

# JOHNS HOPKINS CENTER FOR NURSING INQUIRY

**NURSING  
INQUIRY AT  
JHHS**



# TABLE OF CONTENTS

## ABOUT THE CENTER FOR NURSING INQUIRY

WELCOME  
MISSION & VISION  
LEADERSHIP  
SCHOLARLY WORK  
COLLABORATION

## PROGRAMS & EVENTS

NURSE SCHOLAR FELLOWSHIP  
EBP-INTENSIVE  
EBP IN NRP  
2024 SHINE CONFERENCE  
SHIRLEY SOHMER AWARD

## JHHS INQUIRY WORK

FY 2024 PROJECTS, PRESENTATIONS  
AND PUBLICATIONS

## EDUCATION AND OUTREACH

NURSING INQUIRY ONLINE  
COACHING AND CONSULTING

## THANK YOU

PARTNERS

**CENTER FOR NURSING INQUIRY**

600 NORTH WOLFE STREET  
BILLINGS BUILDING, SUITE 220  
BALTIMORE, MD 21287

NURSINGINQUIRY@JHMI.EDU

HOPKINS.ORG/CNI

# ABOUT THE CENTER FOR NURSING INQUIRY

The Johns Hopkins Center for Nursing Inquiry is dedicated to advancing the science of nursing. We provide educational resources and expert guidance for nurses participating in clinical inquiry . . . we encourage nurses to **be curious!**



THE CENTER FOR NURSING INQUIRY TEAM





Heather Watson speaking at the 2024 SHINE Conference.

## WELCOME

The Center for Nursing Inquiry (CNI) has taken a big step forward this year! After spending the last few years building the capacity for nurses to participate in clinical inquiry, in FY 2024 we were able to incorporate more research and evidence-based practice projects.

I'm especially proud that we were able to support efforts - throughout the Health System - to earn the Magnet designation. In FY 2024, we participated in Magnet site visits at four affiliate hospitals, and our exemplar helped The Johns Hopkins Hospital earn its fifth consecutive Magnet designation!

**GENERATING EVIDENCE  
AND IMPLEMENTING IT  
INTO PRACTICE IS  
FOUNDATIONAL TO OUR  
PROFESSIONAL AUTONOMY.**

**STAY CURIOUS!**

**HEATHER WATSON, PH.D, RN**





## MISSION

Our mission is to increase the competence, confidence, and capacity of Hopkins nurses to engage in meaningful scholarly activities.

## VISION

Our vision is to exemplify nursing evidence-based practice, quality improvement, and research excellence.

## VALUES

Johns Hopkins Medicine values guide our center:

- Excellence and Discovery
- Leadership and Integrity
- Diversity and Inclusion
- Respect and Collegiality

**INQUIRY/RESEARCH COUNCIL  
MEMBERS PRESENTING AT THE 2024  
SHINE CONFERENCE (FROM TOP):**

**DAWN HOHL, PH.D, RN  
BETSY ZINK, PH.D, RN  
EMILY WARREN, MSN, APRN,  
ACCNS-P, CCRN**

# LEADERSHIP



## HEATHER WATSON, PH.D, RN

Dr. Heather Watson is the Nurse Scientist for the Johns Hopkins Health System; leading and conducting discipline-specific and interprofessional research to strengthen the implementation, adoption, and sustainability of best evidence for clinical, administrative, and nursing practice. Dr. Watson started her career as a maternal/child nurse, taught in baccalaureate and master's curriculums, and held a senior research nurse position in public health.



## MADDIE WHALEN, MSN/MPH, RN

Maddie Whalen is the Evidence-Based Practice (EBP) Program Coordinator for the Johns Hopkins Health System. In this role, she supports frontline nursing in completing robust and actionable EBP projects. She began her nursing career in the Emergency Department while earning her Master's Degrees in Nursing and Public Health. She continues to work clinically part-time as well as serve as a clinical instructor at the Johns Hopkins School of Nursing.



## ALEXANDRA JOHNSON, MPH, MSN, RN

Alexandra Johnson is the Nursing Inquiry Program Coordinator for the Johns Hopkins Health System. In this role, she conducts and guides nursing research, evidence-based practice, and quality improvement work. Alexandra began her career in research as a Clinical Research Specialist, followed by a Research Coordinator position. Alexandra joined The Johns Hopkins Hospital as a nurse where she continues to work clinically part-time.



