practice accomplishments.

Nurses are encouraged to spark their spirit of inquiry by questioning current practice, seeking out the best available published evidence to pair that with their clinical expertise, and the wishes of patients and families regarding care.

Norton Healthcare and Norton Children's nurses promote shaping the future of care through quality practice, innovation and discovery.

—Michelle Pendleton, DNP, R.N., CPHQ, CENP

Director, patient care, system nursing support services, Norton Healthcare



Epic Secure Chat

Kyle Nauert, DNP, R.N.

Director, patient care, Norton Medical Group

To improve communication across our expanding system, our organization implemented the Unified Communication Plan in 2024. A major component was the rollout of Epic Secure Chat — a secure, integrated messaging system within the Epic electronic medical records platform.

This tool standardizes clinical communication and eliminates outdated systems. It is especially impactful in emergency departments and with hospitalist teams, where real-time messaging has improved patient throughput and reduced delays. The Norton Healthcare Patient Capacity Management Center also uses Secure Chat to improve coordination of patient transfers and admission workflows.



Continuing education impact in 2024

Anne Ricketts, BSN, R.N., SCR.N, CNRN, CPHQ

Director, system nursing education and professional practice, Norton Healthcare

Norton Healthcare provided tens of thousands of continuing education contact hours to nurses in 2024 — a benefit that supports licensure, certification and professional growth.

| Accreditation body | Activities | Hours | Nurses attended | Contact hours awarded |
|--------------------------------------|------------|----------|-----------------|-----------------------|
| American Nurses Credentialing Center | 219 | 347.25 | 4,780 | 12,222.25 |
| Kentucky Board of Nursing | 338 | 1,459.65 | 5,722 | 17,357.30 |
| TOTAL COST SAVINGS | | | | \$443,693.25* |

*Based on \$15 per continuing education credit hour (American Nurses Association)

Clinical research: nurses in action

The clinical research nurse, under the direction of the principal investigator, enrolls participants into clinical trials, follows the participants throughout the clinical trial, and in some cases can administer investigational treatments. This nurse collects and reports protocol-related data. Clinical research nurses are encouraged to seek specialty certifications to master their coordination and facilitation skills regarding research protocol management.

Norton Research Institute

Sarah Deans, BSN, R.N., CCRC, manager, research development and support, Norton Research Institute, manages various research groups that are grant funded and perform nonclinical research. Studies focus on pediatric cancer, Louisville Twin Study, vaccine hesitancy in the emergency department, genomic sequencing, and pediatric trauma. Included on Sarah's team are clinical research nurses Angela Kik, BSN, R.N., and Brett Kerlin, BSN, R.N. They coordinate study interventions such as conducting qualitative interviews, community outreach, and collecting and processing study specimens. Research is a great opportunity for nurses that many don't learn about in school. "Nurses in action in research is a great career," Sarah said.

—Marti Gardner, MSN, R.N., CCRC
System director, clinical research operations,
Norton Research Institute

Norton Infectious Diseases Institute

Kentucky Infection Prevention Training Center (KylIP) is a grant-funded, nurse-driven group within Norton Healthcare. It is designed to empower health care professionals with the knowledge and skills necessary to prevent and control infections across diverse settings and populations. The center's mission — to provide access to in-person and on-demand education, training and support to front-line health care workers, health care professionals working in long-term and short-term acute care, and the broader community for the prevention and control of infections — remains the top priority.

—Julia Frith, DNP, R.N., CIC
Lead, Kentucky Infection Prevention Training Center,
and manager, clinical research development and support,
Norton Infectious Diseases Institute



Clinical Nurse Educator of the Year Achievement Award

A celebration of excellence in nursing education

This award is a prestigious honor recognizing an outstanding nurse educator who has demonstrated exceptional dedication, leadership and innovation in the field of nursing education. This award celebrates nurse educators who have gone above and beyond in shaping the future of nursing by educating and empowering the next generation of health care professionals. It reflects a deep commitment to teaching, mentorship, lifelong learning and professional development.

Each facility nominated several employees. Of those nominees, three finalists were selected for the entire organization, and then one winner was chosen.

NOMINEES

Norton Audubon Hospital

Katherine Kruer

Norton Brownsboro Hospital

Samantha Jury

Kristi Mathis

Suzette Schellenberger

Norton Children's Hospital

Amy Ball – finalist

Mary Jill Masden



Norton Hospital

Janna Bauer – WINNER

Devin Hudson

Brittany McCarty

Katie Schaffner

Norton Women's & Children's Hospital

Donna Gaw

James Heinz – finalist

Melinda Patterson

Norton Medical Group

Aubrey Burton

Julie Kleiman-Hill

Kristin Meader

Lindsay Reed

Sharon Robertson

Nurse Preceptor of the Year Achievement Award

This award is a distinguished recognition given to an exceptional nurse who has demonstrated outstanding dedication to mentoring and guiding new nurses, students or transitioning staff. This award spotlights a nurse preceptor who goes above and beyond in fostering a supportive learning environment, ensuring that the next generation of nurses is equipped with the knowledge, skills and confidence to provide high-quality patient care. This nurse preceptor is a compassionate and influential mentor who exemplifies professionalism, exceptional mentorship and clinical excellence.

NOMINEES

Norton Audubon Hospital

Minerva Faelnar

Norton Brownsboro Hospital

Britany Baker
Casey Fentress
Olivia Knies
Yavette Lemmons
Tracy Wilson

Norton Children's Hospital

Caitlin Dickerson
Marissa Hagan
Kayleigh James
Josh Neutz
Becca Nicks
Larissa Stratton
Rachel Strong
Mary Wemes



Norton Hospital

C.J. Corsiglia – WINNER

Jaclyn Hume
Amy Kriel
Kelly Stine

Norton Women's & Children's Hospital

Kelsey Hall
Deysha Holland
Jolean Johnson – finalist
Julia Kendall
Krista Mann
Kayla Nunn – finalist

Norton Cancer Institute

Mary Bauer

Norton Clinical Agency

Lynsey Reynolds

2024 Nurses Week

Norton Healthcare nurses are integral to the success, quality and caring that takes place in our organization. We love to celebrate, recognize and thank our incredible nurses in a big way!

Highlights of 2024 Nurses Week celebrations:

- Nurses Week recognition receptions
- Food trucks
- Florence Nightingale birthday parties
- Gift basket raffles
- Blessing of the hands by pastoral care staff
- Nurses Week gift
- Educational poster fairs
- Recognition of teamwork, evidence-based practice, research and quality improvement accomplishments
- Spirit days
- Facility dog booth
- Coffee and ice cream days



EMPIRICAL OUTCOMES

Professional nurse certifications

NORTON AUDUBON HOSPITAL

| Name | Certification and abbreviation |
|-------------------------|---|
| Abreu Almaguer, Antonio | Critical Care Registered Nurse (CCRN) |
| Banzon, Michelle | Critical Care Registered Nurse (CCRN) |
| Barksdale, Miranda | Certified Nurse-Operating Room (CNOR) |
| Beard, Amanda Leigh | Accredited Case Manager (ACM) |
| Benedict, Mary J | Progressive Care Certified Nurse (PCCN) |
| Bhattarai, Mon | Progressive Care Certified Nurse (PCCN) |
| Boone, Kaitlin E | Critical Care Registered Nurse (CCRN) |
| Bradley, Sallye | Certified Wound Ostomy Nurse (CWON) |
| Branaugh, Jessica | Progressive Care Certified Nurse (PCCN) |
| Burchett, Melissa L. | Certified Case Manager (CCM), Oncology Certified Nurse (OCN) |
| Celedonio, Jocelyn | Certified Nurse-Operating Room (CNOR) |
| Clifford, Genevieve M | Critical Care Registered Nurse (CCRN) |
| Collins, Hunter | Critical Care Registered Nurse (CCRN) |
| Collins, Stephanie | Certified Medical-Surgical Registered Nurse (CMSRN) |
| Conklin, Courtney | Certified Nurse-Operating Room (CNOR) |
| Crimmins, Bri | Critical Care Registered Nurse (CCRN) |
| Disraeli, Jillian | Progressive Care Certified Nurse (PCCN) |
| Durbin, Karen | Certified Nurse-Operating Room (CNOR) |
| Egger, Jamie | Certified Case Manager (CCM) |
| Fitzgerald, Sarah | Critical Care Registered Nurse (CCRN) |
| French, Lee Ann | Certification in Infection Control (CIC) |
| Gallander, Barb | Certified Rehabilitation Registered Nurse (CRRN) |
| Gish, Renee | Critical Care Registered Nurse (CCRN) |
| Goodson, Brenda | Certified Wound Ostomy Nurse (CWON), Certified Enterostomal Therapy Nurse (CETN) |
| Higdon, Mary B | Critical Care Registered Nurse (CCRN) |
| Holder, Kimberly | Accredited Case Manager (ACM) |
| Humphrey, Zac | Certified Emergency Nurse (CEN) |
| Huntsman, Lori M | Certified Neuroscience Registered Nurse (CNRN) |
| Jaquemai, Lara | Oncology Certified Nurse (OCN) |
| Kappesser, Amy | Certification in Infection Control (CIC) |
| Koth, Ellen | Critical Care Registered Nurse (CCRN) |
| Krieger, Kelbie | Critical Care Registered Nurse (CCRN) |
| Kruer, Katherine | Critical Care Registered Nurse (CCRN) |
| Lipe, Claire E | Certified Nurse-Operating Room (CNOR) |
| Lynch, Anna Nicole | Critical Care Registered Nurse (CCRN) |
| Manning, Traci L | Oncology Certified Nurse (OCN) |
| McMahan, Shannon M | Critical Care Registered Nurse (CCRN) |
| McWilliams, Brandon | Critical Care Registered Nurse (CCRN) |
| Murphy, Adrienne | Progressive Care Certified Nurse (PCCN) |
| Nelson, Michelle | Nurse Executive-Board Certified (NE-BC) |
| Phillips, Elizabeth | Certified Ambulatory Perianesthesia Nurse (CAPA) |
| Quinn, Abigail | Progressive Care Certified Nurse (PCCN) |
| Ray, Sunny | Critical Care Registered Nurse (CCRN) |
| Reynolds, Gailann W | Certified Nurse-Operating Room (CNOR) |
| Robinson, Brooke | Certified Nurse-Operating Room (CNOR) |
| Saling, Nicole | Certified Professional in Healthcare Quality (CPHQ), Healthcare Accreditation Certified Professional-Centers for Medicare & Medicaid Services (HACP-CMS) |
| Sims, Matthew | Critical Care Registered Nurse (CCRN) |
| Smith, Kathryn Zoeller | Board of Certification for Emergency Nursing (BCEN) |
| Sorg, Taylor | Critical Care Registered Nurse (CCRN) |
| Sorg, Tiffany | Certified Nurse-Operating Room (CNOR) |
| Stout, Emily | Certified Emergency Nurse (CEN) |
| Thielmeier, Sheri | Certified Ambulatory Perianesthesia Nurse (CAPA) |
| Thornsberry, Justin | Nurse Executive-Board Certified (NE-BC) |
| Tran, Brian | Critical Care Registered Nurse (CCRN) |
| Uy, Joy | Medical-Surgical Nursing Certification (MEDSURG-BC) |
| Vetter, Michael D | Critical Care Registered Nurse (CCRN) |
| Wahl, Libby | Critical Care Registered Nurse (CCRN) |

Williams, Melissa M
Yap, Elaine
Zachary, Morgan
Zierer, Kim
Zwart, Mandy

Progressive Care Certified Nurse (PCCN)
Medical-Surgical Nursing Certification (MEDSURG-BC)
Certified Nurse-Operating Room (CNOR)
Trauma Nurse Core Course (TNCC)
Critical Care Registered Nurse (CCRN)

NORTON BROWNSBORO HOSPITAL

Name

Adcock, Brenda
Admony, Becky
Alvey, Cynthia
Arrendale, Shannon
Barbee, Angela
Bauer, Alanie
Bean, Nancy
Bennett, Mandy
Bently, Skylar
Beth, Mary
Bilek, Carrie
Brady-Hughes, Kylie
Browning, Faith
Burke, Lynne
Burnett, Sarah
Caliz, Feliz
Cassity, Ember
Chapman, Autumn

Chisholm-Baker, Lacey
Chris, Mark
Clemens, Tela
Colston, Sarah
Colyer, Sara
Edelen, Taylor
Elder, Nate
Eubanks, Nicholas
Farris, Ashely
Fentress, Casey
Ferguson, Christen
Fields, Evin
Floyd, Keyshia
Franke, Samantha
Gathof, Kala
Gettelfinger, Ashton
Gettelfinger, Charlotte
Gibson, Andrea
Gleis, Anna
Goatley, Kaelynn
Gonzalez, Emily
Goranflo, Lynn
Green, Allison
Green, Kristin
Hack, Rachel
Hall, Shannon
Hamilton, Jessica
Hamilton, Stacy
Hayes, Kristin
Heimback, Valerie
Hidalgo, Catherine
Houser, Tamara
Hutchinson, Jessica
Jasper, Barbara
Johnson, Audrey
Jury, Sam
Kaufman, Karen
Knies, Olivia
Koirala, Monica

