



Candidate Profiles

President-elect

Linda Shepherd, MBA, BSN, RN
CNO/ Assistant Administrator
Mountain States Health Alliance
Chapter 1



Professional/Work:

Dynamic nursing professional and accomplished healthcare executive with proven success in meeting business and healthcare goals. Recognized for achieving superior patient and physician satisfaction through excellent clinical, oral, and written communication skills, and superior public relations. Proven success in budgeting /operational processes and leading highly effective teams. Has experience in profit and non-profit work environments.

Community/Civic/Other:

- Medical Coordinator for Short Term Medical Mission Teams initiated through the International Pentecostal Holiness Churches having served in Romania, Thailand, Burma, Peru, Laos, Haiti, Bangladesh, Nepal, and South Sudan.

- President of the New River Valley Chapter of the VNA
- Executive Member of the Board of Trustees for Dress for Success New River Valley
- Executive Board Member Free Clinic of Pulaski County
- Board of Directors VNA
- Board of Trustees VNF

Candidate Statement:

My diverse background, experience, and skill set will serve to assist in representing the distinct composite which makes up the VNA membership. My passion for nursing and quality patient care, drive me to seek alternative avenues to improve organizational environments for nursing. I work diligently to keep abreast of national as well as state issues which impact healthcare and healthcare providers. I persistently work to gain support for ANA/VNA initiatives through the engagement of strategic communications and relationship development targeted at educational awareness to assist in the advancement of nursing. I look forward to the possibility of serving and representing each of you through the VNA.

Vice President

Kevin Shimp, DNP, RN, CCRN-K

Director of Patient Flow
VCU Health System
Chapter 5



Professional/Work:

Director of patient flow at VCU Health, team responsibilities involve flow of all patients in, through and out of health system from all avenues. Nurse Manager of Acute Care Surgery 5 years, twice recognized Beacon Unit, Most Magnet Unit at VCU, 100% certified staff, exceeded 85% BSN at the bedside. National speaker and poster presenter, currently a member of ANA Staffing workgroup.

Community/Civic/Other:

Virginia Chapter Board Member for Leukemia and Lymphoma Society 2012 to 2014; Man of the Year for Leukemia and Lymphoma Society representing state of Virginia 2011; and served the Virginia Organization of Nurse Executive and Leaders as a Board Member as Legislative Committee Chair 2013 to Present. Bethlehem Youth Softball Coach from 2004 to 2008 and Lakeside Youth Baseball Coach from 2003 to 2009.

Candidate Statement:

The greatest strength of any registered nurse is their ability to advocate for their patient and family. I have been blessed for greater than 20 years to impact and touch so many lives in this profession. During my career I have formed relationships and benefited from so many mentors that continue to demonstrate for me the need to advocate not only for patients but for the profession. I am now positioned from a life perspective to provide the level of commitment to advocate for the profession hopefully creating a greater ripple.

Treasurer

Jeffrey Doucette, DNP, RN, CENP, FACHE, NEA-BC, LNHA

Vice President, Magnet Recognition Program and Pathway to Excellence
American Nurses Credentialing Center
Chapter 4



Professional/Work:

I am honored to serve as the Vice President for the Magnet Recognition Program and Pathway to Excellence at the American Nurses Credentialing Center (ANCC). Prior to joining the ANCC, I served as Regional Vice President, Clinical Services & Chief Nurse Executive for Bon Secours Hampton Roads Health System.

Community/Civic/Other:

In addition to my role at ANCC, I serve on the editorial advisory board for Nursing Management Journal and as an Adjunct Associate Professor in the Doctor of Nursing Practice program at Old Dominion University. I am a Paul Harris Fellow in Rotary International and serve on the Community Advisory Board for the Old Dominion University College of Health Sciences.

Candidate Statement:

It has been a privilege to serve the nurses of the Commonwealth as the Vice President of the VNA since 2015. My professional work throughout my career has centered around creating high performing work cultures in which nurses have a powerful voice in practice and decision making. Nowhere is this work more important than within our state nursing organization. We are uniquely positioned to be the voice for the nurses across Virginia and that is a responsibility I take with great humility and accountability. I have a strong background in finance and feel that I can best contribute to the VNA in the role of treasurer. I would very much appreciate your support as the organization works to make Virginia the best state for nurses to practice. Thank you!

Commissioner on Government Relations

Rebecca Beecroft, MSN Ed, MSRN-BC, RN, AGPCNP-BC

Adult Geriatric Primary Care NP
Legacy Care
Chapter 5



Professional/Work:

Nurse Practitioner

Community/Civic/Other:

Board Member Hopewell/Prince George Healthy Families

Served as Fundraising Chair for 1 year

Candidate Statement:

I feel I am an ideal candidate because I am a member of VCNP. In addition, I am a member of GAPNA. I believe nurses of all levels of education and experience have a professional obligation to be involved in nursing organizations. Nurses need to promote the profession with engagement in policy and community service. I feel I exemplify this as I am a volunteer at Crossover Clinic. I have experience working on public boards with the Healthy Family Boards. I am eager to learn and seek active engagement in the policy process.