## NADINE ROSENBLUM, MS, RN

Nadine Rosenblum is the Nursing Inquiry Program Coordinator for the Johns Hopkins Health System. In this role, she conducts and guides nursing research, evidence-based practice, and quality improvement work. Nadine began her career as a Community Nurse Consultant in South Africa, then joined The Johns Hopkins Hospital. After receiving her IBCLC, she transferred to GYN/OB as a Lactation Consultant and Lead Clinical Nurse. She became the Lactation Team Lead before joining the CNI.

# THE CNI'S SCHOLARLY WORK

The Center for Nursing Inquiry is dedicated to advancing the Science of Nursing, and while much of our work involves supporting other nurses, we are also pursuing our own projects and disseminating our results.

## FY 2024

12 PUBLICATIONS

PRINCIPAL INVESTIGATORS ON 6 PROJECTS

### FEATURED PROJECTS:

*'The ViRA Tool and Interventions Implementation Study* involves a JHHS and JHM team seeking to provide the clinical staff with risk related strategies to prevent escalation to violence and resulting injury. We are in the preliminary stages of tool development on our 22 pilot units across all six hospitals. Our goal is to contribute to our safety culture and the scientific literature around workplace violence.'

**HEATHER WATSON**

*'The Delphi Study* used the Delphi technique to generate consensus among subject matter experts on the essential components for high-quality reporting of evidence-based practice (EBP) projects. The goal is to increase the quantity and quality of EBP publications by providing a writing roadmap for both new and experienced nurses and will be freely available to all.'

**MADDIE WHALEN**

*'The JHH Nurse Excellence ARTs Engagement Program Study* is an IRB-approved mixed methods research study. The study team collected surveys and interviews from nurses who were participants or coaches in the ARTS program during its first three years. Analysis and synthesis of responses provided both positive feedback and considerations for improvements.'

**NADINE ROSENBLUM**

*'The Weighted Blanket Research Study* tests the hypothesis that weighted blankets are a safe and feasible nurse-led intervention to help children cope with post-operative pain and anxiety. Data collection and analysis are still ongoing.'

**ALEXANDRA JOHNSON**



# COLLABORATION

The Center for Nursing Inquiry works collaboratively within the Johns Hopkins Health System shared governance council structure to ensure the inquiry perspective is represented.

## CNI COUNCIL LEADERSHIP

The CNI leads inquiry councils at the health system and affiliate levels:

JHHS INQUIRY  
COUNCIL

JHH INQUIRY  
COUNCIL

## CNI COUNCIL PARTICIPATION

We attend system level councils...

JHHS  
PRACTICE  
COUNCIL

JHHS  
COORDINATING  
COUNCIL

JHHS  
PROF. DEV.  
COUNCIL

... and all affiliate inquiry councils.

ACH INQUIRY  
COUNCIL

BMC INQUIRY  
COUNCIL

HCMC INQUIRY  
COUNCIL

SMH INQUIRY  
COUNCIL

SH INQUIRY  
COUNCIL

# CNI PROGRAMS & EVENTS

The Center for Nursing Inquiry leads several in-depth training programs each year. We teach JHHS nurses to engage in meaningful, high-quality inquiry projects.



WELCOMING THE  
JHH/JHBMC  
EBP-INTENSIVE  
COHORT



The 2024 Nurse Scholar Fellows (not pictured: Rebecca Hannaford, Madison Goundry and Kia Hope Shine).

## NURSE SCHOLAR FELLOWSHIP

In FY 2024, the 2022 Nurse Scholar Fellowship wrapped up work, while a new cohort was launched!

Six fellows from the 2022 cohort decided to continue their work through December 2023. Building upon the best practice recommendations from the full cohort, the remaining group developed a *Communication Checklist Tool* that was incorporated into an education policy, as well as two manuscripts. The group also developed a quality improvement *Virtual Communication* project, including, submission to, and acknowledgement from, the JHM IRB.

Meanwhile, after months of preparation, twelve new fellows were accepted to the 2024 Nurse Scholar Fellowship, and the new cohort began work in June, 2024. We're excited to see what they will accomplish!