Certification and abbreviation

Chemotherapy Immunotherapy Certificate
Chemotherapy Immunotherapy Certificate
Certified Professional in Healthcare Quality (CPHQ)
Certified Nurse-Operating Room (CNOR)
Chemotherapy Immunotherapy Certificate
Chemotherapy Immunotherapy Certificate
Wound, Ostomy and Continence Nurse (WOCN)
Medical-Surgical Nursing Certification (MEDSURG-BC)
Chemotherapy Immunotherapy Certificate
Trauma Nurse Core Course (TNCC)
Wound Care Certified (WCC)
Stroke Certified Registered Nurse (SCRN)
Certified Neuroscience Registered Nurse (CNRN)
Trauma Nurse Core Course (TNCC)
Certified Nurse-Operating Room (CNOR)
Critical Care Registered Nurse (CCRN)
Chemotherapy Immunotherapy Certificate
Critical Care Registered Nurse (CCRN),
Certified Neuroscience Registered Nurse (CNRN)
Certified Post Anesthesia Nurse (CPAN)
Trauma Nurse Core Course (TNCC)
Oncology Certified Nurse (OCN)
Wound, Ostomy and Continence Nurse (WOCN)
Trauma Nurse Core Course (TNCC)
Stroke Certified Registered Nurse (SCRN), Certified Neuroscience Registered Nurse (CNRN), Critical Care Registered Nurse (CCRN)
Critical Care Registered Nurse (CCRN)
Critical Care Registered Nurse (CCRN)
Trauma Nurse Core Course (TNCC)
Critical Care Registered Nurse (CCRN), Stroke Certified Registered Nurse (SCRN)
Chemotherapy Immunotherapy Certificate
Critical Care Registered Nurse (CCRN)
Critical Care Registered Nurse (CCRN)
Certified Ambulatory Perianesthesia Nurse (CAPA)
Certified Emergency Nurse (CEN), Trauma Nurse Core Course (TNCC)
Certified Nurse-Operating Room (CNOR)
Chemotherapy Immunotherapy Certificate
Medical-Surgical Nursing Certification (MEDSURG-BC)
Certified Ambulatory Perianesthesia Nurse (CAPA)
Trauma Nurse Core Course (TNCC)
Chemotherapy Immunotherapy Certificate
Critical Care Registered Nurse-Knowledge Professional (CCRN-K)
Certified Nurse-Operating Room (CNOR)
Trauma Nurse Core Course (TNCC)
Critical Care Registered Nurse (CCRN)
Medical-Surgical Nursing Certification (MEDSURG-BC)
Trauma Nurse Core Course (TNCC)
Certified Case Manager (CCM)
Certified in Infection Control (CIC)
Healthcare Accreditation Certified Professional-Centers for Medicare & Medicaid Services (HACP-CMS)
Certified Nurse-Operating Room (CNOR)
Progressive Care Certified Nurse (PCCN)
Critical Care Registered Nurse (CCRN), Stroke Certified Registered Nurse (SCRN)
Trauma Nurse Core Course (TNCC)
Sexual Assault Nurse Examiner (SANE)
Critical Care Registered Nurse (CCRN)
Certified Neuroscience Registered Nurse (CNRN)
Critical Care Registered Nurse (CCRN)
Chemotherapy Immunotherapy Certificate

| | |
|-------------------------|--|
| Korzeniowski, Ali | Trauma Nurse Core Course (TNCC) |
| Lega, Kayla | Critical Care Registered Nurse (CCRN) |
| Lemmons, Cindy | Healthcare Accreditation Certified Professional-Centers for Medicare & Medicaid Services (HACP-CMS) |
| Mahoney, Shana | Progressive Care Certified Nurse (PCCN) |
| Malone, Abigail | Chemotherapy Immunotherapy Certificate |
| Mathis, Kristi | Trauma Nurse Core Course (TNCC) |
| Melton, Kayla | Critical Care Registered Nurse (CCRN) |
| Miracle, Jessica | Certified Neuroscience Registered Nurse (CNRN) |
| Misagal, Ruth | Orthopaedic Nurse Certified (ONC) |
| Montgomery, Ally | Trauma Nurse Core Course (TNCC) |
| Morgan, Lisa | Certified Post Anesthesia Nurse (CPAN) |
| Oliver, Heather | Nurse Executive Advanced-Board Certified (NEA-BC) |
| Pahl, Shelbi | Trauma Nurse Core Course (TNCC) |
| Pescador, Gloria | Chemotherapy Immunotherapy Certificate |
| Phillips, Jessica | Certified Emergency Nurse (CEN), Trauma Nurse Core Course (TNCC) |
| Pickrell, Kristin | Certified Professional in Healthcare Quality (CPHQ), Nurse Executive-Board Certified (NE-BC) |
| Pritchett, Julia | Critical Care Registered Nurse, Oncology Certified Nurse (OCN) |
| Raggard, Hannah | Chemotherapy Immunotherapy Certificate |
| Ramsey, Sandra | Chemotherapy Immunotherapy Certificate |
| Record, Julianna | Progressive Care Certified Nurse (PCCN) |
| Reed, Marguerite | Critical Care Registered Nurse-Knowledge Professional (CCRN-K) |
| Reeve, Cynthia | Critical Care Registered Nurse (CCRN) |
| Richter, Michael | Vascular Access-Board Certified (VA-BC) |
| Rose, Kathi | Certified Case Manager (CCM) |
| Sanders, Hayley | Chemotherapy Immunotherapy Certificate |
| Schellenberger, Suzette | Certified Nurse-Operating Room (CNOR) |
| Schroeder, Dana | Progressive Care Certified Nurse (PCCN) |
| Siegel, Lindsey | Trauma Nurse Core Course (TNCC) |
| Siewert, Lindsey | Critical Care Clinical Nurse Specialist (CCNS), Stroke Certified Registered Nurse (SCRN) |
| Skeeters, Debbie | Certified Nurse-Operating Room (CNOR) |
| Sullivan, Michelle | Medical-Surgical Nursing Certification (MEDSURG-BC) |
| Tan, Mike | Trauma Certified Registered Nurse (TCRN) |
| Tobe, Fawn | Trauma Certified Registered Nurse (TCRN) |
| Vonburg, Tammy | Trauma Nurse Core Course (TNCC) |
| Voyles, Julie | Stroke Certified Registered Nurse (SCRN) |
| Watring, Laura | Progressive Care Certified Nurse (PCCN) |
| Weleski, Tim | Trauma Nurse Core Course (TNCC) |
| Weston-Tuttle, Linda | Critical Care Registered Nurse-Knowledge Professional (CCRN-K), Stroke Certified Registered Nurse (SCRN) |
| Wiley, Annette | Critical Care Registered Nurse (CCRN), Certified Post Anesthesia Nurse (CPAN) |
| Williams, Katherine | Certified Emergency Nurse (CEN), Trauma Nurse Core Course (TNCC) |
| Willimas, Michael | Chemotherapy Immunotherapy Certificate |
| Wiseman, Hilary | Accredited Case Manager (ACM) |
| Withrow, Ashely | Sexual Assault Nurse Examiner (SANE) |
| Wooten, Jacob | Critical Care Registered Nurse (CCRN) |

NORTON CHILDREN'S HOSPITAL AND NORTON CHILDREN'S MEDICAL CENTER

| Name | Certification and abbreviation |
|--------------------------|---|
| Allison, Callie | Certified Pediatric Nurse (CPN) |
| Ballinger, Jennifer | Certified Pediatric Emergency Nurse (CPEN) |
| Baumgardner, Ginger R | Certified Pediatric Nurse (CPN) |
| Bergman, Taylor C | Certified Pediatric Hematology/Oncology Nurse (CPHON) |
| Berry, Pennie L | Certified Pediatric Nurse (CPN) |
| Booker Ables, Kristina A | Certified Pediatric Nurse (CPN) |
| Boone, Lesa Dockery | Certified Pediatric Hematology/Oncology Nurse (CPHON) |
| Browder, Lisa Ann | Certified Pediatric Nurse (CPN) |
| Cary, Alexandra | Certified Pediatric Nurse (CPN) |
| Childress, Stephanie | Certified Pediatric Emergency Nurse (CPEN) |
| Comingore, Joy A | Certified Pediatric Nurse (CPN) |
| Corpuz, Alpha | Critical Care Registered Nurse-Neonatal (CCRN-Neonatal) |
| Craycroft, Susan Marie | Certified Pediatric Hematology/Oncology Nurse (CPHON) |
| Cross, Lexie Ann | Certified Pediatric Nurse (CPN) |
| Curry, Lauren Patricia | Critical Care Registered Nurse-Neonatal (CCRN-Neonatal) |
| Davidson, Carle | Certified Pediatric Hematology/Oncology Nurse (CPHON) |
| Davis, Melissa Ann | Certified Pediatric Emergency Nurse (CPEN), Certified Pediatric Nurse (CPN) |
| Davis, Shannon D | Nurse Executive Board Certified (NE-BC) |
| Densford, Christy L | Certified Pediatric Nurse (CPN) |

| | |
|-----------------------------|--|
| Dizdarevic, Jasmina | Critical Care Registered Nurse-Neonatal (CCRN-Neonatal) |
| Eikenberry, Catherine | Critical Care Registered Nurse-Neonatal (CCRN-Neonatal) |
| Estes, Lauren M | Certified Pediatric Emergency Nurse (CPEN) |
| Furey, Barbara J | Certified Pediatric Nurse (CPN) |
| Gelnett, Amber Renee | Certified Pediatric Nurse (CPN) |
| Graham, Amanda | Critical Care Registered Nurse-Neonatal (CCRN-Neonatal) |
| Grimes, Sharon | Certified Pediatric Nurse (CPN) |
| Guagenti, Shelly R | Certified Pediatric Nurse (CPN) |
| Hanna, Alicia Pike | Critical Care Registered Nurse-Neonatal (CCRN-Neonatal) |
| Haskamp, Carey Elizabeth | Certified Pediatric Nurse (CPN) |
| Hass, Lesley H | Certified Pediatric Nurse (CPN) |
| Hays, Shelley J | Certified Pediatric Nurse (CPN) |
| Hess, Melanie | Certified Pediatric Emergency Nurse (CPEN) |
| Hoerner, Rebekah | Certified Pediatric Nurse (CPN) |
| Howard, Charles E | Critical Care Registered Nurse-Neonatal (CCRN-Neonatal) |
| Inclan, Kristina L | Certified Pediatric Nurse (CPN) |
| Johnson, Amy L | Critical Care Nurse (CCRN-Pediatric) |
| Johnson, Ashley N | Critical Care Registered Nurse-Neonatal (CCRN-Neonatal) |
| Johnson, Sarah | Certified Pediatric Nurse (CPN) |
| Kelly, Ella Katherine | Certified Pediatric Nurse (CPN) |
| Kirk, Erin Rae | Certified Pediatric Nurse (CPN) |
| Ladd, Stacy Cambron | Certified Pediatric Nurse (CPN) |
| Lancaster, Olivia | Certified Pediatric Nurse (CPN) |
| Lauter, Madison Ann | Certified Pediatric Nurse (CPN) |
| Loveall, April Starr | Certified Pediatric Nurse (CPN) |
| Lowery, Cara Ashley | Certified Pediatric Emergency Nurse (CPEN) |
| Luhrsen, Rebecca | Certified Pediatric Nurse (CPN) |
| Luttrell, Mary Margaret | Critical Care Registered Nurse-Neonatal (CCRN-Neonatal), Certified Pediatric Nurse (CPN) |
| Martin, Erik | Certified in Executive Nursing Practice (CENP) |
| Masden, Mary Jill | Certified Pediatric Emergency Nurse (CPEN) |
| Masden, Mary Jill | Certified Pediatric Nurse (CPN) |
| McDaniel, Ashley | Critical Care Registered Nurse-Neonatal (CCRN-Neonatal) |
| McKeehan, Kerry Lynne | Certified Pediatric Emergency Nurse (CPEN) |
| Melton, Nancy E | Certified Pediatric Nurse (CPN) |
| Missi, Pam | Nurse Executive-Board Certified (NE-BC) |
| Monroy, Ashley D | Certified Pediatric Nurse (CPN) |
| Moss, Jennifer Michelle | Critical Care Registered Nurse-Neonatal (CCRN-Neonatal) |
| Newton, Hannah Bradshaw | Critical Care Registered Nurse-Neonatal (CCRN-Neonatal) |
| Nicolson, Cheri Melissa | Critical Care Nurse (CCRN-Pediatric) |
| Nunn, Stephanie D | Certified Nurse Operating Nurse-Operating Room (CNOR) |
| Overfield, Allison Nicole | Certified Pediatric Hematology/Oncology Nurse (CPHON) |
| Pate, Courtney Lynne Kyser | Certified Pediatric Nurse (CPN) |
| Pryor, Avery Matthew | Critical Care Registered Nurse-Neonatal (CCRN-Neonatal) |
| Ramsey, Jeremy | Certified Pediatric Hematology/Oncology Nurse (CPHON) |
| Roach, Kevin | Oncology Certified Nurse (OCN) |
| Schroeder-Fleig, Brooke | Critical Care Nurse (CCRN-Pediatric) |
| Sheehan, Kimberly D | Certified Pediatric Nurse (CPN) |
| Spalding, Judith D | Certified Pediatric Nurse (CPN) |
| Steinfeld, Allyson Cottrell | Certified Pediatric Nurse (CPN) |
| Stotts, Amanda Jean | Certified Pediatric Hematology/Oncology Nurse (CPHON) |
| Thorpe, Amber Marie | Oncology Certified Nurse (OCN) |
| White, Deborah L | Certified Pediatric Nurse (CPN) |
| Williamson, Dawn K | Critical Care Registered Nurse-Neonatal (CCRN-Neonatal) |