Mary Kay Goldschmidt, DNP, RN, PHNL-BC

Chapter 5
Assistant Professor
VCU School of Nursing



Professional/Work:

Graduate of UVA School of Nursing with BSN, MSN and DNP degrees. Full time faculty with VCU School of Nursing; scholarly work is focused on population health initiatives and working with medically underserved communities. Selected for participation in the Douglas L. Wilder Office of Public Policy Outreach, Translational Research and Public Policy Program; working to create public policy for prevention of pediatric Abusive Head Trauma (AHT).

Community/Civic/Other:

Provided consultation services to the Joint Commission on Health Care regarding the cost of caring for AHT victims in the Commonwealth of VA. Member of Seventh District Health and Wellness Initiative. Volunteer with Remote Area Medical Clinics 2016-17; Homeward Virginia 2016-17; Sigma Theta Tau 2013-17. Attended Washington Health Policy Institute.

Candidate Statement:

I believe registered nurses have an obligation to advocate for our patients and profession, and to be at the table when public policy is being formulated. Toward that end, in 2010 I returned to UVA School of Nursing to pursue a MSN in Public Health Nursing Leadership and a Doctor of Nursing Practice degree with a focus on public health and health policy to be well equipped to pursue child abuse prevention policy, a cause I feel strongly about. Learning how to maneuver within the political arena and regulatory agencies, as well as craft a succinct message and sell it has become the focus of my professional and scholarly work as full time faculty at Virginia Commonwealth University School of Nursing. Our school is blocks from the VA General Assembly, which has allowed me to work with VNA on policy initiatives and as faculty liaison for VNA Student Lobby Days.

Elizabeth Labish, MSN RN-BC

Chapter 7

Assistant Nurse Manager

University of Virginia Medical Center



Professional/Work:

As a team member at the University of Virginia Health System I have held progressive leadership positions and worked diligently to expand my skill set as a leader. I have held positions as unit based infection prevention champion, Clinician III, Assistant Nurse Manager and Chair of the Nursing Quality Committee.

Community/Civic/Other:

While studying my Master of Science in Nursing at James Madison University I had the opportunity to promote policy change to Virginia senators and representatives. Since then I have been fascinated by the policy process and the role the nursing profession to utilize this process to ensure better care for our patients and a brighter future for nursing.

Candidate Statement:

It would be an honor to serve on the VNA board as the commissioner of government relations. My personal leadership philosophy is based on accountability and responsibility. I believe that it is not about who is to blame for issues or problems, but who will be responsible and accountable to fix them. I would apply this philosophy to my work in this position and work to ensure that nurses connected through the VNA are empowered to find solutions to the complex issues that prevent them from giving the best care possible to their patients and communities.

Commissioner on Resources and Policy

Devin Bailey, DNP, RN, FNP-BC

Dept VA

Chapter 4



Professional/Work:

Board Member, Nurse Practitioner Representative: Bon Secours medical Group Advanced Practice Clinician (APC) Council: improved APC:Physician ratio to 2:1; 10% decrease in sepsis mortality; formation of Bon Secours Enterprise Research Council to research and implement evidence-based practice.

Bon Secours Medical Group (Hampton): improved racial disparities in nursing education by obtaining Doctor of Nursing Practice degree becoming 1 of 4 within the medical group, 3 being African American; community service outreach; assisted in improving Gardasil vaccination rates within the medical group and practice setting; increased sexually transmitted infection (STI) screening rates; decreased rate of STIs amongst African Americans whom are disproportionately affected and infected; addressed and lifted policy within the medical group limiting nurse practitioners with DNP degrees from being called "doctor" through initiating and coordinating a meeting with medical group administration.

Primary Care Provider representative- Quality Metrics Improvement Team Member (Hampton Veterans Affairs Medical Center): improved/increased rates of pneumococcal and influenza vaccinations within the facility by creating a practice protocol and providing provider and nursing education
Virginia Council of Nurse Practitioner and Virginia Association of Doctor of Nursing Practice member

Community/Civic/Other:

I am an active member of Delta Sigma Theta Sorority, Incorporated and Chi Eta Phi Sorority, Incorporated. The purpose of these organizations are to serve the community through volunteerism, scholarship, nursing, improve and elevate the scope of nursing, increase interest in nursing, increasing African American representation in nursing and more. I actively serve on the board of directors/executive board in both organizations (Dean of Membership, Beta Sponsor, Recording Secretary, and Scholarship Chair)

Candidate Statement:

I am a young nurse when compared to that of my colleagues, only having been a nurse for seven years. However, I have managed to accomplish much in these seven years, being aware that my action or inaction will affect nursing as it is today as well as nursing in the future. My goal in life in general is to improve the lives of others through the blessing that have been afforded to me. I have always been active in my community, serving as a volunteer in a half-way home of abused women and children, to executive board organizational leadership. The ideal candidate is not only a nurse whom has accomplished a terminal degree, mastering education, but one who has consistently served his or her community, personally and professionally. I am committed to serving others through nursing and I hope to be granted the chance on this board.

