

2025 NURSING ANNUAL REPORT



A MAGNET FOR NURSING EXCELLENCE



ALBANY MED Health System

GLENS FALLS HOSPITAL



Table of Contents

CNO WELCOME 2

2025 NURSING WORKFORCE STATISTICS 3

NURSING MISSION, VISION AND VALUES 3

PROFESSIONAL PRACTICE MODEL 4

SHARED LEADERSHIP 5-8

Shared Leadership in Action:
Nurses Driving the Magnet Journey

Partners in Practice: Elevating the
Voice of Care Team Members

Still Magnetic: Nursing Excellence Continues

CARE DELIVERY 9-11

A New Standard for Geriatric Emergency Care

Five Years Strong: Preventing
Central Line Infections on Tower 6

Improving GI Care Through
Evidence-Based Practice

Helping Joint Replacement
Patients Recover at Home

Expanding Access Through
Nurse-Led Wellness Visits

INTERPROFESSIONAL DECISION MAKING 12-14

National Recognition for Maternity Care

Caring Through Change in
the Emergency Department

Seeing the Person Behind the Patient

Preventing Falls, Promoting Mobility

PROFESSIONAL DEVELOPMENT 15-18

Progress Towards Increasing the Number
of Nurses with BSN or Higher Degrees

Board Certification of
Glens Falls Hospital Nurses

Stronger Starts for New Nurses

Strengthening Night Shift Support
Through the Clinical Resource Nurse

Climbing the Ladder: Congratulations to
our 2025 Professional Advancement Nurses

PROFESSIONAL PRACTICE 19-23

2025 DAISY Award® Recipients

2025 Bee Award Recipients

2025 OWL Award Recipients

Congratulations to our 2025
Nurses and Teams of the Year

Community Recognition of
Glens Falls Hospital Nurses

Seeing the Person Behind the Patient



Welcome

It is my pleasure to share this year's Glens Falls Hospital Nursing Annual Report. Each year, this report offers an opportunity to reflect on the extraordinary work of our nurses and the many ways they make a difference for the patients, families, and communities we serve.

I am continually inspired by the dedication, compassion, and professionalism of our nursing team. Whether at the bedside, in our outpatient settings, or in leadership and support roles, our nurses bring a deep commitment to excellence and a genuine spirit of caring to their work every day. Their expertise and teamwork are the foundation of the safe, high-quality care our patients rely on.

This past year has been particularly meaningful for our organization. In 2025, Glens Falls Hospital proudly achieved Magnet® redesignation, recognizing the strength of our professional nursing practice and reaffirming our commitment to excellence in patient care. Magnet recognition reflects the work of nurses across the hospital who continually seek new ways to improve care, support one another, and advance our profession.

Throughout this report, you will see many examples of the innovation, collaboration, and leadership that define nursing at Glens Falls Hospital—from improving patient safety and expanding access to care to supporting the growth of the next generation of nurses. These stories demonstrate how our Professional Practice Model guides our work and how nurses play a central role in shaping the future of healthcare in our community.

I am incredibly proud of the nurses of Glens Falls Hospital and grateful for the compassion, skill, and dedication they bring to their work every day.

Thank you for taking the time to learn more about the remarkable contributions of our nursing team.

Sincerely,

Donna Kirker, MS, RN, NEA-BC
Senior Vice President of Patient Services and Chief Nursing Officer

2025 NURSING WORKFORCE STATISTICS

800+
GFH REGISTERED NURSES

54
NEW NURSE RESIDENTS

58%
BSN OR HIGHER DEGREE

CLINICAL LADDER PROMOTIONS

57 | **44**
LEVEL 3 | LEVEL 4

41%
BOARD CERTIFIED

MISSION

To provide exceptional patient and family-centered care in every encounter in every setting.

VISION

We will be a leader in advancing the profession of nursing evidenced by our compassionate, collaborative, evidence-based care for patients, family, and community.

NURSING VALUES

Integrity

Diversity

Respect

Empathy

Advocacy

Collaboration



2025 ADDITION TO OUR WORKFORCE

Glens Falls Medical Group has successfully onboarded the Saratoga Care Lane and Malta Medical Oncology and Infusion practices under the Glens Falls Hospital umbrella, providing exceptional, Commission on Cancer accredited cancer treatment, hematology, and infusion services to patients in the Northern region of the Albany Med Health System. Services offered: Cancer diagnosis and treatment, radiation oncology, lab services, navigation support services, genetic counseling, and clinical trials.

OUR PROFESSIONAL PRACTICE MODEL

Nursing practice at Glens Falls Hospital is guided by our Professional Practice Model, which reflects the values, relationships, and principles that shape how nurses care for patients and support one another.

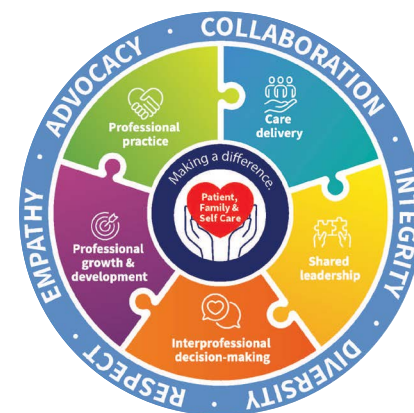
At the center of the model are hands holding a heart, representing our commitment to compassionate, heart-centered care. Inspired by Jean Watson's Theory of Caring, this symbol reflects the connection between the nurse, the patient, the family, and the caregiver's own well-being. Watson's Caritas Processes® guide how nurses translate caring into action by practicing kindness, presence, and respect in every interaction.

Surrounding the heart is our belief that nurses are "making a difference." Nurses at Glens Falls Hospital share a common purpose—to improve the lives of patients, families, colleagues, and the communities we serve. Through teamwork, mutual support, and strong relationships, nurses help create an environment where healing can occur.