NORTON CLARK HOSPITAL AND NORTON SCOTT HOSPITAL

| Name | Certification and abbreviation |
|-----------------------|---|
| Abbott, Britin | Critical Care Registered Nurse (CCRN) |
| Abell, Dustin | Critical Care Registered Nurse (CCRN), Progressive Care Certified Nurse (PCCN) |
| Adams-Schalk, Heather | Oncology Certified Nurse (OCN) |
| Bingaman, Zach | Critical Care Registered Nurse (CCRN) |
| Brohm, Judy | Critical Care Registered Nurse-Knowledge Professional (CCRN-K), Cardiac Surgery Certification (CSC) |
| Cook, Emily | Certified Emergency Nurse (CEN), Certified Professional in Healthcare Quality (CPHQ) |
| Curtsinger, Raquel | Certification in Electronic Fetal Monitoring (C-EFM) |
| Denbow, Andrea | International Board-Certified Lactation Consultant (IBCLC) |
| Eckerle, Rick | Critical Care Registered Nurse-Knowledge Professional (CCRN-K) |
| England, Michelle | Nurse Executive-Board Certified (NE-BC) |

Fast, Adrian
 Fessel, Kelsey
 Flemming, Rene
 Hurst, Heather
 Lawrence, Jeff
 Moravec, Dawn
 Pavey, Julianna
 Perry, Cheri
 Prassolo, Jazmin
 Sandlin, P.J.
 Sartori, Taylor
 Seal, Kristal
 Skaggs, Michelle
 Smith, Natalie
 Snardon, Alicia
 Stallings, Ani
 Stewart, Judy
 Tomey, Kaitlin
 Vires, Brenda
 Voyles, Jane
 Wolfe, Christina

Certified Emergency Nurse (CEN), Certified Critical Care Nurse (CCRN), Certified Flight Registered Nurse (CFRN)
 Progressive Care Certified Nurse (PCCN)
 Wound, Ostomy and Continence Nurse (WOCN)
 Certified Emergency Nurse (CEN)
 Nurse Executive-Board Certified (NE-BC)
 Registered Nurse Certified in Inpatient Obstetric Nursing (RNC-OB), Certification in Electronic Fetal Monitoring (C-EFM)
 Certified Wound Ostomy Nurse (CWON)
 Critical Care Registered Nurse (CCRN)
 Registered Nurse Certified-Maternal Newborn Nursing (RNC-MNN)
 Certified Emergency Nurse (CEN)
 Certification in Electronic Fetal Monitoring (C-EFM)
 Registered Nurse Certified in Inpatient Obstetric Nursing (RNC-OB), Certification in Electronic Fetal Monitoring (C-EFM)
 Certified Wound Care Nurse (CWCN)
 Certified Nurse-Operating Room (CNOR)
 Certified Nurse-Operating Room (CNOR)
 Registered Nurse Certified in Inpatient Obstetric Nursing (RNC-OB), Certification in Electronic Fetal Monitoring (C-EFM)
 Registered Nurse Certified-Neonatal Intensive Care (RNC-NIC)
 Critical Care Registered Nurse (CCRN)
 Vascular Access-Board Certified (VA-BC)
 Certified Clinical Research Professional (CCRP)
 Wound Care Certified (WCC), Certified Medical-Surgical Registered Nurse (CMSRN)

NORTON HEALTHCARE

Name

Abell, Tina
 Alexander, Jade
 Bourke, Jackie
 Brennesholtz, Margaret
 Burke, Brittany
 Chumbley, Brittany
 Coleman, Roxanne
 Comings, Jen
 Deans, Sarah
 Deans, Sarah
 Evanczyk, Lauren
 Gambrell, Andrea
 Gardner, Marti
 Godwin, Diana
 Goss, Carol
 Houston, Kaycee
 Howard, Varese
 Massouda, Jessica
 Mattingly, Rachel
 McCarty, Brittany
 McEwen, Kara
 Michael, Andrew
 Morris, Sarah
 Mullen, Michelle
 Nason, Jennifer
 Pate, Andrea
 Pendleton, Michelle
 Peyton, Shana
 Pierce, Amanda
 Pierce, Gwen
 Ray, Kara
 Ricketts, Anne
 Robbeloth, Chelsea
 Roution, Greg
 Simeon, Terri
 Spalding, Ashley
 Stencavage, Sandy
 Stoffer, Leigh
 Sturgeon, Sally
 Thomas, Melissa
 Voyles, Julie

Certification and abbreviation

Certified Clinical Research Coordinator (CCRC)
 Certified Clinical Research Coordinator (CCRC)
 Certified Clinical Research Coordinator (CCRC)
 Certified Emergency Nurse (CEN)
 Nurse Executive Advanced-Board Certified (NEA-BC)
 Certified Clinical Research Coordinator (CCRC)
 Certified Clinical Research Coordinator (CCRC)
 Certified Clinical Research Coordinator (CCRC)
 Certified Clinical Research Coordinator (CCRC)
 Certified Clinical Research Coordinator (CCRC)
 Certified Clinical Research Coordinator (CCRC)
 Certified Clinical Research Coordinator (CCRC)
 Certified Clinical Research Coordinator (CCRC)
 Certified Clinical Research Coordinator (CCRC)
 Certified Medical-Surgical Registered Nurse (CMSRN)
 Certified Emergency Nurse (CEN)
 Stroke Certified Registered Nurse (SCRN)
 Certified Post Anesthesia Nurse (CPAN), Certified Nurse-Operating Room (CNOR), Critical Care Registered Nurse (CCRN)
 Oncology Certified Nurse (OCN), Certified Clinical Research Coordinator (CCRC)
 Registered Nurse Certified-Maternal Newborn Nursing (RNC-MNN)
 Oncology Certified Nurse (OCN)
 Certified Clinical Research Coordinator (CCRC)
 Certified Clinical Research Coordinator (CCRC)
 Certified Neuroscience Registered Nurse (CNRN), Stroke Certified Registered Nurse (SCRN)
 Certified Clinical Research Coordinator (CCRC)
 Certified Nurse-Operating Room (CNOR)
 Certified Professional in Healthcare Quality (CPHQ), Certified in Executive Nursing Practice (CENP)
 Certified Emergency Nurse (CEN)
 Certified Pediatric Nurse (CPN)
 Certified Clinical Research Coordinator (CCRC)
 Registered Nurse Certified-Maternal Newborn Nursing (RNC-MNN),
 Stroke Certified Registered Nurse (SCRN), Certified Neuroscience Registered Nurse (CNRN), Certified Professional in Healthcare Quality (CPHQ)
 Certified Gastroenterology Registered Nurse (CGRN)
 Sexual Assault Nurse Examiner (SANE), Certified Legal Nurse Consultant (CLNC)
 Certified Clinical Research Coordinator (CCRC)
 Oncology Certified Nurse (OCN)
 Oncology Certified Nurse (OCN)
 Certified Clinical Research Coordinator (CCRC)
 Sexual Assault Nurse Examiner-Adult/Adolescent (SANE-A), Advanced Forensic Nursing-Board Certified (AFN-BC)
 Certified Clinical Research Coordinator (CCRC)
 Stroke Certified Registered Nurse (SCRN)

NORTON HOSPITAL

Name

Alexander, Eve
 Anderson, Chandra
 Autry, Agnes
 Bagaipo, Consuelo "Kay"
 Bauer, Asa
 Bauer, Jenna
 Benkert, Nicole
 Blanchard, MaryAnn
 Bonilla, Laura
 Bossmeyer, Sarah
 Bowman, Susie
 Bradley, Samantha
 Briggs, Bobbie
 Broderick, Guinevere
 Brown, Eric
 Brown, Hannah
 Bruner, Suzi
 Buckingham, Alyssa
 Bumpus, Paige
 Burns, Paige
 Campbell, Megan
 Choi, Yuna
 Chris, William
 Clay, Brandon
 Clements, Haley
 Collings, Joey
 Cooper, Chelsea
 Corsiglia, Charles
 Cottner, Terri
 Crady, Danielle
 Craven, Keshia
 Cundiff, Amanda
 Cyr, Deric
 Dachille, Catherine
 Davis, Debbie
 Davis, Emily
 Davis, Tamara
 Dean, Caitlin
 Delaney, Gabrielle
 Deutsch, Stacie
 Dobson, Riayn
 Doolittle, Wendy
 Doyle, Lindsey
 Eddins, Cayce
 Edelen, Avalena
 Evans, Samantha
 Farison, Rachel
 Fellows, Jessie
 Fisher, Jennifer
 Fogarty, Michael
 Freiburger, Brandon
 Frommeyer, Sophia
 Garcia-Lingad, Rose
 George, Betty
 Grass, Olivia
 Gullett, Connie
 Hall, Labreea
 Hamilton, Rachel
 Harrison, Kena
 Hays, Nicholas
 Henson, Alexis
 Henson, Brittini
 Hill, Janice

Certification and abbreviation

Certified Neuroscience Registered Nurse (CNRN)
 International Board-Certified Lactation Consultant (IBCLC)
 Registered Nurse-Board Certified (RN-BC)
 Certified Clinical Documentation Specialist (CCDS)
 Critical Care Registered Nurse (CCRN)
 Certified Post Anesthesia Nurse (CPAN)
 Registered Nurse-Board Certified (RN-BC)
 Certified Wound Care Nurse (CWCN)
 Certified Neuroscience Registered Nurse (CNRN)
 Certified Certification in Electronic Fetal Monitoring (C-EFM)
 Certified Pediatric Hematology/Oncology Nurse (CPHON)
 Certified Certification in Electronic Fetal Monitoring (C-EFM)
 Certification in Electronic Fetal Monitoring (C-EFM)
 Certified Neuroscience Registered Nurse (CNRN)
 Certified Neuroscience Registered Nurse (CNRN)
 Certification in Electronic Fetal Monitoring (C-EFM)
 Certified Clinical Documentation Specialist (CCDS)
 Critical Care Registered Nurse (CCRN)
 Certification in Electronic Fetal Monitoring (C-EFM)
 Sexual Assault Nurse Examiner (SANE)
 Certified Certification in Electronic Fetal Monitoring (C-EFM)
 Critical Care Registered Nurse (CCRN), Psychiatric-Mental Health Nursing Certification (PMH-BC)
 Certified Emergency Nurse (CEN), Critical Care Registered Nurse (CCRN), Cardiac Surgery Certification (CSC)
 Critical Care Registered Nurse (CCRN), Certified Flight Registered Nurse (CFRN), Certified Emergency Nurse (CEN)
 Certified Nurse-Operating Room (CNOR)
 Critical Care Registered Nurse (CCRN)
 Trauma Nurse Core Course (TNCC)
 Critical Care Registered Nurse (CCRN)
 Progressive Care Certified Nurse (PCCN)
 Certification in Electronic Fetal Monitoring (C-EFM)
 Certification in Electronic Fetal Monitoring (C-EFM)
 Certified Certification in Electronic Fetal Monitoring (C-EFM)
 Certified Nurse-Operating Room (CNOR)
 Certified Certification in Electronic Fetal Monitoring (C-EFM)
 Critical Care Registered Nurse (CCRN), Registered Cardiovascular Invasive Specialist (RCIS)
 Certification in Electronic Fetal Monitoring (C-EFM)
 Certified Medical-Surgical Registered Nurse (CMSRN)
 Certification in Electronic Fetal Monitoring (C-EFM)
 Certification in Electronic Fetal Monitoring (C-EFM)
 Certified Ambulatory Perianesthesia Nurse (CAPA)
 Critical Care Registered Nurse (CCRN)
 Critical Care Registered Nurse (CCRN), Certified Certification in Electronic Fetal Monitoring (C-EFM)
 Certified Neuroscience Registered Nurse (CNRN)
 Certification in Electronic Fetal Monitoring (C-EFM)
 Certified Professional in Healthcare Quality (CPHQ)
 Certified Nurse-Operating Room (CNOR)
 Stroke Certified Registered Nurse (SCRN)
 Oncology Certified Nurse (OCN)
 Certified Certification in Electronic Fetal Monitoring (C-EFM)
 Certified Post Anesthesia Nurse (CPAN)
 Trauma Nurse Core Course (TNCC), Certified in Executive Nursing Practice (CENP)
 Trauma Nurse Core Course (TNCC)
 Certified Certification in Electronic Fetal Monitoring (C-EFM)
 Certified Gastroenterology Registered Nurse (CGRN)
 Certification in Electronic Fetal Monitoring (C-EFM)
 Certified Certification in Electronic Fetal Monitoring (C-EFM)
 Certification in Electronic Fetal Monitoring (C-EFM)
 Certified Certification in Electronic Fetal Monitoring (C-EFM)
 Oncology Certified Nurse (OCN)
 Critical Care Registered Nurse (CCRN)
 Critical Care Registered Nurse (CCRN)
 Certified Certification in Electronic Fetal Monitoring (C-EFM)
 Registered Nurse Certified in Inpatient Obstetric Nursing (RNC-OB)