**"I AM EAGER TO WORK ALONGSIDE ESTEEMED FACULTY MEMBERS AND FELLOW STUDENTS WHO SHARE MY PASSION FOR INQUIRY AND DISCOVERY."**

**JAYDEN MOSLEY, BSN  
2024 NURSE SCHOLAR  
FELLOW**





Rachel Gordon and Rinchu George, members of the HCMC EBP-I Cohort, report on their EBP-I experience.

## EBP-INTENSIVE

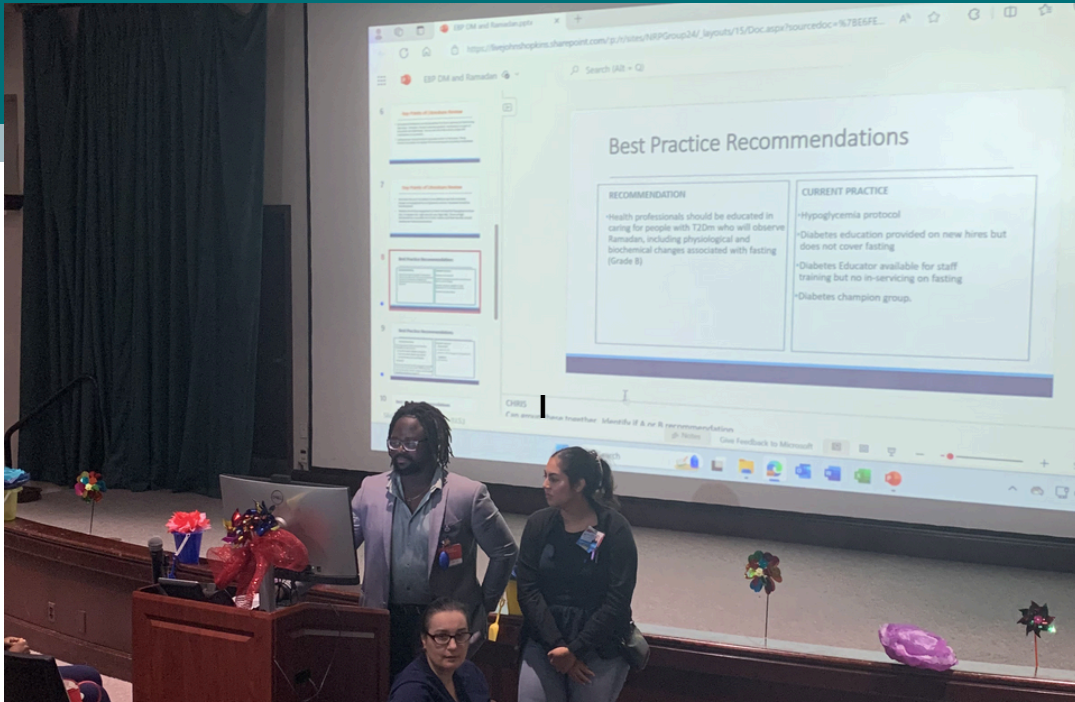
FY 2024 saw the largest EBP-Intensive class to date! Thirty nurses from The Johns Hopkins Hospital, Johns Hopkins Children’s Center and Bayview Medical Center participated in the intensive.

Focusing on virtual nursing, a topic selected by the Health System’s chief nursing officers, the CNI led the class through their EBP project to determine, “What are best practices to implement virtual nursing in the inpatient, non-ICU setting (including the ED)?” and “What are best practices to implement virtual nursing in the ICU?”

The team successfully developed best practice recommendations for implementing virtual nursing in both the ICU and Non-ICU settings, presented the findings to the combined JHH/BMC directors of nursing, and are developing manuscripts for publication.

**"THE EBP INTENSIVE HAS GIVEN ME A NEW PERSPECTIVE IN MY NURSING PRACTICE. I PLAN TO INCORPORATE EVIDENCED BASED PRACTICE INTO MY EVERYDAY WORKFLOW!"**

**2024 JHH/JHBMC EBP-I PARTICIPANT**



Nurses presenting at the EBP in NRP graduation at Suburban Hospital in June, 2024.

## EBP IN NRP

Since it was launched in FY 2022, the **EBP in NRP** curriculum has reached hundreds of new nurses throughout the Health System. In FY 2024, each affiliate took advantage of the flexibility built into the curriculum and tailored the program to best suit their group's needs.

With the **EBP in NRP** curriculum complete, we have focused on strengthening connections between each NRP class and the CNI and their local inquiry council.