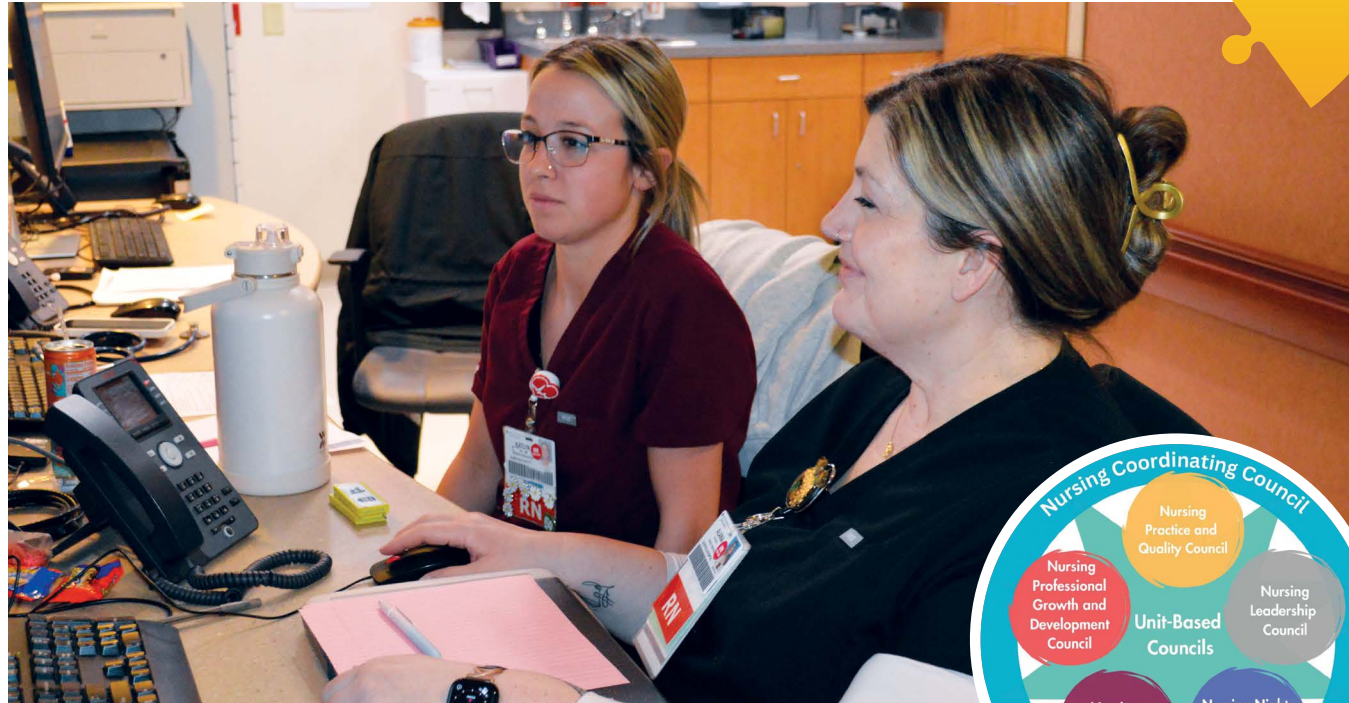
This model comes to life through five interconnected domains that guide nursing practice across the organization:

- **Care Delivery:** Providing patient- and family-centered care grounded in evidence-based practice.
- **Interprofessional Decision Making:** Collaborating with colleagues across disciplines to improve patient outcomes.
- **Professional Growth and Development:** Supporting lifelong learning and career advancement.
- **Professional Practice:** Promoting excellence, autonomy, and accountability in nursing care.
- **Shared Leadership:** Empowering nurses to participate in decisions that shape professional practice.

Together, these elements reflect our commitment to compassionate care, professional excellence, and making a meaningful difference every day.



SHARED LEADERSHIP



SHARED LEADERSHIP IN ACTION: NURSES DRIVING THE MAGNET JOURNEY

Shared leadership is a cornerstone of professional nursing practice at Glens Falls Hospital and played a vital role in achieving Magnet® redesignation in 2025. Through shared decision making, clinical nurses and nurse leaders work together to shape practice, strengthen patient care, and advance the nursing profession within the organization.

Shared leadership ensures that the voices of bedside nurses are central to decisions that affect patient care and the work environment. At Glens Falls Hospital, nurses participate in councils and committees where they collaborate with colleagues to review evidence, identify opportunities for improvement, and implement changes that strengthen quality and safety. This structure empowers nurses to take an active role in guiding professional practice and ensures that decisions are informed by those closest to the patient.

During the Magnet journey, shared governance councils were instrumental in advancing key initiatives across the organization. Clinical nurses led evidence-based practice projects, reviewed quality data, and helped implement improvements in areas such as patient safety, infection

prevention, and care coordination. Nurses also contributed to the development of Magnet documentation and shared their experiences during the Magnet site visit, demonstrating how shared leadership supports both professional engagement and strong patient outcomes.

Equally important is the partnership between clinical nurses and nurse leaders. Leaders provide mentorship, coaching, and resources that help nurses develop confidence in decision making and innovation. This collaborative relationship strengthens accountability and fosters an environment where ideas can be shared openly and improvements can take shape.

The strength of shared leadership at Glens Falls Hospital reflects a culture where nurses are recognized as experts in their practice and trusted partners in shaping the future of patient care. Through collaboration, mutual respect, and a shared commitment to excellence, nurses continue to lead improvements that make a meaningful difference for patients, families, and the community.

PARTNERS IN PRACTICE: ELEVATING THE VOICE OF CARE TEAM MEMBERS

Strong patient care depends on collaboration among every member of the healthcare team. In 2025, Glens Falls Hospital introduced the Partners in Practice (PIP) Committee, a new initiative designed to strengthen engagement and collaboration among Unlicensed Assistive Personnel (UAP) who play an essential role in daily patient care.

The idea for the committee emerged from the Nursing Clinical Leadership Committee, a group of Assistant Nurse Managers, Nurse Educators, and Lead RNs who were exploring ways to improve retention and engagement among nursing care partners. Through discussion and review of current research, the group recognized the importance of creating a structured forum where UAP team members could share ideas, raise concerns, and contribute to improvements in clinical practice.

The Partners in Practice Committee includes Patient Care Assistants, Specialty Technicians, Medical Assistants, and other care team members who support patient care across the hospital. A Nurse Manager serves as an

advisor, while representatives from the Nursing Clinical Leadership Committee attend meetings to strengthen communication and collaboration with nursing leadership.

Since its first meeting in October 2025, the committee has provided an opportunity for members to discuss workflow, professional development, recognition, and other topics that influence the daily work environment.

By encouraging open dialogue and shared problem solving, the Partners in Practice Committee helps ensure that every member of the care team has a voice in shaping practice. This collaborative approach strengthens teamwork, supports professional growth, and ultimately enhances the care provided to patients and families





STILL MAGNETIC

Glens Falls Hospital earns Magnet redesignation, reaffirming its commitment to nursing excellence.