Renee Gould, MA, BSN, RNC

RN-C, CLIN V
CJW/Chippenham Medical Center
Chapter 5



Professional/Work:

Former Clinical Coordinator:
Newborn Nursery
Ambulatory Surgery Unit
Multi-Specialty Physician Practice
Neuro-Med Unit

Community/Civic/Other:

- Past president - Congregation or Ami
- Volunteer with:
 - USO
 - Habitat for Humanity
 - American Diabetes Association

Candidate Statement:

I have been a nurses for 35 years. During these years, I have worked in a multitude of settings and feel that this enables me to bring a wealth of experience to this position.

I am currently serving on several VNA committees: Ethics, Workforce, Education

Jennifer Martin, DNP, RN, NEA-BC

Sr. Director
Carilion Clinic
Chapter 2



Professional/Work:

Various leadership positions: 19 years of management experience including unit manager, department manager, Magnet Program director, Director of Nursing Quality and Clinical Informatics.

Community/Civic/Other:

I have served in several board positions in my local Sigma Theta Tau chapter- Tau Phi including secretary, vice president and president.

Volunteer at local Ronald Mc Donald house and local mission kitchens.

Candidate Statement:

I am looking for ways to become more involved with the VNA. I completed my DNP December 2016. I have served in various roles in multiple local professional organization boards including American Association of Critical Care nurses and Sigma Theta Tau (STTI) chapters.

I believe my management experience, including Magnet Program Director, nursing quality and previous professional organization board positions will bring value to a seat on the VNA board.

Commissioner on Workforce Issues

Michelle Dodd, PhD, RN, CCRN-K

Associate Chief Nursing Officer
Johnston-Willis Hospital
Chapter 5



Professional/Work:

I am the Associate Chief Nursing Officer and Interim Chief Nursing Officer for Johnston-Willis Hospital. Prior to my executive position, I was the Director of Advanced Clinicals which managed our Nursing Informatics program for Chippenham and Johnston-Willis Hospitals. I am currently the President and Co-Founder of the Greater Richmond Chapter of the American Nursing Informatics Association (ANIA).

Community/Civic/Other:

I am currently active in outreach activities through my church.

Candidate Statement:

I believe that my organizational skills, professional experiences and familiarity with creating, managing and promoting a regional nursing chapter would allow me to be effective and beneficial member of the VNA board.

Jennifer Shepherd, MSN, MHA, RN-BC, CHPN, CCRN-K

Director, Education
Capital Caring
Chapter 8



Professional/Work:

I have an extensive background in both pediatric critical care and nursing professional development. My professional roles include serving as clinical nurse educator for various facilities, as a professional mentor and adjunct faculty for schools of nursing. I was Executive Director for continuing education and initiatives at Nurse.com and was Senior Manager at HealthStream, Inc.

I am certified in hospice and palliative nursing care, in pediatric critical care and in nursing professional development.

Community/Civic/Other:

Founder and past president of the Mid-Atlantic Nursing Staff Development Organization, an affiliate of the Association for Nursing Professional Development (ANPD).

Serves as lead appraiser for the ANCC for the Practice Transition Accreditation Program.

Candidate Statement:

Great boards happen because of great board members. It is a collaborative environment where members bring expertise working towards goals. My deep experiences over the past 20 years have prepared me for this team environment as well as the specific position I am seeking.

I have experienced workforce issues as a staff nurse, a manager, an educator and leader; have witnessed the after effects of ineffective workforce management and have seen quality care decline as a result. These experiences led me to implement successful workforce models.

I have advocated for nurses on Capitol Hill highlighting how effective management and development of the nursing workforce directly links to quality patient care.

This role is an opportunity to serve my profession directly. I now have the context and wisdom required for good judgment and ultimately effective decision making, which I believe makes me the ideal candidate for this important VNA Board position.

Director-at-Large: Recent Graduate

Taylor Davis, RN

Northern Virginia Mental Health Institute
Chapter 8



Professional/Work:

Currently, I strive for leadership in the workplace by representing the concerns of my unit's nurses during town hall meetings and routinely serving as charge nurse of my unit.