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|----------------------|--|
| Hinkle, Bethany | Certification in Electronic Fetal Monitoring (C-EFM) |
| Hughes, Carolyn | Oncology Certified Nurse (OCN) |
| Huiet, Stefanie | Certified Neuroscience Registered Nurse (CNRN) |
| Huntsman, Olivia | Critical Care Registered Nurse (CCRN) |
| Janes, Cheryl | Registered Nurse-Board Certified (RN-BC) |
| Joiner, Fran | Progressive Care Certified Nurse (PCCN) |
| Jones, Chelsea | Certification in Electronic Fetal Monitoring (C-EFM) |
| Katherine, Mary | Certified Post Anesthesia Nurse (CPAN) |
| Keeler, Aimee | Certified Wound Ostomy Nurse (CWON) |
| Kellerman, Mallory | Progressive Care Certified Nurse (PCCN) |
| Kelty, Debbie | Certified Nurse-Operating Room (CNOR) |
| Kostecki, Bailey | Critical Care Registered Nurse (CCRN) |
| Kriel, Amy | Registered Nurse Certified-Maternal Newborn Nursing (RNC-MNN) |
| Laferty, Anna | Critical Care Registered Nurse (CCRN) |
| Lawson, Tiffany | Certified Hospice and Palliative Nurse (CHPN) |
| Lenahan, Stacia | Certified Nurse-Operating Room (CNOR) |
| Long, Dawn | Certified Clinical Documentation Specialist (CCDS) |
| May, Allison | Certified Post Anesthesia Nurse (CPAN) |
| McCabe, Michaela | Critical Care Registered Nurse (CCRN) |
| McCarty, Brittany | Registered Nurse Certified-Maternal Newborn Nursing (RNC-MNN) |
| McDonald, Lindsey | Certification in Electronic Fetal Monitoring (C-EFM) |
| Merante, Cheryl | Certification in Electronic Fetal Monitoring (C-EFM), Registered Nurse Certified in Inpatient Obstetric Nursing (RNC-OB), Registered Nurse Certified in Inpatient Antepartum Nursing (RNC-IAP) |
| Micka, Lindsey | Certification in Certification in Electronic Fetal Monitoring (C-EFM), Registered Nurse Certified in Inpatient Obstetric Nursing (RNC-OB) |
| Miller, Devin | Certification in Electronic Fetal Monitoring (C-EFM) |
| Mills, Holly | Certified Medical-Surgical Registered Nurse (CMSRN) |
| Mock, Brooke | Nurse Executive-Board Certified (NE-BC) |
| Montano, Brooke | Critical Care Registered Nurse (CCRN), Cardiac Surgery Certification (CSC) |
| Moriarty, Kelly | Progressive Care Certified Nurse (PCCN) |
| Mount, Karen | Accredited Case Manager (ACM) |
| Nordquist, Maya | Electronic Fetal Monitoring (C-EFM) |
| O'Keefe, Christy | Certified Certification in Electronic Fetal Monitoring (C-EFM) |
| Organ, Victoria | Certification in Electronic Fetal Monitoring (C-EFM) |
| Pattengale, Cathy | Certified in Infection Control (CIC) |
| Patterson, Sarah | Certification in Electronic Fetal Monitoring (C-EFM) |
| Patton, Brittney | Registered Nurse Certified in Inpatient Obstetric Nursing (RNC-OB), Certification in Electronic Fetal Monitoring (C-EFM) |
| Pitchford, Alyson | Certification in Electronic Fetal Monitoring (C-EFM) |
| Restle, Anjelica | Critical Care Registered Nurse (CCRN) |
| Reynolds, Carter | Critical Care Registered Nurse (CCRN) |
| Reynolds, Michellene | Nursing Case Management Certification (CMGT-BC), Registered Nurse-Board Certified (RN-BC) |
| Rhodes, Carmen | Healthcare Accreditation Certified Professional-Centers for Medicare & Medicaid Services (HACP-CMS) |
| Robinson, April | Critical Care Registered Nurse (CCRN) |
| Ronda, Jennifer | Registered Nurse-Board Certified (RN-BC) |
| Roush, Stephanie | Stroke Certified Registered Nurse (SCRN) |
| Rumbaugh, Sarah | Certification in Electronic Fetal Monitoring (C-EFM) |
| Russell, Samuel | Critical Care Registered Nurse (CCRN), Cardiac Medicine Certification (CMC) |
| Schabel, Paige | Certified Nurse-Operating Room (CNOR) |
| Schweiger, Bethany | Certified Neuroscience Registered Nurse (CNRN) |
| Seewer, Alicia | Certified Neuroscience Registered Nurse (CNRN) |
| Sego, Michael | Critical Care Registered Nurse (CCRN) |
| Shartz, Tammy | Certified Neuroscience Registered Nurse (CNRN) |
| Shepherd, Autumn | Certified Post Anesthesia Nurse (CPAN) |
| Shields, Brooke | Certified Nurse-Operating Room (CNOR) |
| Simmons, Jessica | Certification in Electronic Fetal Monitoring (C-EFM) |
| Smith, Devin | Certified Post Anesthesia Nurse (CPAN) |
| Smith, Heather | Certified Nurse-Operating Room (CNOR), Nurse Executive Advanced-Board Certified (NEA-BC) |
| Smith, Susan | Certified Nurse-Operating Room (CNOR) |
| Sorg, Kiley | Certification in Electronic Fetal Monitoring (C-EFM) |
| Spencer, Libby | Certified Certification in Electronic Fetal Monitoring (C-EFM) |
| Stark, Lindsey | Certified Neuroscience Registered Nurse (CNRN) |
| Steinmetz, Abigail | Certification in Electronic Fetal Monitoring (C-EFM) |
| Stoess, Brittany | Certified Certification in Electronic Fetal Monitoring (C-EFM) |
| Stouder, Chelsey | Certified Neuroscience Registered Nurse (CNRN) |
| Sullivan, Josephine | Certified Nurse-Operating Room (CNOR) |
| Thacker, Paige | Critical Care Registered Nurse (CCRN) |
| Thomas, Patricia | Certified Post Anesthesia Nurse (CPAN) |

Thompson, Michelle
 Thornsberry, Jennifer
 Thurston, Gena
 Tinnell, Amanda
 Tuggle, Samantha
 Turner, Nicole
 Udovicic, Semir
 Underwood, Paula
 Vazquez, Kiara
 Voils, Ashley
 Washington, Christy
 West, Mackenzie
 Wheatley, Matt
 White, Katie
 Whitehouse, Rachel
 Wilson, Kimberly
 Wilson, Lindsay
 Wong, Vicki
 Worley, Dave
 Wray, Joann
 Wright, Tabatha
 Young, Lynne
 Zeller, Liz

Oncology Certified Nurse (OCN)
 Nurse Executive Advanced-Board Certified (NEA-BC)
 Certified Emergency Nurse (CEN)
 Certified Medical-Surgical Registered Nurse (CMSRN)
 Critical Care Registered Nurse (CCRN)
 Certification in Electronic Fetal Monitoring (C-EFM)
 Certified Nurse-Operating Room (CNOR)
 Certified Neuroscience Registered Nurse (CNRN)
 Certification in Electronic Fetal Monitoring (C-EFM)
 Certification in Electronic Fetal Monitoring (C-EFM)
 Certified Neuroscience Registered Nurse (CNRN)
 Registered Nurse Certified-Maternal Newborn Nursing (RNC-MNN)
 Certified Post Anesthesia Nurse (CPAN)
 Registered Nurse Certified-Maternal Newborn Nursing (RNC-MNN)
 Certification in Electronic Fetal Monitoring (C-EFM)
 Certified Neuroscience Registered Nurse (CNRN)
 Trauma Nurse Core Course (TNCC)
 Critical Care Registered Nurse (CCRN)
 Critical Care Registered Nurse (CCRN)
 Nurse Executive Advanced-Board Certified (NEA-BC)
 Certified Nurse Manager and Leader (CNML), Nurse Executive Advanced-Board Certified (NEA-BC)
 Certified Nurse-Operating Room (CNOR), Registered Nurse Certified in Inpatient Obstetric Nursing (RNC-OB), Certified in Certification in Electronic Fetal Monitoring (C-EFM)
 Sexual Assault Nurse Examiner (SANE)

NORTON INFECTIOUS DISEASES INSTITUTE

| Name | Certification and abbreviation |
|-------------|--------------------------------------|
| Julia Frith | Certified in Infection Control (CIC) |

NORTON KING'S DAUGHTERS' HEALTH

| Name | Certification and abbreviation |
|---------------------|---|
| Bachman, Tabitha | Certification in Electronic Fetal Monitoring (C-EFM) |
| Dean, Cheryl | Registered Nurse Certified in Inpatient Obstetric Nursing (RNC-OB), Certification in Electronic Fetal Monitoring (C-EFM) |
| Floyd, Carrie | International Board-Certified Lactation Consultant (IBCLC) |
| Hubbard, Mary | Registered Nurse Certified in Inpatient Obstetric Nursing (RNC-OB) |
| Hubbard, Taylor | Certification in Electronic Fetal Monitoring (C-EFM) |
| Koehler, Rebekah | Certification in Electronic Fetal Monitoring (C-EFM) |
| Motsinger, Joshua N | Certified Emergency Nurse (CEN) |
| Rose, Martha L | Oncology Certified Nurse (OCN) |
| Sebree, Erin | International Board-Certified Lactation Consultant (IBCLC) |
| Sides, Heather | Certification in Electronic Fetal Monitoring (C-EFM) |
| Sigmon, Candace | Oncology Certified Nurse (OCN) |
| Ulery, Brittany | Registered Nurse Certified in Low-Risk Neonatal Intensive Care Nursing (RNC-LRN), Certification in Certification in Electronic Fetal Monitoring (C-EFM) |
| Wright, Heather | Certification in Electronic Fetal Monitoring (C-EFM), Certified Lactation Counselor (CLC) |

NORTON MEDICAL GROUP

| Name | Certification and abbreviation |
|--------------------------|--|
| Allison, Stephanie R | Oncology Certified Nurse (OCN) |
| Bickett, Stacey Nicole | Certified Neuroscience Registered Nurse (CNRN) |
| Bowen, Dana M | Oncology Certified Nurse (OCN) |
| Bowling, Shana | Certified Pediatric Hematology/Oncology Nurse (CPHON) (CPHON) |
| Bowman, Erica A | Certified Neuroscience Registered Nurse (CNRN), Oncology Certified Nurse (OCN) |
| Boyd, Catherine Petty | Certified Case Manager (CCM) |
| Brown, Jan Marissa | Oncology Certified Nurse (OCN) |
| Burkhardt, Taylor D | Oncology Certified Nurse (OCN) |
| Butler, Amy Nicole | Certified Pediatric Nurse (CPN) |
| Casey, Danielle | Oncology Certified Nurse (OCN) |
| Casey, Rhonda Alissa Rae | Oncology Certified Nurse (OCN) |
| Constant, Janet O | Oncology Certified Nurse (OCN) |
| Cox, Becky L | Oncology Certified Nurse (OCN) |
| Dunn, Jessica L | Oncology Certified Nurse (OCN) |
| Fisher, Judy L | Oncology Certified Nurse (OCN) |
| Ford, Ashlea Christian | Oncology Certified Nurse (OCN) |
| Fowler, Becky A | Oncology Certified Nurse (OCN) |
| Frantz, Virginia Ann | Oncology Certified Nurse (OCN) |
| Garcia, Angela | Certified Case Manager (CCM) |
| Garcia, Flora May Lucero | Certified Pediatric Nurse (CPN) |