**EBP in NRP** has also expanded outside the Johns Hopkins Health System! We've sold the curriculum to three organizations, and we have been in discussion with Vizient about possible opportunities for collaboration. Last but not least, the program was featured on the JBI website!

**"INCLUDING EVIDENCE-BASED PRACTICE IN THE NURSE RESIDENCY PROGRAM CULTIVATES CURIOSITY IN RESIDENTS WHILE INTRODUCING EBP CONCEPTS."**

**MADDIE WHALEN, MSN/MPH, RN**

## 2024 SHINE AWARD WINNERS



**2024 SHINE AWARD WINNERS**  
**FROM TOP LEFT:**  
**IMPACT AWARD:** MADISON GOUNDRY,  
HEATHER CULLEN  
**EXCELLENCE IN QI:** TIM MADEIRA  
**EXCELLENCE IN EBP:** CHARLOTTE COSTELLO,  
ROWENA LEONG MILBURN  
**EXCELLENCE IN RESEARCH:** SUZANNE  
DUTTON, ROSEMARY TREJO  
**BEST STUDENT PROJECT:** LAILA SHRESTHA

# 2024 SHINE CONFERENCE

## IN-PERSON/ON-DEMAND

The SHINE Conference is the Center for Nursing Inquiry's annual celebration of nursing innovation and discovery!

The 2024 conference was a hybrid conference running from April 15 through May 16. SHINE was live, in-person at all six hospitals in the Health System on April 15th. Presentations could be viewed on-demand through May 16th.

In 2024, the SHINE Conference grew in all areas compared to the 2023 Conference! SHINE 2024 showcased more nurse-led projects, welcomed more education presenters, engaged more nurses and offered more NCPD contact hours.

Thanks to the SHINE Work Group, which included nurses from each hospital in the Health System! We've featured them on the following pages.

**"SHINE MADE ME MORE  
INTERESTED IN DOING QI AND  
EBP PROJECTS. IT'S MY FIRST  
DIVE INTO THESE AREAS, AND  
IT'S BEEN INCREDIBLY  
ENRICHING. "**

**2024 SHINE CONFERENCE  
ATTENDEE**





SHINE AT JHH

**750**  
JHHS NURSES  
ATTENDED

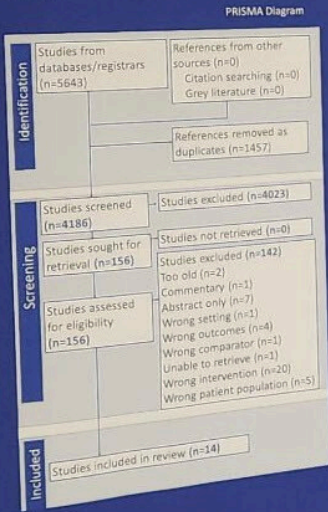


**15**  
PODIUM  
PRESENTATIONS

SHINE AT JHBMC



Reducing violence.