In October, Glens Falls Hospital achieved an important milestone—earning Magnet® designation from the American Nurses Credentialing Center (ANCC) for the second time. The hospital first achieved Magnet recognition in 2021, and this second designation reaffirms the strength of its professional nursing practice and its ongoing commitment to high-quality patient care. Magnet recognition is considered the highest honor for nursing excellence and places Glens Falls Hospital among a select group of hospitals nationwide recognized for outstanding care, strong nursing leadership, and supportive practice environments.

Magnet designation reflects years of dedication from nurses and teams across the organization. Hospitals seeking Magnet recognition must meet rigorous national standards that evaluate patient outcomes, nurse engagement, leadership, professional development, and innovation in care delivery. Following a comprehensive written application and a multi-day site visit by Magnet appraisers, Glens Falls Hospital successfully demonstrated how nurses across the hospital contribute to improving care and strengthening outcomes for patients.



“Achieving Magnet recognition was truly a team effort. Nurses across the hospital shared their ideas, improved practice, and supported one another along the way. This designation celebrates that collective commitment to excellence.”

— Jamie Aliperti, MS, RN, CNML, Magnet Program Director

One of the most notable aspects of the designation was the recognition of seven Magnet exemplars, an honor awarded when performance in a particular area significantly exceeds national benchmarks. These exemplars highlight exceptional outcomes and reflect the many ways nurses at Glens Falls Hospital lead improvements in safety, quality, and patient experience. From preventing infections and reducing falls to advancing emergency cardiac care and strengthening patient satisfaction, nurses across the organization have played a key role in improving outcomes.

Quality results were a central part of the Magnet journey. In the years leading up to redesignation, the hospital demonstrated strong performance in multiple nurse-sensitive indicators—measures that reflect the direct impact of nursing care on patient safety and quality. Nurses also contributed to improvements in important areas such as stroke care and emergency cardiac care while maintaining high levels of patient satisfaction related to nursing communication, responsiveness, and overall care.

Magnet recognition also reflects the strength of the hospital’s professional nursing environment. Nurses at Glens Falls Hospital are encouraged to lead, collaborate, and continually improve the care they provide. Through

shared leadership councils, clinical nurses help shape practice standards, evaluate new ideas, and develop solutions that improve care for patients and families.

Professional development is another key part of this culture. Programs such as the Nurse Residency Program support newly graduated nurses as they transition into practice, while experienced nurses serve as mentors, preceptors, educators, and leaders who help strengthen the profession within the organization.

For the community, Magnet recognition provides reassurance that the care delivered at Glens Falls Hospital meets the highest standards of nursing quality and safety. Research consistently shows that Magnet hospitals achieve strong patient outcomes, high patient satisfaction, and creates environments where nurses can provide their best care.

While this second Magnet designation is an important accomplishment, it also reflects an ongoing commitment. Nurses across Glens Falls Hospital continue to seek new ways to improve care, support one another, and advance professional nursing practice—ensuring that the hospital remains a place where patients receive safe, compassionate, and exceptional care.

CARE DELIVERY



A NEW STANDARD FOR GERIATRIC EMERGENCY CARE

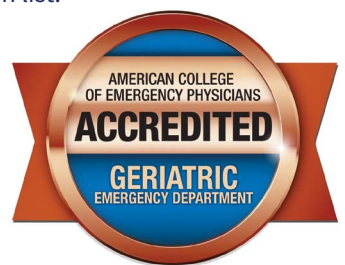
In 2025, the Emergency Department reached an important milestone—earning Bronze-level Geriatric Emergency Department (GED) Accreditation. This recognition reflects a focused effort to make emergency care safer, more comfortable, and more responsive for older adults. Teams across the department worked together to strengthen care for patients age 65 and older by concentrating on four priorities: reducing unnecessary NPO status, ensuring medication reconciliation, minimizing urinary catheter use, and limiting the use of physical restraints.

Many of the improvements came from simple but thoughtful changes in daily practice. Nurses and ED technicians began offering food and fluids to older adults whenever it was medically appropriate, helping prevent patients from going long periods without nourishment. The department's experienced medication reconciliation team also strengthened their work to ensure medication lists are accurate when patients arrive and when they leave the hospital. This process is an important part of safe care, helping avoid medication errors and supporting smoother transitions home. Staff also increased the use

of alternatives to urinary catheters and continued to emphasize least-restrictive approaches to keep patients safe while preserving dignity and comfort.

These efforts led to clear improvements throughout the year. Urinary catheter use became increasingly rare, and by the end of the year it occurred only in a very small number of cases. Fewer older adults spent extended time in the Emergency Department without access to food when it was safe to eat. The use of restraints remained extremely uncommon, reflecting the team's commitment to respectful, patient-centered care. Medication reconciliation also remained strong, with most older adults leaving the Emergency Department with a fully reviewed and accurate medication list.

Together, these improvements show the impact of teamwork, attention to detail, and a shared commitment to caring for older adults with the respect and clinical expertise they deserve.



FIVE YEARS OF SAFE CENTRAL LINE CARE ON TOWER 6

The inpatient telemetry unit, Tower 6, recently reached an extraordinary milestone—five years without a single central line–associated bloodstream infection (CLABSI). This achievement reflects the dedication, vigilance, and teamwork of the Tower 6 nurses working closely with the hospital's Vascular Access team to keep patients safe.

CLABSIs are serious infections that occur when bacteria enter the bloodstream through a central line. These infections can lead to longer hospital stays and serious complications, which is why preventing them is a priority for hospitals everywhere. Across the United States, thousands of patients experience CLABSIs each year, making Tower 6's five-year record particularly meaningful.

The success on Tower 6 comes down to a culture of accountability and strong clinical practice. Nurses routinely evaluate whether a central line is still necessary and advocate for removal when patients can safely transition to peripheral access. The team also follows strict evidence-based practices for line care, dressing changes, and infection prevention.

For the nurses on Tower 6, preventing infections is not just a checklist—it's part of how they approach patient care every day.

"On T6, we're always talking about whether a central line is really needed," said Brintnal Hodson, RN. "We've gone five years without a CLABSI, and a big part of that is pushing to remove central lines and use peripheral access when it makes sense. It's just kind of how we practice here—a central line is everyone's responsibility."

This milestone highlights the power of teamwork and the impact of consistent, thoughtful care. By staying focused on prevention and patient safety, the Tower 6 team continues to demonstrate what high-quality nursing practice looks like in action.

IMPROVING GI CARE THROUGH EVIDENCE-BASED PRACTICE

Nurses in the Glens Falls Hospital GI Center are continually looking for ways to improve patient care and the efficiency of procedures through evidence-based practice. One recent project focused on the use of simethicone, a medication commonly used during gastrointestinal procedures to improve visualization.