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|-----------------------------|---|
| Gilkey, Danna J | Oncology Certified Nurse (OCN) |
| Hall, Cheretha S | Oncology Certified Nurse (OCN) |
| Henderson, Linda Gail | Oncology Certified Nurse (OCN) |
| House, Stephen Louis | Oncology Certified Nurse (OCN) |
| Irvin, Gretchen | Oncology Certified Nurse (OCN) |
| Jacobs, Pamela D | Oncology Certified Nurse (OCN) |
| Jensen, Stacy V | Oncology Certified Nurse (OCN) |
| Jones, Nicola | Certified Pediatric Hematology/Oncology Nurse (CPHON) |
| Jones, Sara Renee | Certified Pediatric Nurse (CPN) |
| Kenney, Megan Anne | Oncology Certified Nurse (OCN) |
| Khoury, Sandra | Oncology Certified Nurse (OCN) |
| Krinninger, Tina M | Oncology Certified Nurse (OCN) |
| Langford, Amanda | Orthopaedic Nurse Certified (ONC) |
| Lyons, Holli Ann | Oncology Certified Nurse (OCN) |
| Martin, Joyce | Oncology Certified Nurse (OCN) |
| Mattingly, Alicia Maria | Oncology Certified Nurse (OCN) |
| McCauley, Amanda M | Oncology Certified Nurse (OCN) |
| McMahon, Rebecca S | Oncology Certified Nurse (OCN) |
| Meredith, Claudia | Certified Pediatric Hematology/Oncology Nurse (CPHON), Oncology Certified Nurse (OCN) |
| Morrison, Gina | Oncology Certified Nurse (OCN) |
| Munk, Anglia J | Oncology Certified Nurse (OCN) |
| Nowlin, Jeffrey W | Certified Case Manager (CCM) |
| Overstreet, Abigail E | Oncology Certified Nurse (OCN) |
| Peters, Rene L | Oncology Certified Nurse (OCN) |
| Phelps, Misty | Certified Case Manager (CCM) |
| Pirtle, Deborah L | Oncology Certified Nurse (OCN) |
| Popp, Julie R | Oncology Certified Nurse (OCN) |
| Price, Frances L | Certified Pediatric Hematology/Oncology Nurse (CPHON), Oncology Certified Nurse (OCN) |
| Rand, Lauren W | Certified Pediatric Nurse (CPN) |
| Richards, Brookelynn Aleece | Oncology Certified Nurse (OCN) |
| Rierdon, Regina | Oncology Certified Nurse (OCN) |
| Rougeux, Amelda M | Oncology Certified Nurse (OCN) |
| Russell, Amanda | Oncology Certified Nurse (OCN) |
| Shaw, Casey | Oncology Certified Nurse (OCN) |
| Simpson, Dana | Certified Case Manager (CCM) |
| Slusher, Dana M | Oncology Certified Nurse (OCN) |
| Smith, Ingrid | Oncology Certified Nurse (OCN) |
| St. Clair, Jennifer | Certified Nurse-Operating Room (CNOR) |
| Troutman, Kelsie E | Oncology Certified Nurse (OCN) |
| Ulfe, Melissa | Oncology Certified Nurse (OCN) |
| VanderEspt, Natalie | Oncology Certified Nurse (OCN) |
| Walker, Rhonda K | Oncology Certified Nurse (OCN) |
| Warren, Jenna | Oncology Certified Nurse (OCN) |
| Wiley, Myra Michelle | Oncology Certified Nurse (OCN) |
| Wilson, Kayla Marie | Oncology Certified Nurse (OCN) |
| Wilson, Kerry Thomas | Oncology Certified Nurse (OCN) |
| Wilson, Robbie | Oncology Certified Nurse (OCN) |
| Wilson, Serica | Certified Case Manager (CCM) |
| Winebrenner, Susan | Oncology Certified Nurse (OCN) |
| Woods, Dorothy S | Oncology Certified Nurse (OCN) |

NORTON WOMEN'S & CHILDREN'S HOSPITAL

| Name | Certification and abbreviation |
|--------------------|--|
| Adair, Emily | Certification in Electronic Fetal Monitoring (C-EFM) |
| Adams, Sydney | Certified Pediatric Nurse (CPN) |
| Apsey, Ashley | Certified Post Anesthesia Nurse (CPAN) |
| Azzolino, Aleisha | Certification in Electronic Fetal Monitoring (C-EFM) |
| Baines, Nicolette | Registered Nurse Certified in Inpatient Obstetric Nursing (RNC-OB) |
| Baker, Mimi | Certified Lactation Counselor (CLC) |
| Ball, Susan | Oncology Certified Nurse (OCN) |
| Barrett, Brittani | Child Passenger Safety Technician (CPST) |
| Baugh, Kristin | Medical-Surgical Nursing Certification (MEDSURG-BC) |
| Bauman, Amber | Certification in Electronic Fetal Monitoring (C-EFM) |
| Beach, Jacqueline | Registered Nurse Certified-Maternal Newborn Nursing (RNC-MNN) |
| Beavers, Christine | Certified Nurse Operating Nurse-Operating Room (CNOR) |

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|--------------------------|--|
| Beerman-LeVan, Elizabeth | Certified Lactation Counselor (CLC) |
| Bell, Alison | Stroke Certified Registered Nurse (SCRN) |
| Bennett, Kayla | Certification in Electronic Fetal Monitoring (C-EFM) |
| Bertram, Norma | Certified Pediatric Nurse (CPN) |
| Biggers, Heather | Certified Nurse Operating Nurse-Operating Room (CNOR) |
| Bischoff, Emily | Certification in Electronic Fetal Monitoring (C-EFM) |
| Blair, Katlin | Certification in Electronic Fetal Monitoring (C-EFM) |
| Boyce, Riley | Certified Gastroenterology Registered Nurse (CGRN) |
| Bratton, Tressa | Certified Pediatric Nurse (CPN) |
| Brewer, Paige | Certified Pediatric Nurse (CPN) |
| Brooks, Amanda | Certified Pediatric Nurse (CPN), Certification in Electronic Fetal Monitoring (C-EFM) |
| Brooks, Erika | Registered Nurse Certified-Maternal Newborn Nursing (RNC-MNN) |
| Brown, Natalie | International Board-Certified Lactation Consultant (IBCLC) |
| Browning, Meiah | Registered Nurse Certified-Maternal Newborn Nursing (RNC-MNN) |
| Bunton, Tori | Certification in Electronic Fetal Monitoring (C-EFM) |
| Burgess, Jen | Certified Pediatric Nurse (CPN) |
| Burke, Katie | Certification in Electronic Fetal Monitoring (C-EFM) |
| Burke, Lindsey | Certified Lactation Counselor (CLC) |
| Byrd, Kelsey | Certified Lactation Counselor (CLC), Registered Nurse Certified-Maternal Newborn Nursing (RNC-MNN), Child Passenger Safety Technician (CPST) |
| Cain, Angela | Registered Nurse Certified in Inpatient Obstetric Nursing (RNC-OB), Certification in Electronic Fetal Monitoring (C-EFM) |
| Campbell, Angela | Oncology Certified Nurse (OCN) |
| Carpenter, Megan | International Board-Certified Lactation Consultant (IBCLC) |
| Carson, Edie | International Board-Certified Lactation Consultant (IBCLC) |
| Carter, Sarah L. | Registered Nurse Certified-Neonatal Intensive Care (RNC-NIC) |
| Chapman, Heather | Certification in Electronic Fetal Monitoring (C-EFM) |
| Chase, Catherine | International Board-Certified Lactation Consultant (IBCLC) |
| Cianfoni, Hailee | Certification in Electronic Fetal Monitoring (C-EFM) |
| Clemens, Christy | Registered Nurse-Board Certified, Certified Wound Care Nurse (CWCN), Certified Ostomy Care Nurse (COCN) |
| Cochran, Amber | Certification in Electronic Fetal Monitoring (C-EFM) |
| Compton, Leidiana | Certification in Electronic Fetal Monitoring (C-EFM) |
| Corbin, Jessica | Certified Surgical Technologist (CST) |
| Corsiglia, Mary Grace | Certification in Electronic Fetal Monitoring (C-EFM), Certified Lactation Counselor (CLC) |
| Crider, Elise | Certification in Electronic Fetal Monitoring (C-EFM) |
| Cross, Hayley | Certification in Electronic Fetal Monitoring (C-EFM) |
| Daniels, Crystal | Certification in Electronic Fetal Monitoring (C-EFM) |
| Daniels, Kristi | Sexual Assault Nurse Examiner (SANE) |
| Daugherty, Delaney | Certified Lactation Counselor (CLC) |
| Davis, Christi | International Board-Certified Lactation Consultant (IBCLC) |
| Davis, Gwynn | Critical Care Registered Nurse (CCRN) |
| Dawson, Lanie | Certification in Electronic Fetal Monitoring (C-EFM), Certified Lactation Counselor (CLC) |
| Day, Angela | Certified Nurse Operating Nurse-Operating Room (CNOR) |
| Demoss, Molly | Certified Pediatric Nurse (CPN) |
| Doehrmann, Cassandra | Certified Nurse Operating Nurse-Operating Room (CNOR) |
| Duane, Lucy | Certified Pediatric Nurse (CPN) |
| Dupre, Shelby | Certified Emergency Nurse (CEN) |
| Dye, Kensey | Certification in Electronic Fetal Monitoring (C-EFM) |
| Edwards, Cassidy | Certification in Electronic Fetal Monitoring (C-EFM) |
| Ehlers, Sarah | International Board-Certified Lactation Consultant (IBCLC) |
| Elrod, Kacie | Certified Lactation Counselor (CLC) |
| Ewing, Emily Jane | Registered Nurse Certified-Neonatal Intensive Care (RNC-NIC) |
| Faith, Kelly | Certification in Electronic Fetal Monitoring (C-EFM) |
| Feeley, Sabrina | Certification in Electronic Fetal Monitoring (C-EFM) |
| Fenwick, Alma | Certification in Electronic Fetal Monitoring (C-EFM) |
| Ferre, Haley | Certification in Electronic Fetal Monitoring (C-EFM) |
| Fieldhouse, Keil | Certified Pediatric Nurse (CPN) |
| Fillmore, Jennifer | Certified Nurse Operating Nurse-Operating Room (CNOR) |
| Fletcher, Anissa | Certification in Electronic Fetal Monitoring (C-EFM) |
| Fugate, Megan | Certification in Electronic Fetal Monitoring (C-EFM) |
| Furtado, Leena | Certified Lactation Counselor (CLC), Registered Nurse Certified-Maternal Newborn Nursing (RNC-MNN) |
| Gardner, Amanda L. | Registered Nurse Certified-Neonatal Intensive Care (RNC-NIC) |
| Garrison, Courtney | Certification in Electronic Fetal Monitoring (C-EFM), Lamaze Certified Childbirth Educator (LCCE), Body Ready Method Pro Training |
| Gaw, Donna | Certified Nurse Operating Nurse-Operating Room (CNOR) |
| Geary, Katie | Certified Emergency Nurse (CEN) |
| Gentry, Tara | Certification in Electronic Fetal Monitoring (C-EFM) |
| George, Maria | Registered Nurse Certified-Maternal Newborn Nursing (RNC-MNN) |