**55**  
POSTER  
PRESENTATIONS

**12**  
EDUCATION  
SESSIONS

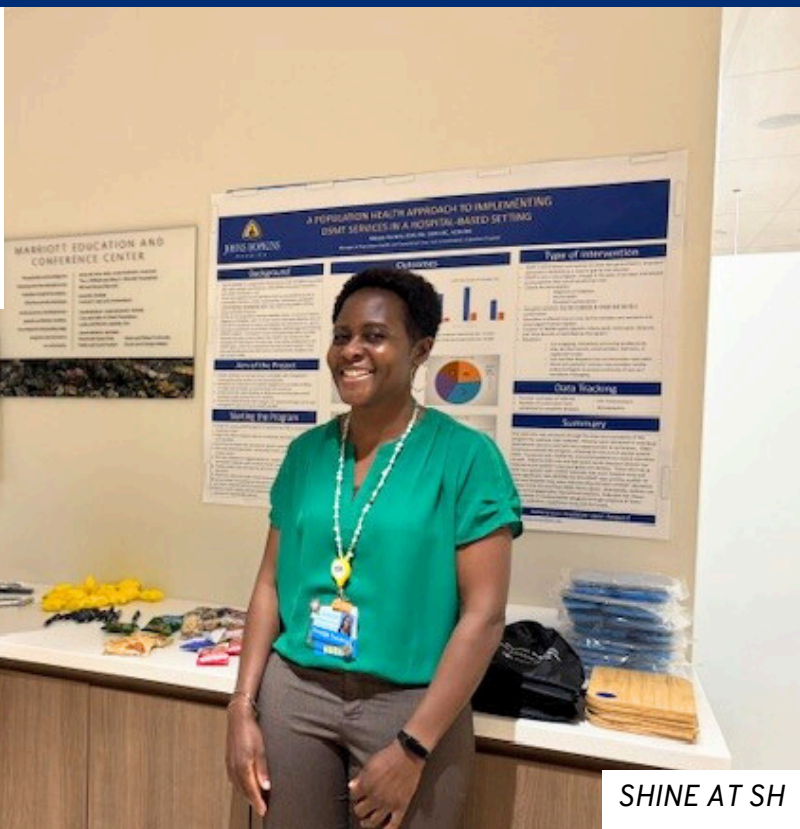
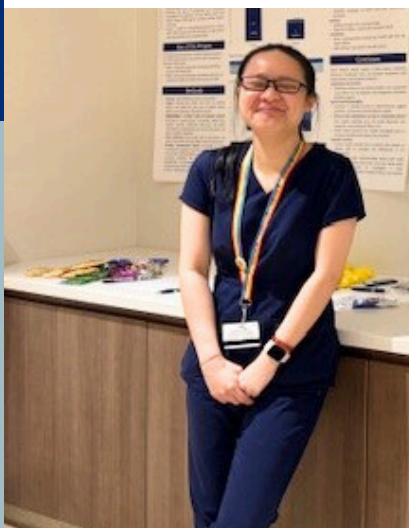




**22.5**  
FREE NCPD  
CONTACT HOURS  
OFFERED



SHINE AT SMH



**155**  
NURSES EARNED  
**637**  
CONTACT HOURS

SHINE AT SH





2024 Shirley Sohmer Award Winner Lynn McDonald with (from left) Heather Watson, Dorna Hairston, and Deb Baker.

## SHIRLEY SOHMER AWARD

The Shirley Sohmer Award supports nurse-led research projects at The Johns Hopkins Hospital. In FY 2024, the \$1,000.00 award went to **Lynn Richards-McDonald** and her contributing authors **Tori Rockwell, Shannon Glynn, Tanesha Chalmers-Brown, Amy Espino, and Claudina Tami**.

Lynn's interdisciplinary team "collaborated to examine how therapy dogs affect the perception of burnout and stress among staff in various locations within the Gynecology and Obstetrics Department." Their hope is that "the findings of this study will provide evidence for the use of therapy dogs as a feasible complementary strategy to help reduce burnout and stress among our healthcare professionals."

The CNI is excited to see the results!

"WE SOUGHT A STUDY THAT MATCHED OUR DEDICATION TO PROMOTING EMPLOYEE WELL-BEING WITHIN OUR DEPARTMENT. AN ANIMAL-ASSISTED THERAPY STUDY HAS THE ABILITY TO IMPROVE WELL-BEING, THROUGH EMOTIONAL CONNECTIONS, STRESS REDUCTION, AND INCREASED HAPPINESS."

LYNN R. MCDONALD, DNP, RN  
WINNER, 2024 SHIRLEY  
SOHMER AWARD

# INQUIRY ACROSS THE HEALTH SYSTEM

The Center for Nursing Inquiry tracks the scholarly work of JHHS nurses who participate in the three forms of nursing inquiry: research, evidence-based practice, and quality improvement.

SOME OF THE JOURNALS THAT FEATURED JHHS NURSE AUTHORS



# JHHS INQUIRY WORK

The Center for Nursing Inquiry supports the three forms of inquiry from inception to completion, and tracks the work of JHHS nurses. In FY 2024, the reporting system launched last year helped us to reach a wider audience.