Traditionally, simethicone is sometimes administered during a procedure through the endoscope to help clear bubbles and improve the physician's view. However, this approach can increase the time required to properly clean and reprocess the scopes after the procedure. GI Center nurses explored whether giving simethicone orally as part of the patient's preparation could provide the same benefit while improving workflow.

After reviewing the available research, the nursing team collaborated with physicians and office staff to design a project to evaluate the approach. Nurses began tracking patients who underwent colonoscopy with standard preparation and those who received oral simethicone as part of their prep. They then compared how often simethicone needed to be administered during the procedure.

Early results from the project are promising and suggest that incorporating simethicone into the preparation process may improve visualization while also supporting more efficient scope processing.

This work reflects the ongoing commitment of the GI Center nursing team to innovation, collaboration, and evidence-based practice—ensuring that patients continue to receive safe, high-quality care while continually improving how that care is delivered.



HELPING JOINT REPLACEMENT PATIENTS RECOVER AT HOME

Advances in surgical care are changing how patients recover from joint replacement surgery. In the past, patients undergoing total hip or knee replacement often stayed in the hospital for several days and were frequently discharged to a rehabilitation facility. Today, improvements in surgical techniques, anesthesia, and patient preparation are helping many patients recover more quickly.

At Glens Falls Hospital, these advances have made same-day discharge possible for many patients. In 2025, more than 60 percent of patients undergoing total hip or knee replacement were able to return home on the same day as their surgery—an approach that allows patients to begin recovery in the comfort of their own homes.

A key part of this success is the hospital's Orthopedic Nurse Navigator, who serves as a guide and resource for patients throughout their surgical journey. The Nurse Navigator works closely with surgeons, advanced practice providers, nurses, therapists, and care managers to ensure patients are well prepared for surgery and have the support they need for recovery at home.

Preparation begins before surgery. All joint replacement patients attend a comprehensive education class where they learn what to expect before, during, and after their procedure. The class is led by an interdisciplinary team that includes nurses from Care Management, the PAT Clinic, Perioperative Services, and 4 West, along with physical and occupational therapists.

Through careful preparation, strong communication, and teamwork across departments, the Total Joint Program continues to help patients experience safe surgery and a smooth recovery



INTERPROFESSIONAL DECISION-MAKING

Interprofessional Decision-making



EXPANDING PREVENTIVE CARE THROUGH NURSE-LED WELLNESS VISITS

In 2025, registered nurses in the Glens Falls Medical Group played an expanded role in preventive care by completing 461 Medicare Annual Wellness Visits (AWVs) for patients enrolled in Medicare Part B. These visits focus on prevention and health promotion, helping patients stay healthy while also creating additional appointment availability for primary care providers.

Because nurses conducted these visits, providers were able to use that time to see patients with more complex medical needs. In total, the program created space for 461 additional primary care appointments, improving access to care across the practice.

The Medicare Annual Wellness Visit is designed to help patients take a proactive role in their health. During the visit, nurses complete a comprehensive health assessment and review important preventive screenings. They also

help identify potential health risks—such as fall risk, depression, or changes in cognitive function—and provide education that encourages healthy lifestyle choices. Each patient receives personalized health information, including recommended screenings and guidance on steps they can take to maintain or improve their health.

The program benefits both patients and the care team. Patients receive dedicated time focused entirely on prevention, while clinicians gain additional availability to address acute concerns and ongoing medical issues. For nurses, the program provides an opportunity to practice at the top of their license, strengthening their clinical skills and deepening relationships with the patients they serve. By expanding nurse-led preventive care visits, Glens Falls Medical Group is improving access, strengthening team-based care, and helping patients take an active role in maintaining their health.

NATIONAL RECOGNITION FOR OUTSTANDING MATERNITY CARE

Glens Falls Hospital has been recognized as a 2026 High Performing Hospital for Maternity Care by U.S. News & World Report, the highest rating the organization awards for maternity services. The recognition reflects the hospital's commitment to providing safe, high-quality care for mothers and newborns.

Hospitals receiving this designation meet important patient safety and quality standards. According to U.S. News, the recognition helps expectant parents identify hospitals that consistently deliver strong outcomes and evidence-based maternity care.

Several factors contributed to this recognition, including strong results in key measures such as C-section rates for low-risk births, newborn complication rates, and breastfeeding support for new families. These outcomes reflect the coordinated efforts of a multidisciplinary team dedicated to supporting families through one of life's most important moments.

Care on the maternity unit is guided by each patient's individualized birth plan and supported by a team that includes obstetricians, certified nurse midwives, pediatricians, neonatal nurse practitioners, lactation consultants, nurses, surgical technicians, social workers, and other skilled staff members.

"The birth of a child is a cherished event on our unit, and we are dedicated to supporting families through their chosen birth experience," said Nurse Manager Kristina Lafreniere. "Our team is experienced in caring for patients who choose to parent, create an adoption plan, or give birth through surrogacy."

This national recognition highlights the expertise, compassion, and teamwork of the maternity care team and their ongoing commitment to supporting families throughout the birth experience.





CARING THROUGH CHANGE IN THE EMERGENCY DEPARTMENT

In 2025, the Emergency Department began a major renovation designed to improve the patient experience and expand capacity for the future. The project includes a redesigned waiting room, updated registration and triage areas, and enhanced security features. While these improvements will bring long-term benefits, construction has created some temporary challenges—especially when the ambulance entrance closed, and both emergency medical services (EMS) and walk-in patients began using the same entrance.

This change required patients arriving by ambulance to travel through public areas before reaching the Emergency Department. It also increased the potential for congestion and required careful coordination to maintain privacy, safety, and timely care. In response, ED nurses and team members worked closely with colleagues across the hospital to redesign workflows and put practical solutions in place.



Several strategies helped keep patient care moving smoothly. A dedicated parking assistant helps manage traffic at the shared entrance and supports EMS

crews during busy arrival times. Nurses and ED technicians meet ambulances at the ramp to assist with patient movement through temporary pathways into the department, allowing EMS teams to return to service quickly. Staff also escort patients through alternative hallways when needed to reduce fall risk and maintain privacy. Walkie-talkies allow the ramp team to communicate directly with the charge nurse, helping the department stay prepared for incoming patients in real time.

Strong communication has also been key. ED leaders continue to meet regularly with EMS partners and provide updates to community agencies while keeping hospital staff informed through meetings, huddles, and regular updates.