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|--------------------------------|---|
| Gibson, Brittany | Certification in Electronic Fetal Monitoring (C-EFM) |
| Gish, Christin | International Board-Certified Lactation Consultant (IBCLC) |
| Godoy, Harriet | Progressive Care Certified Nurse-Knowledge Professional (PCCN-K), Critical Care Registered Nurse-Knowledge Professional (CCRN-K) |
| Gotschall, Jennifer | Certification in Electronic Fetal Monitoring (C-EFM) |
| Grace, Michalle | Oncology Certified Nurse (OCN) |
| Graves, Charlayne | Certified Case Manager (CCM) |
| Green, Ashley | Certification in Electronic Fetal Monitoring (C-EFM) |
| Green, Melissa | Certification in Electronic Fetal Monitoring (C-EFM) |
| Gregoire, Tracy | Certification in Electronic Fetal Monitoring (C-EFM) |
| Grimes, Margaret | Certification in Electronic Fetal Monitoring (C-EFM), Registered Nurse Certified in Inpatient Obstetric Nursing (RNC-OB) |
| Grubb, Ty | Certification in Electronic Fetal Monitoring (C-EFM) |
| Hale, Amber | Trauma Nurse Core Course (TNCC), Emergency Nursing Pediatric Course (ENPC) |
| Hancock, Amy | Oncology Certified Nurse (OCN) |
| Harvey, Nikkie | Certification in Electronic Fetal Monitoring (C-EFM), Sexual Assault Nurse Examiner (SANE) |
| Heil, Lauren | Certification in Electronic Fetal Monitoring (C-EFM) |
| Hensler, Melinda | Certified Nurse Operating Nurse-Operating Room (CNOR) |
| Hester, Adrianna | Trauma Nurse Core Course (TNCC) |
| Higdon, MaRyah | Critical Care Registered Nurse (CCRN) |
| Hollins-Sherrard, Jaime | Critical Care Registered Nurse (CCRN), Stroke Certified Registered Nurse (SCRN) |
| Holmes, Barbara | Certification in Electronic Fetal Monitoring (C-EFM) |
| Hornung, Michelle | Certification in Electronic Fetal Monitoring (C-EFM) |
| Howie, Madeline | Sexual Assault Nurse Examiner Adult/Adolescent (SANE-A), International Board-Certified Lactation Consultant (IBCLC) |
| Hunter, Britanie | Certification in Electronic Fetal Monitoring (C-EFM) |
| Jacobs, Abigail | Progressive Care Certified Nurse (PCCN) |
| Janes, Krista | International Board-Certified Lactation Consultant (IBCLC) |
| Jenkins-Milton, Kimberley | Certification in Electronic Fetal Monitoring (C-EFM) |
| Johnson, Danielle | Certified Nurse Operating Nurse-Operating Room (CNOR) |
| Johnson, Liz | Certification in Electronic Fetal Monitoring (C-EFM), Registered Nurse Certified-Maternal Newborn Nursing (RNC-MNN) |
| Johnston, Madison | Certification in Electronic Fetal Monitoring (C-EFM) |
| Jones, Melissa | Certification in Electronic Fetal Monitoring (C-EFM) |
| Jones, Pamela | Certification in Electronic Fetal Monitoring (C-EFM) |
| Joseph, Savitha | Progressive Care Certified Nurse (PCCN) |
| Jury, Carissa | Certified Emergency Nurse (CEN) |
| Kingsley, Bekah | Certification in Electronic Fetal Monitoring (C-EFM) |
| Kubac, Carissa | Certification in Electronic Fetal Monitoring (C-EFM) |
| Kuban, Karen | Certified Nurse Operating Nurse-Operating Room (CNOR) |
| Kuerzi, Mirande | Certification in Electronic Fetal Monitoring (C-EFM) |
| Lawson, Caitlin | Certified Lactation Counselor (CLC), Registered Nurse Certified-Maternal Newborn Nursing (RNC-MNN) |
| Lee, Megan | Progressive Care Certified Nurse (PCCN) |
| Leonardo, Alahna | Certification in Electronic Fetal Monitoring (C-EFM) |
| Lepping, Karissa | International Board-Certified Lactation Consultant (IBCLC) |
| Lewis, Angela Nicol | Registered Nurse Certified-Neonatal Intensive Care (RNC-NIC) |
| Littlefield-Dalmases, LeAngela | Certification in Electronic Fetal Monitoring (C-EFM) |
| Long, Laura | Certified Lactation Counselor (CLC) |
| Luckett, Terri | Certified Lactation Counselor (CLC), Registered Nurse Certified-Maternal Newborn Nursing (RNC-MNN) |
| Luperchio, Lisa | Certified Certification in Electronic Fetal Monitoring (C-EFM), Sexual Assault Nurse Examiner (SANE) |
| Macaluso, Amanda | Certification in Electronic Fetal Monitoring (C-EFM) |
| Magee, Amy | International Board-Certified Lactation Consultant (IBCLC) |
| Makela, Laura | Certification in Electronic Fetal Monitoring (C-EFM) |
| Mann, Krista | Certified Nurse Operating Nurse-Operating Room (CNOR) |
| Maple, Makenna | Certification in Electronic Fetal Monitoring (C-EFM) |
| Mattingly, Allyson | Registered Nurse Certified-Neonatal Intensive Care (RNC-NIC), Certified Childbirth Educator (CCE), Certified Lactation Counselor (CLC) |
| McClelland, Emily | Registered Nurse Certified in Inpatient Obstetric Nursing (RNC-OB), Certification in Electronic Fetal Monitoring (C-EFM), Nurse Executive-Board Certified (NE-BC) |
| McCubbins, Laura | Registered Nurse Certified-Neonatal Intensive Care (RNC-NIC) |
| McDonald, Jason | Trauma Nurse Core Course (TNCC) |
| McDonald, Kayla | Certified Post Anesthesia Nurse (CPAN) |
| McGee, Kara | Certification in Electronic Fetal Monitoring (C-EFM) |
| McHugh Charasika, Carissa | Certified Pediatric Nurse (CPN) |
| Mela, Damaris | Certification in Electronic Fetal Monitoring (C-EFM), Body Ready Method Pro Training |
| Meyer, Jamie | Certified Pediatric Emergency Nurse (CPEN) |
| Milby, Jessica | International Board-Certified Lactation Consultant (IBCLC) |
| Miles, Alysa | Certification in Electronic Fetal Monitoring (C-EFM) |
| Miller, Alexis | Certification in Electronic Fetal Monitoring (C-EFM) |
| Miller, Kari | International Board-Certified Lactation Consultant (IBCLC) |
| Moreno, Irida Estrada | Registered Nurse Certified-Neonatal Intensive Care (RNC-NIC) |

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| Morris, Ashley | Certified Post Anesthesia Nurse (CPAN) |
| Nacario, Paul | Oncology Certified Nurse (OCN) |
| Naik, Devin | Registered Nurse Certified in Inpatient Obstetric Nursing (RNC-OB), Certification in Electronic Fetal Monitoring (C-EFM) |
| Naville, Megan | Stroke Certified Registered Nurse (SCRN) |
| Neel, Katie | Registered Nurse Certified-Neonatal Intensive Care (RNC-NIC) |
| Nelson, Cassandra | Certified Lactation Counselor (CLC), Registered Nurse Certified-Maternal Newborn Nursing (RNC-MNN), Child Passenger Safety Technician (CPST) |
| Nguyen, Vy | Certified Gastroenterology Registered Nurse (CGRN) |
| Nolley, Lisa M. | Registered Nurse Certified-Neonatal Intensive Care (RNC-NIC) |
| Nusbaum, Chelsea | Certified Post Anesthesia Nurse (CPAN) |
| Nussbaum, Sara | Certification in Electronic Fetal Monitoring (C-EFM), Certified Lactation Counselor (CLC) |
| Oberhausen, Denise | Registered Nurse Certified in Inpatient Obstetric Nursing (RNC-OB), Certification in Electronic Fetal Monitoring (C-EFM) |
| O'Boyle, Stephanie | Certification in Electronic Fetal Monitoring (C-EFM) |
| Patterson, Melinda | Certified Post Anesthesia Nurse (CPAN) |
| Pearson, Laura | Progressive Care Certified Nurse (PCCN) |
| Peege, Morgan | Certification in Electronic Fetal Monitoring (C-EFM) |
| Pena, Heidi | Certified Post Anesthesia Nurse (CPAN) |
| Phillips, Kim | Certified Nurse Operating Nurse-Operating Room (CNOR) |
| Pourheydari, Mariam | Certification in Electronic Fetal Monitoring (C-EFM) |
| Prinz, Karla | Certified Case Manager (CCM), Certification in Electronic Fetal Monitoring (C-EFM) |
| Randolph, Maressa | Registered Nurse Certified-Maternal Newborn Nursing (RNC-MNN) |
| Richards, Kelsey | Certification in Electronic Fetal Monitoring (C-EFM) |
| Rihardson, Jennifer | Registered Nurse Certified in Inpatient Obstetric Nursing (RNC-OB), Certification in Electronic Fetal Monitoring (C-EFM) |
| Robbins, Nikki | Certified Childbirth Educator (CCE), Certified Lactation Counselor (CLC) |
| Robinson, Sarah | Certification in Electronic Fetal Monitoring (C-EFM) |
| Rodgers, Holly | Certification in Electronic Fetal Monitoring (C-EFM) |
| Rothrock, Trina | Certification in Electronic Fetal Monitoring (C-EFM) |
| Scheler, Kathy | Certified Ambulatory Perianesthesia Nurse (CAPA) |
| Scherpereel, Melanie | Certification in Electronic Fetal Monitoring (C-EFM) |
| Scherzer, Dawn | Certification in Electronic Fetal Monitoring (C-EFM) |
| Schewe, Angela | Certification in Electronic Fetal Monitoring (C-EFM) |
| Schmidt, Hailey | Certification in Electronic Fetal Monitoring (C-EFM) |
| Schubert, Julie | Certification in Electronic Fetal Monitoring (C-EFM) |
| Settle, Kortney | Certification in Electronic Fetal Monitoring (C-EFM) |
| Shafer, Timothy | Vascular Access-Board Certified (VA-BC) |
| Shively, Jaclynn | Certified Pediatric Nurse (CPN) |
| Shore, Christy | Certified Post Anesthesia Nurse (CPAN) |
| Shultz, Catie | Certification in Electronic Fetal Monitoring (C-EFM) |
| Simpson, Alyson | Medical-Surgical Nursing Certification (MEDSURG-BC) |
| Skees, Ashley | Certified Lactation Counselor (CLC), Registered Nurse Certified-Maternal Newborn Nursing (RNC-MNN) |
| Smith, Brittany | Medical-Surgical Nursing Certification (MEDSURG-BC) |
| Smith, Shane | Certification in Electronic Fetal Monitoring (C-EFM) |
| Smither, Stephanie | Certified Case Manager (CCM), Critical Care Registered Nurse (CCRN) |
| Spalding, Angie | Certified Pediatric Nurse (CPN) |
| Stapp, Daniel | Certified Emergency Nurse (CEN) |
| Stauffer, Lauren | Certification in Electronic Fetal Monitoring (C-EFM) |
| Stigall, Greg | Vascular Access-Board Certified (VA-BC) |
| Stober, Jacinta | Sexual Assault Nurse Examiner (SANE) |
| Stump, Natalie | Certification in Electronic Fetal Monitoring (C-EFM) |
| Sullivan, Sylvia | Registered Nurse Certified-Maternal Newborn Nursing (RNC-MNN) |
| Tapp, Alexis | Sexual Assault Nurse Examiner-Adult/Adolescent (SANE-A), International Board-Certified Lactation Consultant (IBCLC) |
| Taylor, Amy M. | Registered Nurse Certified-Neonatal Intensive Care (RNC-NIC) |
| Taylor, Jennifer | Certified Case Manager (CCM) |
| Taylor, Raven | Lamaze Certified Childbirth Educator (LCCE), Certified Lactation Counselor (CLC) |
| Thibaudeau, Patricia | Lamaze Certified Childbirth Educator (LCCE), Certified Lactation Counselor (CLC) |
| Tinlin, Elizabeth | Certification in Electronic Fetal Monitoring (C-EFM) |
| Tobbe, Kayla | Certified Pediatric Nurse (CPN), Certified Pediatric Emergency Nurse (CPEN) |
| Valdes Bencomo, Ana Isabel | Certification in Electronic Fetal Monitoring (C-EFM) |
| Valentine, Jessica | Registered Nurse Certified-Maternal Newborn Nursing (RNC-MNN), Sexual Assault Nurse Examiner-Adult/Adolescent (SANE-A), Sexual Assault Nurse Examiner-Pediatric (SANE-P), Certified Lactation Counselor (CLC), Certified Phlebotomy Technician (CPT) |
| Walker, Danielle | Certified Lactation Counselor (CLC) |
| Wheat, Imari | Certification in Electronic Fetal Monitoring (C-EFM) |
| Whitaker, Kelsey | Certification in Electronic Fetal Monitoring (C-EFM) |
| White, Denise | Certified Pediatric Nurse (CPN) |
| Wilbur, Victoria | Women's Health Care Nurse Practitioner-Board Certified (WHNP-BC), Registered Nurse Certified in Inpatient Obstetric Nursing (RNC-OB) |
| Wilhite, Amber | Certification in Electronic Fetal Monitoring (C-EFM) |

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| Williams, Tonya | Certification in Electronic Fetal Monitoring (C-EFM) |
| Wilson, Allison | Certification in Electronic Fetal Monitoring (C-EFM) |
| Wilson, Natalie | Oncology Certified Nurse (OCN) |
| Witt, Kami | Registered Nurse Certified in Inpatient Obstetric Nursing (RNC-OB), Certification in Electronic Fetal Monitoring (C-EFM) |
| Zoeller, Leslie | Certified Nurse Operating Nurse-Operating Room (CNOR) |