INQUIRY WORK FY 2024**	ACH	BMC	HMC	JHH	SM	SUB	HOME CARE/ OTHER ***	MULTI SITE
PROJECTS	13	21	11	68	10	5	3	9
RESEARCH	0	4*	1*	9*	2*	0	0	3
EBP	1	1	4*	10*	1	1*	0	2
QUALITY IMPROVEMENT	12	16*	6	49*	7	4	3	4
PRESENTATIONS	12	13	5	46	12	13	1	4
PODIUMS	3	2*	2*	13*	5*	6	0	3
POSTERS	9*	11	3	33*	7*	7*	1*	1
PUBLICATIONS	7*	9	1*	50*	6*	4*	2*	6

\*Includes multiple sites

\*\*The CNI recognizes this might not be a comprehensive list

\*\*\*Other includes JHC@H, JH International, JHHS, and JHCP



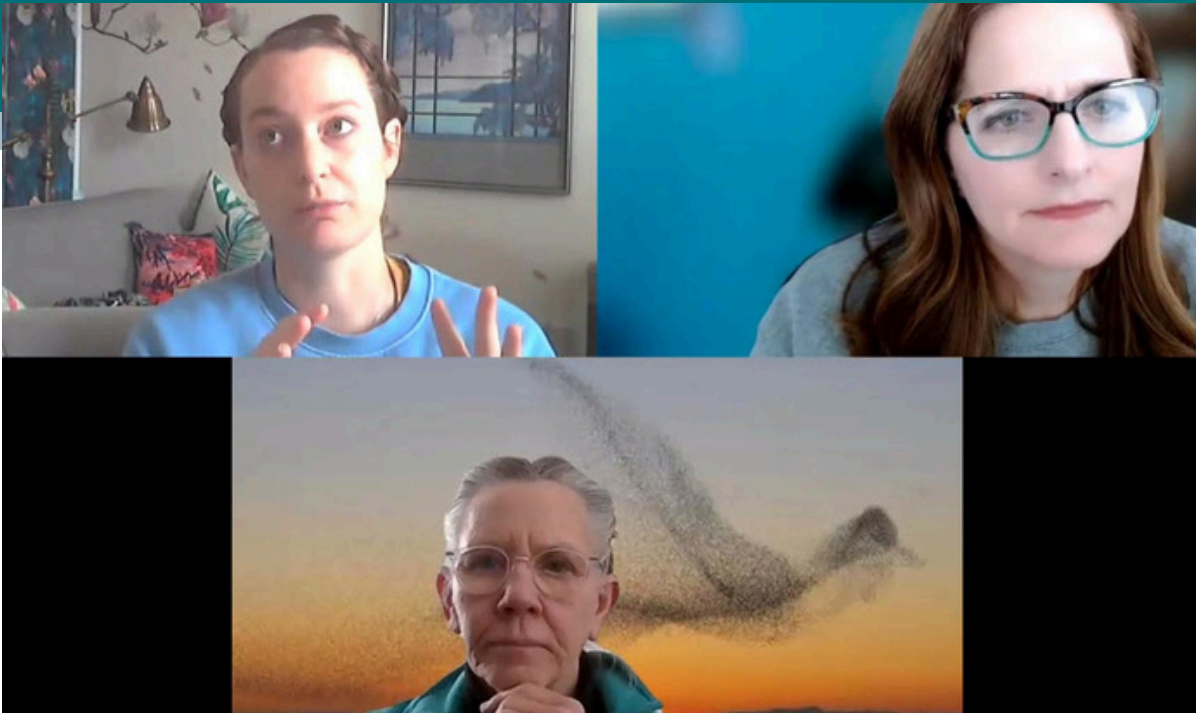
# EDUCATION AND OUTREACH

To meet the needs of all JHHS nurses, the Center for Nursing Inquiry provides on-demand educational resources, a virtual workshop series, one-on-one consulting and coaching, and more!



**CONSULTING WITH  
NURSES DURING  
NATIONAL NURSING  
WEEK**





Discussing Artificial Intelligence applications and their impact on nursing during the CNI’s May, 2024 Journal Club.

## NURSING INQUIRY ONLINE

Much of The Center for Nursing Inquiry’s work takes place online; the internet allows us to have nursing inquiry resources available 24/7!

### WEBSITE

The CNI’s website is a valuable resource for JHHS nurses, featuring on-demand educational content, virtual tools, and other resources. It consistently ranks at the top of nursing inquiry Google searches.

### TECHNOLOGY

We transitioned to SmartSheets in 2024; streamlining complex registration and evaluation processes and saving staff time.

### SOCIAL MEDIA

Our online audiences grew in FY 2024: Facebook **6%** increase, LinkedIn **42%** increase, and email list **46%** increase.