The renovation project will continue through several additional phases, and adjustments will be necessary along the way. What remains constant is the team’s commitment to working together to keep patients safe. Through collaboration, adaptability, and a shared focus on patient care, the Emergency Department continues to deliver high-quality care—even as construction moves forward.

SEEING THE PERSON BEHIND THE PATIENT

In the Critical Care Unit at Glens Falls Hospital, nurses are finding new ways to strengthen connections with the patients and families they serve. One initiative helping support this goal is the “Get to Know Me” board, a simple but meaningful tool designed to help staff learn more about the person behind the patient.

Patients admitted to critical care are often unable to communicate their preferences, routines, or personal comforts. To help bridge that gap, nurses invite patients or their family members to complete a “Get to Know Me” board shortly after admission. The board includes information about the patient’s interests, favorite music, hobbies, important people in their life, and other personal details that help caregivers better understand who they are beyond their medical condition.

The board is placed in the patient’s room where nurses, physicians, and other members of the care team can easily see it. This small step helps spark conversation,

strengthens relationships, and allows caregivers to provide more personalized and compassionate care.

Families have embraced the program, often sharing stories and memories that help staff better understand their loved one. In many cases, these conversations create stronger trust between families and the care team during what can be an incredibly stressful time.

Although the program is still evolving, the impact is already clear. By taking the time to learn more about each patient as a person, the Critical Care team is creating a more compassionate environment that supports both healing and connection.



PREVENTING FALLS, PROMOTING MOBILITY

Preventing patient falls is a top priority at Glens Falls Hospital, especially for older adults who may face additional risks during hospitalization. Factors such as decreased strength, cognitive changes, poor nutrition, and environmental hazards can all contribute to falls. Because of this, fall prevention requires strong collaboration among nurses, physical therapists, providers, and support staff to ensure that patients remain safe while maintaining mobility.

To reinforce these efforts, the Nursing Education Department hosted a Fall Prevention Day on September 22, 2025—the first day of autumn. The event focused on raising awareness about fall risks and highlighting the important role early mobility plays in maintaining patient strength and independence. Research shows that even short periods of immobility can lead to significant physical decline, particularly for older adults. During the event, staff received education on tools such as the AM-PAC Inpatient Basic Mobility Score and the Johns Hopkins Highest Level of Mobility Scale, which help care teams track progress and encourage safe daily movement for hospitalized patients.

The hospital also introduced a new recognition program that celebrates teams who demonstrate outstanding commitment to fall prevention and patient safety. The Golden Gait Belt Award, established by Julie Mosher,

Director of Nursing Practice and Professional Development, recognizes innovative work that helps reduce fall risk and improve patient outcomes.

The first awards honored two teams whose work significantly improved patient safety. The Outpatient Physical Therapy Gait Clinic Team was recognized for its Steps to Success program, which improved patient walking endurance and mobility. The Tower 3 team was honored for creating a dedicated fall prevention team that significantly reduced the unit’s fall rate.

Together, these initiatives reflect Glens Falls Hospital’s commitment to teamwork, education, and innovation in keeping patients safe.





PROFESSIONAL GROWTH & DEVELOPMENT

PROGRESS TOWARDS INCREASING THE NUMBER OF NURSES WITH BSN OR HIGHER DEGREES

Nursing in the 21st Century is more complex than ever before. In response to the Institute of Medicine's recommendation that 80% of the nation's RN workforce hold a Bachelor of Science in Nursing (BSN) by 2020, Glens Falls Hospital (GFH) nurses set a goal annually to increase the percentage of nurses with a BSN or higher degree. A BSN program offers a well-rounded education incorporating leadership, critical thinking, and evidence-based practices, equipping nurses with the skills necessary to excel in a dynamic healthcare environment. By pursuing a BSN or higher degree, GFH nurses not only enhance their career opportunities and potential for advancement but also contribute to the overall effectiveness and quality of the healthcare system.

Congratulations to the nurses that earned their BSN or MSN in 2025:

BACHELOR OF SCIENCE IN NURSING

- Kristina Antognioni, BSN, RN, Behavioral Health Unit
- Jonelle Bacon, BSN, RN, Emergency Department
- Hannah Beadnell, BSN, RN, Emergency Department
- Kristy Carpenter, BSN, RN, 2 West
- Emma Edge, BSN, RN, Care Management

- Calla Guest, BSN, RN, Care Management
- Kaitlynn Huften, BSN, RN, Emergency Department
- Raza Khan, BSN, RN, Tower 2
- Loni Lewis, BSN, RN, Post Anesthesia Care Unit
- Kala Mariotti, BSN, RN, Operating Room
- Ciara Martin, BSN, RN, Cambridge Family Health Center
- Caryn McDonald, BSN, RN, Infusion Center
- Maureen O'Brien, BSN, RN, GI Center
- Andrea Porter, BSN, RN, Tower 3
- Andrea Seeley, BSN, RN, Operating Room
- Kimberly Sweenor, BSN, RN, Operating Room
- Brienna Vassar, BSN, RN, 2 West
- Carly Vreugde, BSN, RN, Tower 5
- Emma Wade, BSN, RN, Tower 5
- Ashlee Waite, BSN, RN, 2 West

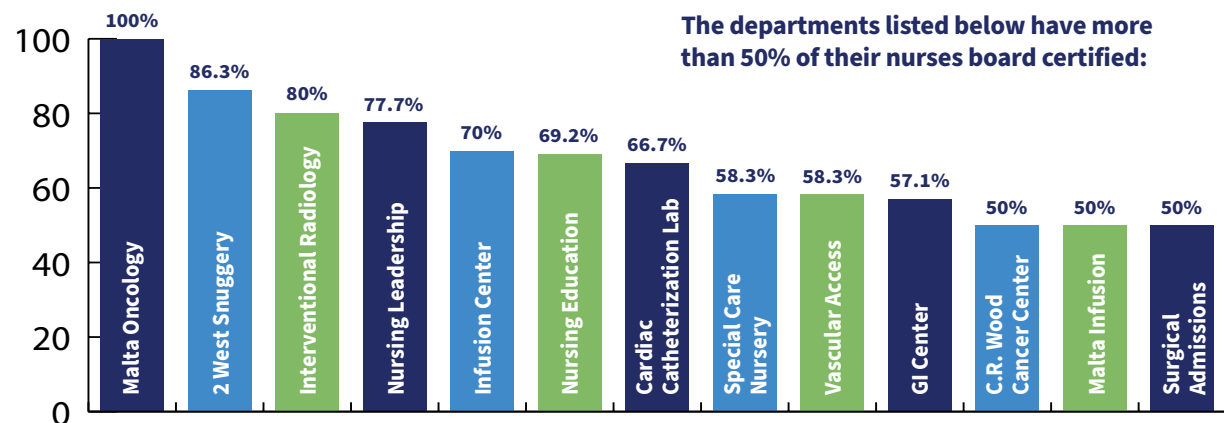
MASTER OF SCIENCE IN NURSING

- Lisa Daly, MSN, RN, Care Lane Cancer Treatment Center
- Adam Gray, MSN, RN, Tower 6
- Lindsay Gray, MSN, RN, Emergency Department
- Nichol King, MSN, RN, 4 West
- Ronald McMurry, MSN, RN, Cardiac Catheterization Lab