Nurse presentations and publications in 2024

| Employee location | Title | Principal investigator | Other authors | Location of presentation/publication |
|--------------------------------------|---|---|--|--|
| Norton Audubon Hospital | "Early Mobility: Open Heart Surgery Patients" | Lauren Sanchez, R.N. | | Research!Louisville annual conference |
| Norton Brownsboro Hospital | "Implementation of an Evidence-based Oral Care Protocol for Nonintubated Post-stroke Patients" | Lindsey Brown, BEN, R.N. | | Graduate project |
| Norton Brownsboro Hospital | "Decreasing Stress and Burnout Using a New Staffing Model" | Autumn Chapman, R.N. | | Research!Louisville annual conference |
| Norton Children's Hospital | "Pediatric Nursing: Care That's 'Just for Kids'" | Alli Overfield, BSN, CPHON | Ariana Barnes-Clizbe, R.N. | "Plugged In to Nursing" podcast |
| Norton Children's Hospital | "Nova Glucometers in the Emergency Department" | Cara Lowery, R.N., MSN, MBA, CPST | | Research!Louisville annual conference |
| Norton Children's Hospital | "Nurturing Hearts and Healing Hands: The Crucial Role of Familial Support for Critical Care Nurses" | Dawn Williamson, BSN, R.N., CCRN | Kelsey Castanon, BSN, R.N., CCRN | 2024 NTI Conference |
| Norton Children's Hospital | "Facilitating Caregiver Involvement in Reducing Delirium Among Critically Ill Children in the Pediatric Intensive Care Unit" | Emma Bilberry, R.N. | | Graduate project |
| Norton Children's Hospital | "Assessing the Professional Identity of Pediatric Intensive Care Unit Nursing Staff Through Staff-curated, Provider-led Education" | Emmaline Wuensch MSN, R.N., CNL | Amber Pritchett | Graduate project |
| Norton Children's Hospital | "Empower and Retain Nurses Through Mentor-enabled Leadership Development" | Erin Kirk, R.N., MSN, CPN | | American Organization for Nursing Leadership (AONL) Annual Conference |
| Norton Children's Hospital | "Shifting a Culture From Bedside Nurse to Bedside Nurse Leader Through a Mentor-enabled Leadership Development Program" | Erin Kirk, R.N., MSN, CPN | | American Organization for Nursing Leadership Nurse Leader Journal, October 2024, volume 22 |
| Norton Children's Hospital | "Elevating Nurses Through Leadership: A Look at Norton Children's Hospital's Program" | Erin Kirk, R.N., MSN, CPN | Erik Martin, DNP, R.N., CENP, FAAN | Becker's Healthcare podcast |
| Norton Children's Hospital | "Optimizing Behavioral Health Safety: Developing a Consistent Sitter Handoff System" | MaKayla Reeve | | Graduate project |
| Norton Children's Hospital | "Our Safe Sleep Journey" | Mary Beth Wright, BSN, R.N. | Cassidy Coffey, BSN, R.N. | National Cribs for Kids Conference |
| Norton Children's Hospital | "Specimen Handling, Ordering and Processing as an Impactful Quality Improvement Project" | Stephanie Nunn, DNP, R.N., CNOR | | Research!Louisville annual conference |
| Norton Children's Hospital | "New Crew Nights: The Efficacy of a Nurse Leader-led Interactive Program on New Nurse Competency" | Taylor Bergman, DNP, R.N., CPHON | | Graduate project |
| Norton Hospital | "Nurse-led Structured Interdisciplinary Bedside Rounds" | Eric Brown, MSN-NEL, R.N., CCRN-K | | Graduate project |
| Norton Hospital | "Wound Care Nurses: Improving Postpartum Care Among C-section Patients" | Joann Wray, DNP, MBA, NEA-BC | Aimee Keeler, MSN, R.N., CWON; MaryAnn Blanchard, R.N., BSN, CWON; Jessie Fellows, BSN, R.N. | Research!Louisville annual conference |
| Norton Hospital | "Implementing Structured Postpartum Discharge Education via Virtual Nurse: A Qualitative Review of the Impact on Length of Stay" | Joann Wray, DNP, MBA, NEA-BC | Katie White, BSN, RNC | Research!Louisville annual conference |
| Norton Hospital | "Outcomes From Postpartum Mental Health and Substance Use Disorder Screening Initiative" | Joann Wray, DNP, MBA, NEA-BC | | Kentucky Symposium for Maternal and Infant Outcomes |
| Norton Women's & Children's Hospital | "Reducing Falls Among Adult Hospital Inpatients: A Quality Improvement Project" | Rebecca Duvall Best | | Graduate project |
| Norton Women's & Children's Hospital | "CAP Change Process" | Michalle Grace | | Research!Louisville annual conference |
| Norton Women's & Children's Hospital | "A Simple Solution Reduces Door-to-EKG Times" | Jamie Meyer, BSN, R.N., CEN, TNCC | | Research!Louisville annual conference |
| Norton Women's & Children's Hospital | "Reducing Catheter-associated Urinary Tract Infections (CAUTIs) in the Intensive Care Unit Setting by Improving Collection Techniques of Urine Cultures" | Harriet Godoy, R.N., BSN, CCRN-K, PCCN-K | | Research!Louisville annual conference |
| Norton Medical Group | "Introduction of the Reach Out and Stay Strong Essentials (ROSE) Program and the Second and Third Trimester of Pregnancy to Reduce Perinatal and Postpartum Depression in African American Women" | April Frierson, R.N. | | Graduate project |
| Norton Medical Group | "The Development and Implementation of a Medical Assistant Training Program to Meet the Workforce Needs of a Health Care System" | Ellen Fulmer, MSN, R.N., CNE | | Research!Louisville annual conference |
| Norton Medical Group | "Chat GPT: AI Application in Healthcare and Education" | Emily M. McRae, DNP, APRN, CPNP-AC/PC, FCCM | | University of Louisville School of Medicine Division of Hospital Medicine Conference |

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| Norton Medical Group | "A Multidisciplinary Collaborative to Improve Patient Safety in Transitions of Care for Children With Medical Complexity" | Emily M. McRae, DNP, APRN, CPNP-AC/PC, FCCM | | Norton Healthcare Advanced Practice Provider Key Performance Indicator Report Out |
| Norton Medical Group | "Children With Medical Complexities" | Emily M. McRae, DNP, APRN, CPNP-AC/PC, FCCM | | University of Louisville Medical Resident PUSH Lecture |
| Norton Medical Group | "Interactive Pediatric Case Series, University of Louisville School of Medicine" | Emily M. McRae, DNP, APRN, CPNP-AC/PC, FCCM | D. Farrell, L. Baker | UofL Health Annual Advanced Practice Provider Conference |
| Norton Medical Group | "Pediatric Cases" | Emily M. McRae, DNP, APRN, CPNP-AC/PC, FCCM | D. Farrell | National Association of Pediatric Nurse Practitioners, Kentucky chapter, 11th annual Pediatric Update Conference |
| Norton Medical Group | "Professional Governance" | Vanessa Sizemore, R.N., BSN | | American Organization for Nursing Leadership (AONL) Annual Conference |
| Norton Medical Group | "Hybrid Treatment of Atrial Fibrillation: A Best Practice Guide for the Subxyphoid Approach" | Tara U. Mudd, MSN, APRN | Kent E. Morris, M.D., MBA; Steven M. Peterson, M.D. | E-manual, volume 1, first edition |
| Norton Medical Group | "Post-op: Hallmark Studies & Management of Low Cardiac Output Syndrome" | Misty D. Ellis, DNP, APRN, CPNP-AC/PC | | Pediatric Cardiac Intensive Care Society Annual Conference |
| Norton Medical Group | "General Pediatric Hematology/Oncology" | Erika L. Shell, DNP, APRN, FNP-C, CPHON | | Association of Pediatric Hematology/Oncology Nurses (APHON) local meeting |
| Norton Medical Group | "Trauma-informed Care: Addressing the Oncology Patient's Mental and Emotional Needs" | Elizabeth Archer-Nanda, DNP, APRN, PMHCNS-BC | M. Dwyer | Clinical Journal of Oncology Nursing |
| Norton Medical Group | "Anxiety and Depression" | Elizabeth Archer-Nanda, DNP, APRN, PMHCNS-BC | K. Adelstein | Oxford Textbook of Palliative Nursing, sixth edition |
| Norton Medical Group | "Well-being Basics: How We Care for Ourselves and How We Care for Each Other Is How We Care for Patients" | Elizabeth Archer-Nanda, DNP, APRN, PMHCNS-BC | | American Psychiatric Nurses Association annual conference workshop |
| Norton Medical Group | "Psychiatric-Oncology Care: A Consultation-Liaison Model" | Elizabeth Archer-Nanda, DNP, APRN, PMHCNS-BC | | American Psychiatric Nurses Association annual conference |
| Norton Medical Group | "Somatic Symptom and Related Disorders" | Elizabeth Archer-Nanda, DNP, APRN, PMHCNS-BC | | Thrive Advanced Practice, National Onboarding Training |
| Norton Medical Group | "Promoting a Culture of Well-being" | Elizabeth Archer-Nanda, DNP, APRN, PMHCNS-BC | | Thrive Advanced Practice, National Onboarding Collaboration Group supervision session |
| Norton Medical Group | "Suicide Risk Assessment & Management" | Elizabeth Archer-Nanda, DNP, APRN, PMHCNS-BC | | Norton Healthcare employee resource group meeting |
| Norton Medical Group | "Compassionate Cancer Care: A Trauma-informed Approach to Mental and Emotional Patient Health Needs" | Elizabeth Archer-Nanda, DNP, APRN, PMHCNS-BC | | Northside Cancer Institute, Atlanta, Georgia |
| Norton Medical Group | "Weekly Clinical Case Discussions: Delirium" | Elizabeth Archer-Nanda, DNP, APRN, PMHCNS-BC | | Norton Healthcare |
| Norton Medical Group | "I'm Sleepy All Day and Awake All Night" | Elizabeth Archer-Nanda, DNP, APRN, PMHCNS-BC | | Norton Cancer Institute |
| Norton Medical Group | "Promoting a Culture of Well-being Through Leadership: The Nuts and Bolts" | Elizabeth Archer-Nanda, DNP, APRN, PMHCNS-BC | | American Psychosocial Oncology Society Accepted Symposium |
| Norton Medical Group | "I'm Too Tired to Stay Awake and I Can't Fall Asleep: What Nonprescribers Need to Know" | Elizabeth Archer-Nanda, DNP, APRN, PMHCNS-BC | | American Psychosocial Oncology Society preconference workshop |
| Norton Medical Group | "Culture of Wellness: Psychological Safety" | Elizabeth Archer-Nanda, DNP, APRN, PMHCNS-BC | | Norton Healthcare Risk Management mandatory system training |
| Norton Medical Group | Trauma-informed Care in Oncology: Leading With Compassion" | Elizabeth Archer-Nanda, DNP, APRN, PMHCNS-BC | | American Psychosocial Oncology Society webinar |
| Norton Medical Group | "Updates to Kentuckiana Behavioral Health Resource List for Use in the Norton Healthcare System" | Rebecca Reichert, DNP, APRN, PMHNP-BC | | Advanced Practice Provider Key Performance Indicator Report Out |
| Norton Medical Group | "Increase Completion Rates for Patient Health Questionnaire-9 (PHQ-9) and General Anxiety Disorder-7 (GAD-7)" | Rebecca Reichert, DNP, APRN, PMHNP-BC | | Norton Cancer Institute |

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| Norton Medical Group | "Psychiatric-Oncology Care: A Consultation-Liaison Model" | Rebecca Reichert, DNP, APRN, PMHNP-BC | | American Psychiatric Nurses Association National Conference |
| Norton Medical Group | "Effectiveness of Behavioral Oncology Interventions on Anxiety in Adult Oncology Patients" | Rebecca Reichert, DNP, APRN, PMHNP-BC | | Graduate Student Regional Research Conference |
| Norton Medical Group | "Effectiveness of Behavioral Oncology Interventions on Anxiety in Adult Oncology Patients" | Rebecca Reichert, DNP, APRN, PMHNP-BC | | American Psychosocial Oncology Society National Conference |
| Norton Medical Group | "Scanxiety in Survivors of Pancreatic Cancer" | Susan Ellis Winebrenner, Ph.D., APRN | | Journal of Psychosocial Oncology |
| Norton Medical Group | "Neonatal Palliative and End-of-life Care" | Leann Baker, DNP, APRN, NNP-BC, C-ONQS | | Pediatric grand rounds |
| Norton Medical Group | "Interactive Pediatric Case Series: Care of the Late Preterm Infant" | Leann Baker, DNP, APRN, NNP-BC, C-ONQS | | UofL Health annual Advanced Practice Provider Conference |
| Norton Medical Group | "Interactive Learning, Simulation, Collaboration: Neonatal Cardiac Anomalies, Coarctation of the Aorta" | Leann Baker, DNP, APRN, NNP-BC, C-ONQS | | Norton Children's Hospital Ignite Learning Series |
| Norton Medical Group | "Neonatal Palliative and End-of-life Care" | Leann Baker, DNP, APRN, NNP-BC, C-ONQS | | Kentucky Association of Women's Health, Obstetrics and Neonatal Nurses Conference |
| Norton Medical Group | "Mentoring a Multigenerational Workforce" | Leann Baker, DNP, APRN, NNP-BC, C-ONQS | | Kentucky Association of Women's Health, Obstetrics and Neonatal Nurses Conference |
| Norton Medical Group | "Neonatal Simulation: We're Halfway There and Livin' on a Prayer" | Leann Baker, DNP, APRN, NNP-BC, C-ONQS | | Kentucky Simulation Alliance-Laerdal mini-SUN (Simulation User Network) |
| Norton Medical Group | "Common Complications of the Late Preterm Infant: A Joint CME Project" | Leann Baker, DNP, APRN, NNP-BC, C-ONQS | | American Academy of Emergency Nurse Practitioners and the National Association of Neonatal Nurses – Advanced Practice |
| Norton Medical Group | "Assessment and Care of the Late Preterm Infant: Evidence-based Clinical Practice Guideline" | Leann Baker, DNP, APRN, NNP-BC, C-ONQS | | Journal of Obstetric, Gynecologic & Neonatal Nursing (content contributor/science writer) |
| Norton Medical Group | "Assessment and Care of the Late Preterm Infant: Evidence-based Clinical Practice Guideline" | Leann Baker, DNP, APRN, NNP-BC, C-ONQS | | Nursing for Women's Health (content contributor/science writer) |
| Norton Medical Group/Medical Informatics | "2024 Legal and Regulatory Telehealth Updates" | Rachel Alexander, DNP, APRN, FNP-C | | Kentucky Association of Nurse Practitioners & Nurse-Midwives |