### PODCASTS/VIDEOS

We posted **12** new podcasts in FY 2024, for a total of **59**, podcasts were viewed over 1030 times. **12** new videos were posted; videos were viewed almost **7,500** times.

### WORKSHOPS

The CNI’s popular workshop series provides a thorough overview of nursing inquiry. In FY 2024, **29** participants earned **96** NCPD contact hours.

### JOURNAL CLUB

**25** nurses attended our quarterly journal club this year, discussing topics ranging from Artificial Intelligence to TikTok!



Alix Johnson speaks with nurses about inquiry during National Nursing Week.

## COACHING AND CONSULTING

The Center for Nursing Inquiry is always available to advise JHHS nurses! Support takes many forms and reaches nurses with all levels of inquiry expertise. In FY 2024, the CNI:

- Held monthly drop-in office hours, offered virtually so all JHHS nurses have access.
- Provided in-person consults to individuals and groups.
- Met directly with nurses on their units to present on nursing inquiry and answer questions.
- Shared resources and made connections between nurses by email, online and at outreach events.
- Provided pre-acceptance coaching to 15 SHINE applicants, and coached over 30 nurses who were conditionally accepted to the 2024 SHINE conference.

**"GETTING STARTED IN INQUIRY WORK IS SIMILAR TO GETTING STARTED AS A NEW NURSE ON THE FLOOR. BOTH CAN BE VERY OVERWHELMING- JUST REMEMBER, YOU DON'T HAVE TO KNOW EVERYTHING! DON'T BE AFRAID TO TAKE THE FIRST STEPS."**

**Alix Johnson, MPH, MSN, RN  
Nursing Inquiry Program  
Coordinator**



# THANK YOU





# THANKS TO OUR PARTNERS!

The Center for Nursing Inquiry works closely with nurses throughout the Health System. We'd like to particularly thank members of the **JHHS Inquiry Council** and the **SHINE Work Group**; we could not accomplish our goals without their support!

## JHHS INQUIRY COUNCIL

The JHHS Inquiry Council works with the CNI to develop system-wide strategic plans and goals related to nursing inquiry. Thank you for helping to advance the science of nursing!

### All Children's Hospital

- Kristina Burger, DNP, APRN
- Samantha O'Leary, RN, BSN, CPN

### Bayview Medical Center

- Cathy Lindauer, DNP, RN
- Taylor Yiankos, MSN, RN, CMSRN

### Howard County Medical Center

- Vicki Lowe, PhD, RN
- Kate Kelly, MSN, RN

### Johns Hopkins Care at Home

- Dawn Hohl, PhD, RN

### The Johns Hopkins Hospital

- Judy Ascenzi, DNP, RN
- Emily Warren, MSN, APRN, ACCNS-P, CCRN
- Pamela Moss, MSN, MPH, APRN-CNS, ACCNS-AG, CCRN-CSC

### Sibley Memorial Hospital

- Suzanne Dutton, DNP, GNP-BC
- Rowena L Milburn, DNP, MSN, RNC-LRN

### Suburban Hospital

- Karin Nevius, MSN, RN, CCRN-K
- Meha Delal, MSN, RN
- Linda Simpson, BSN, RN, OCN

## SHINE WORK GROUP

Thanks to the SHINE Work Group for helping to plan and promote the SHINE Conference and for organizing the in-person events at their affiliates. A huge amount of work goes into the SHINE Conference, we couldn't do it without them!

### All Children's Hospital

- Kristina Burger, DNP, APRN
- Samantha O'Leary, RN, BSN, CPN
- Jolyn Lambert, BSN, RN
- Kim Kuperman, MSN, RN

### Bayview Medical Center

- Cathy Lindauer, DNP, RN
- Annie Duremdes, MSN, RN

### Howard County Medical Center

- Vicki Lowe, PhD, RN
- Kate Kelly, MSN, RN

### Sibley Memorial Hospital

- Suzanne Dutton, DNP, GNP-BC

### The Johns Hopkins Hospital

- Stefanie Mann, MS, NPD-BC
- Kelly Williams, MSN, RN
- Myrna Mamaril, DNP, RN

### Suburban Hospital

- Karin Nevius, MSN, RN, CCRN-K
- Meha Delal, MSN, RN

**THANKS TO ALL  
JHHS NURSES WHO  
PARTICIPATE IN  
INQUIRY WORK!  
  
STAY CURIOUS!**