BOARD CERTIFICATION OF GLENS FALLS HOSPITAL NURSES

Earning board certification in their specialty allows nurses to advance their career and prove their ability to provide the best patient care, and solidifies their commitment to advancing the nursing profession. Certification is achieved

after a nurse spends a defined amount of time working in that specialty, studies a curriculum, and passes an exam. Certification is maintained by earning contact hours in one's specialty every year.



SUPPORTING NEW NURSES THROUGH RESILIENCE AND WELL-BEING

The transition from nursing school to professional practice can be both exciting and challenging. In recent years, Glens Falls Hospital identified an increase in first-year turnover among nurse residents, with many new nurses reporting stress, anxiety, and difficulty adjusting to night shift and the demands of their new roles.

Nurse residents also practice practical techniques they can use during their workday, such as grounding exercises, guided breathing, and brief "micro-restorative" practices to help manage stress.

Recognizing these challenges, leaders in the Nurse Residency Program partnered with the Adirondack Employee Assistance Program (EAP) to introduce a structured well-being curriculum designed to strengthen resilience among new nurses. Beginning with the June 2024 residency cohort, one-hour well-being sessions were integrated into the Bridge to Practice classes, providing practical tools to help nurses manage stress and build confidence during their transition into practice.

Feedback from nurse residents has been overwhelmingly positive. Many participants shared that the sessions helped them feel more confident, better prepared to manage stress, and more connected to their peers and colleagues.

The sessions focus on strategies that support both professional and personal well-being. Topics include developing personal self-care plans, setting healthy boundaries, improving sleep habits, recognizing compassion fatigue, and addressing imposter syndrome.

The program is already showing encouraging results. Since introducing the resilience curriculum, Glens Falls Hospital has seen a 45.7% decrease in first-year nurse resident turnover, demonstrating the impact of investing in nurse well-being.

By supporting nurses early in their careers, Glens Falls Hospital is strengthening resilience, improving retention, and building a nursing workforce prepared to thrive in today's healthcare environment.



STRENGTHENING NIGHT SHIFT SUPPORT THROUGH THE CLINICAL RESOURCE NURSE

Nurses working the night shift often face unique challenges, including limited access to immediate clinical support and educational opportunities that are typically offered during daytime hours. To better support these nurses and ensure consistent access to clinical expertise, Glens Falls Hospital introduced the Clinical Resource Nurse (CRN) role.

nurses navigate complex situations with confidence while reinforcing best practices in patient care.

CRNs provide hospital-wide support six nights each week from 5:00 p.m. to 5:00 a.m., serving as an experienced clinical resource for bedside nurses across all inpatient units. Nurses can contact the CRN through a dedicated phone line whenever assistance is needed. The CRN responds directly to the unit, offering hands-on support in a variety of clinical situations.

The CRN role also supports professional development for night shift staff. In collaboration with the Nursing Education Department, CRNs help deliver unit-based education and brief in-service sessions during scheduled work hours. This approach allows night shift nurses to access important learning opportunities without needing to attend daytime classes.

Common requests include help with peripheral IV placement, line and drain management, airway concerns, and assessment of patients whose condition may be changing. By providing real-time guidance and clinical expertise, CRNs help bedside

By strengthening clinical support and expanding access to education, the Clinical Resource Nurse role helps ensure that night shift nurses feel supported, confident, and prepared to deliver safe, high-quality care.





CLIMBING THE LADDER: CONGRATULATIONS TO OUR 2025 PROFESSIONAL ADVANCEMENT NURSES

The Professional Advancement Program serves as a pathway for the advancement of Glens Falls Hospital's clinical registered nurses. The purpose is to recognize and reward the contributions and expertise of clinical nurses who are leaders in demonstrating and promoting excellence in nursing practice at the bedside. The program strives to promote an understanding of excellence in nursing practice, including clinical expertise and professional role responsibilities. The participants must have a combination of accomplishments that include advanced degrees, board certification, participation in research and evidence-based practice, mentorship, and preceptorship, and being leaders on their unit and in the community.

Here are the nurses who achieved promotion through the Professional Advancement Program in 2025:

LEVEL III

Christine Aiken, RN, C-EFM, RNC-OB,
2 West Snuggery

Ericka Albrecht, BSN, RN,
Surgical Admissions

Jonelle Bacon, BSN, RN, CEN,
Emergency Department

Mary Bauder, RN, CNOR,
Surgical Admissions

Rory Beaudet, BSN, RN,
Tower 6

Janice Blair, BSN, RN-BC,
Medication Reconciliation

Dorleen Burns, BSN, RN,
Operating Room

Kristen Camino, BSN, RN,
Cancer Treatment Center

Tori Campbell, BSN, RN, OCN,
Infusion Center

Robert Carpenter, BSN, RN, OCN,
Tower 2 Oncology

Abigayle Claeson, BSN, RN, C-EFM,
2 West Snuggery

Sierra Clement, BSN, RN, VA-BC,
Interventional Radiology

Alexxa Collins, BSN, RN,
2 West Snuggery

Katherine Congel, RN, CCRN,
Tower 5

Jennifer Costo, BSN, RN,
Emergency Department

Jodi Dean, BSN, RN, CEN,
Post Anesthesia Care Unit

Jamie Eddy, RN, C-EFM,
2 West Snuggery

Julianne Edwards, BSN, RN,
Infusion Center

Kristin Eisenschmidt, BSN, RN, C-EFM,
2 West Snuggery

Cailyn Eldred, RN, MEDSURG-BC,
Tower 6

Hunter Feldhaus, BSN, RNC-LRN,
Special Care Nursery

Elizabeth Gabron, BSN, RN, CPAN,
Post Anesthesia Care Unit

Heather Giorgianni, BSN, CMSRN,
Case Management

Sunny Gunther, BSN, RN, C-EFM,
2 West Snuggery

Samantha Harrington, BSN, RN,
Greenwich Family Health

Nicole Hoffman, BSN, RN,
Cancer Treatment Center

Paris Howard, BSN, RN, C-EFM,
2 West Snuggery

Shera Hunt, RN, AMB-BC,
Greenwich Family Health

Jessica MacMillan, BSN, RN,
Post Anesthesia Care Unit

Rachael Mann, BSN, RN,
Malta Infusion Center

Bethany Marasco, BSN, RN, CV-BC,
Cardiac Catheterization Lab

Kailley Marillo, BSN, RN,
Operating Room

Elizabeth Meixner, BSN, RN, C-EFM,
2 West Snuggery

Barbara Moehringer, RN, OCN,
Cancer Treatment Center

Courtney Moseman, RNC-OB,
2 West Snuggery

Nicholas Mound, BSN, RN,
GI Center

Chelsea Murone, RN, C-EFM,
2 West Snuggery

Savannah Murtaugh, BSN, RN,
Surgical Admissions

Rebekah Nelson, BSN, RN, CRNI,
Infusion Center

Jenifer Nix, BSN, RN,
2 West Snuggery

Kacie O'Connor, BSN, RN, C-EFM,
2 West Snuggery

Tracey Oliva, BSN, RN,
Post Anesthesia Care Unit

Michelle Richards, BSN, RN,
Tower 3

Taylor Scarincio, BSN, RN, CV-BC,
Tower 3

Kenzi Schwencke-Hoffman, BSN, RN,
CEN, Surgical Admissions

Andrea Seeley, BSN, RN,
Operating Room

Kimberly Shaw, RN, OCN,
Cancer Treatment Center

Kimberley Smith, BSN, RN,
CRN, VA-BC, Medical Imaging

Christina Stanton, BSN, RN,
Operating Room

Susan Tartaglione, RN, CNOR,
Operating Room

Audrey Turner, RN, CPAN,
Post Anesthesia Care Unit

Carly Vreugde, BSN, CCRN,
Tower 5 Critical Care

Janice Wells, RN, CWS,
Pre-Admission Testing

Melissa Wern, BSN, RN,
Operating Room

Barbara Zaroni, RN, MEDSURG-BC,
Tower 5

LEVEL IV

Rachel Aubin, BSN, CMSRN,
Tower 3

Tabatha Baldwin, BSN, RN, VA-BC,
Interventional Radiology

Shannon Bartholomew, BSN, RN,
CGRN, GI Center

Marie Bonnefoi, BSN, RN, CMSRN,
Tower 3

Steven Brigham, BSN, RN, PED-BC,
Special Care Nursery

Laura Carley, BSN, RN, CAPA,
Post Anesthesia Care Unit

Lorrai Carpenter, BSN, RN, CRNI,
Infusion Center

Nancy Chapman, BSN, RN, MEDSURG-BC,
Tower 6

Tonya Clark-Sebast, BSN, RN, C-EFM,
2 West Snuggery

Kahla DeMarco, BSN, RN, MEDSURG-BC,
Tower 3

Kristie Depew, BSN, RNC-LRN,
Special Care Nursery

Kelle Engel, BSN, RN, OCN,
Radiation Oncology

Kaitlyn Fratangelo, BSN, RN, CPAN,
Post Anesthesia Care Unit

Sheryl Garner, BSN, RN, CNOR,
Operating Room

Karla Gensch, BSN, RN, CGRN,
GI Center

Rebecca Gijanto, BSN, RN, CRNI,
Infusion Center

Nadia Giumarra, BSN, RN, SANE-A, SANE-P,
Emergency Department

Samantha Griffin, BSN, RNC-LRN,
Special Care Nursery

James Gustafson, BSN, RN, CCM,
Case Management

Paula Hanchett, BSN, RN, IBCLC,
2 West Snuggery

Courtney Heald, BSN, RN, OCN,
Cancer Treatment Center

R. Ellen Hodson, BSN, CCRN,
Tower 5

Mercedes Keeley, BSN, RN, MEDSURG-BC,
4 West

Emily LaFave, BSN, RN, C-EFM,
2 West Snuggery

Trisha LaForge, BSN, RN, MEDSURG-BC,
Infusion Center

Carolyn Marcantonio, BSN, RN, CPAN,
Post Anesthesia Care Unit

Britny McFadden, BSN, RN, OCN,
Cancer Treatment Center

Matthew Messinger, BSN, RN, PED-BC,
Vascular Access

Shawn Moore, BSN, RN, CV-BC,
CMSRN, Float Pool

Grace Patrick, BSN, CMSRN,
Pre-Admission Testing

Terra Phillips, BSN, RN, MEDSURG-BC,
Tower 5

Abigail Ramsey, BSN, RN, PCCN,
Tower 5

Stephanie Rollo, BSN, RN, CGRN,
GI Center

Georgia Rothermel, BSN, RN,
MEDSURG-BC, Tower 5

Molly Rowland, BSN, RN, OCN,
Cancer Treatment Center

Melissa Scotto-Lavino, BSN, RNC-MNN,
2 West Snuggery

Rebeckah Scrivo, BSN, RN, C-EFM,
2 West Snuggery

Jodie Smith, BSN, RN, IBCLC,
2 West Snuggery

Beth Sponzo, BSN, RN, OCN,
Cancer Treatment Center

Danielle Thomas, BSN, RN, OCN,
Radiation Oncology

Nicole Vance, BSN, RN, C-EFM,
2 West Snuggery

PROFESSIONAL PRACTICE



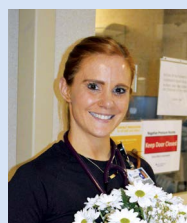
2025 DAISY AWARD® RECIPIENTS

The DAISY Foundation was created in 1999 by the family of Patrick Barnes, a 33-year-old man that died from an autoimmune disease. DAISY stands for Diseases Attacking the Immune System. The Foundation wanted to recognize extraordinary nurses who provide care to patients and families every day—, and the DAISY Award® was born. This prestigious award to recognize nursing excellence is a cornerstone of recognition programs in over 2,500 hospitals around the globe. Recipients are honored here at GFH with a surprise ceremony on their unit while they are working. It is attended by members of hospital leadership and their co-workers where their nomination is read, and their award is bestowed. The winners are also recognized internationally by appearing on the DAISY Award® website.