Nurses who earned an academic degree in 2024

Name **Degree**

NORTON AUDUBON HOSPITAL

| | |
|--------------------|--------------------------------|
| Amlung, Madison | Bachelor of Science in Nursing |
| Babbitz, Sara | Bachelor of Science in Nursing |
| Brown, Alexus | Bachelor of Science in Nursing |
| Clemons, Matthew | Bachelor of Science in Nursing |
| Cruz, Azdra | Bachelor of Science in Nursing |
| Darby, Tasha | Bachelor of Science in Nursing |
| Dusabe, Paul C. | Bachelor of Science in Nursing |
| Forbes, Catherine | Bachelor of Science in Nursing |
| Foreman, Kaleigh | Bachelor of Science in Nursing |
| Komendant, Nicole | Bachelor of Science in Nursing |
| Kovacs, Victoria | Bachelor of Science in Nursing |
| Lopez, Donna | Bachelor of Science in Nursing |
| Miles, Meredith | Bachelor of Science in Nursing |
| Minnic, Lizzie | Bachelor of Science in Nursing |
| Morris, Taylor | Bachelor of Science in Nursing |
| Okpalaechi, Peter | Bachelor of Science in Nursing |
| Riley, Krista | Bachelor of Science in Nursing |
| Scott, Stephanie | Bachelor of Science in Nursing |
| Sweeney, Cass | Bachelor of Science in Nursing |
| Terpstra, Matthew | Bachelor of Science in Nursing |
| Terry, Hannah | Bachelor of Science in Nursing |
| Viner, Kensley | Bachelor of Science in Nursing |
| Wallace, Zoe | Bachelor of Science in Nursing |
| McCusker, Cassidy | Master of Science in Nursing |
| Fletcher, Kristina | Doctor of Nursing Practice |
| Yantis, Amaya | Doctor of Nursing Practice |

NORTON BROWNSBORO HOSPITAL

| | |
|-------------------|--|
| Beck, Addison | Bachelor of Science in Nursing |
| Bradley, Mariam | Bachelor of Science in Nursing |
| Buckler, Alicia | Bachelor of Science in Nursing |
| Chauhan, Harpreet | Bachelor of Science in Nursing |
| Childers, Ashley | Bachelor of Science in Nursing |
| Fawver, Brody | Bachelor of Science in Nursing |
| Geigle, Kelsey | Bachelor of Science in Nursing |
| Graham, Morgan | Bachelor of Science in Nursing |
| Hall, Mia | Bachelor of Science in Nursing |
| Jones, Sara | Bachelor of Science in Nursing |
| Keelin, Mackenzie | Bachelor of Science in Nursing |
| Mckelvey, Billy | Bachelor of Science in Nursing |
| Ohland, Rica | Bachelor of Science in Nursing |
| Price, Cassidy | Bachelor of Science in Nursing |
| Priddy, Makayla | Bachelor of Science in Nursing |
| Pustow, Mali | Bachelor of Science in Nursing |
| Strader, Rachel | Bachelor of Science in Nursing |
| Turner, McKenzie | Bachelor of Science in Nursing |
| Young, Baeli | Bachelor of Science in Nursing |
| Zheng, Lina | Bachelor of Science in Nursing |
| Nethery, Ryane | Master of Science in Nursing and Master of Business Administration |

NORTON CHILDREN'S HOSPITAL & NORTON CHILDREN'S MEDICAL CENTER

| | |
|--------------------|--------------------------------|
| Aganon, Amber | Bachelor of Science in Nursing |
| Aguilar, Angela | Bachelor of Science in Nursing |
| Baluyot, Shania K. | Bachelor of Science in Nursing |
| Caudill, Gabriella | Bachelor of Science in Nursing |
| Curtis, Kailey | Bachelor of Science in Nursing |
| Darwish, Nadia | Bachelor of Science in Nursing |
| Davis, Sarah | Bachelor of Science in Nursing |
| Dishman, Ashley | Bachelor of Science in Nursing |
| Donnelly, Brianna | Bachelor of Science in Nursing |
| Eckert, Rachel | Bachelor of Science in Nursing |

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| Featherstone, Sydney | Bachelor of Science in Nursing |
| Finley, Alexis | Bachelor of Science in Nursing |
| Fry, Emily | Bachelor of Science in Nursing |
| Gettelfinger, Carissa | Bachelor of Science in Nursing |
| Glass, Brianna | Bachelor of Science in Nursing |
| Goldsmith, Kaley | Bachelor of Science in Nursing |
| Griffin, Kennedy | Bachelor of Science in Nursing |
| Grimm, Kaitlin | Bachelor of Science in Nursing |
| Hallam, Micala | Bachelor of Science in Nursing |
| Hawthorne, Skylar | Bachelor of Science in Nursing |
| Hubbard, Jeremiah | Bachelor of Science in Nursing |
| Jackson, Elizabeth | Bachelor of Science in Nursing |
| Jago, Sophie | Bachelor of Science in Nursing |
| Jean-Charles, Bertha | Bachelor of Science in Nursing |
| Johmann, Molly | Bachelor of Science in Nursing |
| Johnson, Leslie | Bachelor of Science in Nursing |
| Kraus, Jordan | Bachelor of Science in Nursing |
| Kunkel, Emily | Bachelor of Science in Nursing |
| Lemmel, Hannah | Bachelor of Science in Nursing |
| Loftus, Chloe | Bachelor of Science in Nursing |
| Mattingly, Katherine | Bachelor of Science in Nursing |
| Meade, Riley | Bachelor of Science in Nursing |
| Medlock, Katie | Bachelor of Science in Nursing |
| Meinhart, Sophia | Bachelor of Science in Nursing |
| Miles, Haylee | Bachelor of Science in Nursing |
| Mills-Maggard, Madison | Bachelor of Science in Nursing |
| Miracle, Payton | Bachelor of Science in Nursing |
| Mitchell, Karina | Bachelor of Science in Nursing |
| Moats, Emily | Bachelor of Science in Nursing |
| Oberhausen, Brayden | Bachelor of Science in Nursing |
| Pate, Isabella | Bachelor of Science in Nursing |
| Perkins, Alyssa | Bachelor of Science in Nursing |
| Phan, Tammy | Bachelor of Science in Nursing |
| Pierce, Brooklyn | Bachelor of Science in Nursing |
| Radcliff, Carson | Bachelor of Science in Nursing |
| Riley, Maddy | Bachelor of Science in Nursing |
| Robinson, Maddie | Bachelor of Science in Nursing |
| Rodriguez Solis, Alexis J. | Bachelor of Science in Nursing |
| Sagrecy, Maddy | Bachelor of Science in Nursing |
| Santos, Brenda | Bachelor of Science in Nursing |
| Schmitt, Regan | Bachelor of Science in Nursing |
| Schumacher, Abby | Bachelor of Science in Nursing |
| Self, Brianna | Bachelor of Science in Nursing |
| Shereyk, Hollie | Bachelor of Science in Nursing |
| Shoffner, Crystal | Bachelor of Science in Nursing |
| Smith, Alayna | Bachelor of Science in Nursing |
| Smith, Chloe | Bachelor of Science in Nursing |
| Smith, Destiny | Bachelor of Science in Nursing |
| Smith, Karigan | Bachelor of Science in Nursing |
| Stone, Kamryn | Bachelor of Science in Nursing |
| Striegel, Lexi | Bachelor of Science in Nursing |
| Thornberry, Amanda | Bachelor of Science in Nursing |
| Ugander, Annika | Bachelor of Science in Nursing |
| Wainscott, Kylie | Bachelor of Science in Nursing |
| Weining, Abby | Bachelor of Science in Nursing |
| Weisbach, Amy | Bachelor of Science in Nursing |
| Wheeler, Briannny | Bachelor of Science in Nursing |
| Winbigler, Mary | Bachelor of Science in Nursing |
| Witcher, Avery | Bachelor of Science in Nursing |
| Woford, Savanna | Bachelor of Science in Nursing |
| Woods, Mariah | Bachelor of Science in Nursing |

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| Woolbright, Mara | Bachelor of Science in Nursing |
| Yambao, Marayah | Bachelor of Science in Nursing |
| Dean, Haylie | Master of Science in Nursing |
| Stewart, Sherhonda | Master of Science in Nursing |
| Thrana, Grace | Master of Science in Nursing |

NORTON CLARK HOSPITAL

| | |
|---------------------|-----------------------------------|
| Albertson, Sami | Bachelor of Science in Nursing |
| Dodson, Chelsea | Bachelor of Science in Nursing |
| Embry, Ashley | Bachelor of Science in Nursing |
| Finney, Stacy | Bachelor of Science in Nursing |
| Fortner, Marnetta | Bachelor of Science in Nursing |
| Ghale, Priya | Bachelor of Science in Nursing |
| Pohl, Hannah | Bachelor of Science in Nursing |
| Sandlin, P.J. | Bachelor of Science in Nursing |
| Sartori, Taylor | Bachelor of Science in Nursing |
| Smith, Sean | Bachelor of Science in Nursing |
| Swearingen, Tabitha | Bachelor of Science in Nursing |
| White, Melissa | Bachelor of Science in Nursing |
| Horton, Jacob | Master of Business Administration |
| Losey, Kacy | Master of Business Administration |
| Crace, Kali | Doctor of Nursing Practice |

NORTON HOSPITAL

| | |
|-------------------------|--------------------------------|
| Avera, Shelby | Bachelor of Science in Nursing |
| Breit, Ava | Bachelor of Science in Nursing |
| Coffey, Madison | Bachelor of Science in Nursing |
| Dotson, Maya | Bachelor of Science in Nursing |
| Durand, Emily | Bachelor of Science in Nursing |
| Durant, Sadie | Bachelor of Science in Nursing |
| Eldredge, Malory | Bachelor of Science in Nursing |
| Festervan, Lakin | Bachelor of Science in Nursing |
| Forrest, Makenli | Bachelor of Science in Nursing |
| Ilesanmi, Onileola | Bachelor of Science in Nursing |
| Ingham, Crystal | Bachelor of Science in Nursing |
| Johal, Gursimran | Bachelor of Science in Nursing |
| Johnson, Jasmine | Bachelor of Science in Nursing |
| Jordan, Casey | Bachelor of Science in Nursing |
| Kaiser, Kaylee | Bachelor of Science in Nursing |
| Kannapell, Carter | Bachelor of Science in Nursing |
| Koch, Lily | Bachelor of Science in Nursing |
| Kristiansen, Elyse | Bachelor of Science in Nursing |
| Mix, Kelsey | Bachelor of Science in Nursing |
| Rector, Molly | Bachelor of Science in Nursing |
| Rodriguez Garay, Lazara | Bachelor of Science in Nursing |
| Sharma, Somya | Bachelor of Science in Nursing |
| Stidham, Kennedy | Bachelor of Science in Nursing |
| Thomas, Aleena | Bachelor of Science in Nursing |
| Thomas, Brooklyn | Bachelor of Science in Nursing |
| Tretter, Brooklyn | Bachelor of Science in Nursing |
| Vest, Emily | Bachelor of Science in Nursing |
| Best, Rebekah | Master of Science in Nursing |
| Schulz, Taylor | Master of Science in Nursing |

NORTON KING'S DAUGHTERS' HEALTH

| | |
|-------------------|--------------------------------|
| Hazelwood, Erika | Bachelor of Science in Nursing |
| Reuter, Mackenzie | Bachelor of Science in Nursing |

NORTON WEST LOUISVILLE HOSPITAL

| | |
|-------------------------|------------------------------|
| Atkins, Tiesha | Master of Science in Nursing |
| Overall McClellan, Dana | Master of Science in Nursing |

NORTON WOMEN'S & CHILDREN'S HOSPITAL

| | |
|----------------------------|--------------------------------|
| Aday, Lainey G. | Bachelor of Science in Nursing |
| Alfaro, Stephanie | Bachelor of Science in Nursing |
| Bale, Kate | Bachelor of Science in Nursing |
| Berger, Brenley | Bachelor of Science in Nursing |
| Bingham, Diana | Bachelor of Science in Nursing |
| Clark, Ainsley | Bachelor of Science in Nursing |
| Edelen, Carter | Bachelor of Science in Nursing |
| Gossman, Alaina | Bachelor of Science in Nursing |
| Graves, Briana | Bachelor of Science in Nursing |
| Hardin, Olivia | Bachelor of Science in Nursing |
| Haute, Vivian | Bachelor of Science in Nursing |
| Higdon, Kylee | Bachelor of Science in Nursing |
| James, Haylee | Bachelor of Science in Nursing |
| Jones, A Nyah C. | Bachelor of Science in Nursing |
| Keyes, Macie | Bachelor of Science in Nursing |
| Massey, Emma | Bachelor of Science in Nursing |
| McNutt, Victoria | Bachelor of Science in Nursing |
| Miranda, Chanel | Bachelor of Science in Nursing |
| Naranjo, Ashley | Bachelor of Science in Nursing |
| Orton, Elle | Bachelor of Science in Nursing |
| Powell, Ella | Bachelor of Science in Nursing |
| Ralston, Ebony | Bachelor of Science in Nursing |
| Robinson, Gracie | Bachelor of Science in Nursing |
| Rodriguez Carballo, Idiana | Bachelor of Science in Nursing |
| Solomon, Elizabeth | Bachelor of Science in Nursing |
| Tomchek, Elana | Bachelor of Science in Nursing |
| Wells, Taitlyn | Bachelor of Science in Nursing |
| Wiegand, Julie | Bachelor of Science in Nursing |
| Wilson, Emily | Bachelor of Science in Nursing |