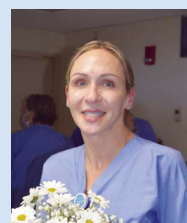
Congratulations to Glens Falls Hospital's extraordinary DAISY Award® nurses of 2025:

- Brandi Brassard, RN, *Float Pool*
- Loni Lewis, BSN, RN, *Post Anesthesia Care Unit*
- Abigayle Claeson, BSN, RN, C-EFM, *2 West*
- Paula Needham, RN, *Behavioral Health Unit*
- Alexander Freeman, BSN, RN, *Emergency Department*
- Emma Edge, BSN, RN, *4 West*
- Jennifer Bombard, RN, *Behavioral Health Unit*
- Carly Vreugde, BSN, RN, CCRN, *Tower 5*

- Kayla Braga, BSN, RN, CWOCN, *Nursing Education*
- Kirsten Krywy, RN, *Surgical Specialists*
- Georgia Rothermel, BSN, RN-BC, *Tower 5*
- Nicole Krause, DNP, RN, NE-BC, NP-D-BC, *Director of Perioperative Services*
- Rebecca Sharrow, BSN, RN, *Operating Room*
- Joshua Beck, RN, *Operating Room*
- Shannon McGowan, BSN, RN, *4 West*



Brandi Brassard
RN



Loni Lewis
BSN, RN



Abigayle Claeson
BSN, RN, C-EFM



Paula Needham
RN



Alexander Freeman
BSN, RN



Emma Edge
BSN, RN



Jennifer Bombard
RN



Carly Vreugde
BSN, RN, CCRN



Kayla Braga
BSN, RN, CWOCN



Kirsten Krywy
RN



Georgia Rothermel
BSN, RN-BC



Nicole Krause
DNP, RN, NE-BC, NP-D-BC



Rebecca Sharrow
BSN, RN



Joshua Beck
RN



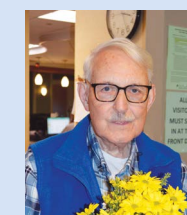
Shannon McGowan
BSN, RN

2025 BEE AWARD RECIPIENTS

Created by the Nursing Professional Development Council in 2019, the Bee Award complements the DAISY Award®. It recognizes the hard work of our nursing assistants and other patient care partners, who contribute so much to the patient-centered care that Glens Falls Hospital is known for.

Congratulations to our extraordinary Bee Award Recipients of 2025:

- Loren Gage, *Float Pool*
- Sarah Fox, *4 West*
- Angela Riscica, *Tower 2*
- Diamond Batra, *Behavioral Health Unit*
- Ashley Harrington, *Tower 3*
- Andrea Sokol, *Behavioral Health Unit*



Loren Gage



Sarah Fox



Angela Riscica



Diamond Batra



Ashley Harrington



Andrea Sokol

2025 OWL AWARD RECIPIENTS

In 2022, the Outstanding Wisdom and Leadership (OWL) award was created by the Nursing Professional Development Council. One of the Council's goals was to highlight and recognize preceptors for their efforts in on-boarding new clinical staff and the OWL Award does just that! This award recognizes extraordinary preceptors for their clinical wisdom and leadership in the organization. Like real owls, preceptors must have keen vision to observe and assess competency and take the learners under their wing.

Congratulations to Glens Falls Hospital's exceptional OWL Award winners of 2025:

- Nancy Chapman, BSN, RN, *MEDSURG-BC, Tower 6*
- Shareefah Drahos, *OB Tech, 2 West Snuggery*
- Emily Durkin, BSN, RN, *Employee Health*
- Matthew Hassler, BSN, RN, *Employee Health*



Nancy Chapman
BSN, RN



Shareefah Drahos
OB Tech



Emily Durkin
BSN, RN



Matthew Hassler
BSN, RN

CONGRATULATIONS

CONGRATULATIONS TO OUR 2025 NURSES AND TEAMS OF THE YEAR

Each year during Nurses Week, we honor the nurses and teams that have been recognized for their exemplary care and professional practice.

CLINICAL NURSES OF THE YEAR

James Boisvert, RN, *Tower 5*
 Samantha Cameron, BSN, RN, *Orthopedics Navigator*
 Samantha Harrington, BSN, RN, *Greenwich Medical Center*
 Shera Hunt, RN, AMB-BC, *Greenwich Medical Center*

NURSE RESIDENT OF THE YEAR

Ava Hubany, RN, *Tower 2*

2025 NURSING COUNCIL MEMBER OF THE YEAR

Casey Bills, BSN, RN, OCN, *14 Hudson Specialty Practices*
 Michelle Richards, BSN, RN, *Tower 3*

NURSE TEACHERS OF THE YEAR

Kara Gates, BSN, RN, *Nursing Education*
 Amanda Wing, MS, RN, *Nursing Administration*

TENURED NURSE OF THE YEAR

Marie Robichaud, BSN, RN, *4 West*

PATIENT CARE PARTNER OF THE YEAR

Katharine Fry, *Nursing Administration*
 Douglas Gowan, PharmD, *Pharmacy*
 Nancy Huntington, PharmD, *Pharmacy*
 Rebecca Patenaude, BSW, CCM, *Case Management*

NURSE LEADERS OF THE YEAR

Debra Dudas, BSN, RN, CCRN, *Tower 5*
 Jaime Keyser, MSN, RN, *Nursing Supervisors*

NURSING TEAMS OF THE YEAR

Tower 5 Nursing Team

2025 THE GLENNIE

Epic Implementation Team



James Boisvert
RN



Samantha Cameron
BSN, RN



Samantha Harrington
BSN, RN



Shera Hunt
RN, AMB-BC



Ava Hubany
RN



Casey Bills
BSN, RN, OCN



Michelle Richards
BSN, RN



Kara Gates
BSN, RN



Amanda Wing
MS, RN



Marie Robichaud
BSN, RN



Katharine Fry



Douglas Gowan
PharmD



Nancy Huntington
PharmD



Rebecca Patenaude
BSW, CCM



Debra Dudas
BSN, RN, CCRN



Jaime Keyser
MSN, RN



Tower 5 Nursing Team



Epic Implementation Team

COMMUNITY RECOGNITION OF OUR NURSES

TIMES UNION SALUTE TO NURSES RECIPIENTS:

Jamie Eddy, RN, C-EFM 2 *West Snuggery—Top 10 Finalist*
 Lauren Burch, BSN, RN *Emergency Department Top 10—Finalist*
 Ashley Ostrander, BSN, RN, *Snuggery*
 Carly Vreugde, BSN, RN, CCRN, *Tower 5*
 Garrett Bovair, RN, *Tower 2*



ALBANY MED Health System
 GLENS FALLS HOSPITAL

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