Community/Civic/Other:

My past community involvement includes acting as former president of my college's NAACP.

Candidate Statement:

As the foundation of healthcare, it is critical that the nursing profession continue to expand and advance. While veteran and baby boomer nurses prepare to transition into retirement, novice nurses must assume the mantle of our forerunners. As a new graduate nurse, I have the ability to engage nurses in my cohort and understand the unique challenges currently facing new nurses. This coupled with my passion for nursing will ensure I am most effective in this position.

James Horst, BSN, RN

Sentara Norfolk General Hospital
Chapter 4



Professional/Work:

I was a very active member of the Old Dominion University Student Nurses Association where I engaged in 150+ hours including local high school blood pressure teachings, fundraising opportunities, health promotion at local hospitals, and lead the membership program for incoming nursing students.

I was awarded the Chair's Award and Community Service Award by the ODU School of Nursing Faculty in 2017.

Community/Civic/Other:

As a student nurse, I volunteered with a local high school's health science academy to advocate for the profession of nursing as well as teach students about the roles and responsibilities of the Registered Nurse. I worked with students to help them explore the vast array of opportunities that exist for nurses and to role model that nursing is a great career choice.

Candidate Statement:

As a recent graduate, I believe I will serve this position well as I am extremely familiar with new graduate nurse's needs and expectations when entering the workforce. I am able to establish an excellent line of communication between constituents and the board of directors, as I am still involved with my university. I will represent VNA with respect, dignity, and confidence as I advocate for the new graduate nurses. I am very accessible to both the constituents as well as the board; my flexibility and professionalism makes me an excellent candidate. My experience and service with the Student Nurses Association as prepared me well to help lead the VNA and advocate for its newest members. I appreciate your support in this election!

Chelsea Hull, BSN, RN, C-EFM

RN Clinician 2
UVA Medical Center
Chapter 7



Professional/Work:

Currently, I am a Clinician 2 at UVA Medical Center. I am a member of my unit's Professional Development committee. In January, I became a preceptor. I continue to aid in bridging the gap from VNSA to VNA. I serve on the RN advisory council, which consists of Registered Nurses that are either past board members of as current and past board faculty advisors.

Community/Civic/Other:

I served as the 2014-2015 First Vice President of the UVA Student Nurse Association Chapter. In this organization, I increased chapter membership through the use of social media such as Facebook. I helped to increase chapter membership by encouraging more involvement throughout the entire UVA School of Nursing through networking and meeting with students who weren't members. Also, I am a member Sigma Theta Tau and the Black Nurses Association.

Candidate Statement:

As a nursing student, I was involved in student nurse associations at the national, state, and local chapters. I am a past First Vice President of the Virginia Nursing Students' Association which allowed me to represent nursing students across the state. During my term, I took the initiative to travel to nursing schools to speak with their student nurse associations about VNSA, NSNA, and to understand their needs as nursing students in their organization. During my term as your Director-at-Large: Recent Graduate, I have met nursing students and new graduates nurses. I have engaged with them through discussions to see how VNA can support them as they are starting their careers. My experience interacting with new graduate nurses and nursing students will allow me to be a bridge to connect both groups to VNA.

Johnee Nedrick, RN

Registered Nurse
Virginia Department of Health Crater Health District
Chapter 5



Professional/Work:

Upon earning my associate degree in nursing at Virginia state University in 2015, I went to work at Johnson Willis Hospital on the Medical Surgical Unit. While there, I became certified in advanced Cardiac Life Support. Later, I chose to work closer to home and I transferred to Health South Rehabilitation Hospital. Currently I work as a Health Space Teen Clinic Coordinator at the Petersburg Health Department as a Public Health Nurse senior.

Community/Civic/Other:

In the past, I have been involved in several community organizations. I volunteered with VSU Cares, a community based outreach program whereby free medical and dental services were provided to walk in patients at Virginia State University. I also volunteered with the Crater Health District Ride for Public Health. This activity allowed for the opportunity to educate the community about public health issues. Lastly, I volunteered to work with others to paint a community mural.

Candidate Statement:

I would like to become the Director-at-Large in order to work with an organization which is representing the nursing profession. I believe the VNA has chosen such topics as education and diversity in an attempt to meet the changing dynamics in healthcare. My experience in nursing covers a variety of areas. Before earning a degree in nursing, I worked at an assistant living facility on the memory care unit providing personal care to the clients. It is important that new nurses understand the challenges that they may face, and have a support system to assist them in navigating through those challenges. During my first year as a nurse, I found that in having a support system is crucial to success. With the right foundation, and support, new nurses are more likely to excel in their careers.

Committee on Nominations Member

Catherine Cox, PhD, RN, CEN, CNE, Alumnus CCRN

Associate Professor
George Washington University
Chapter 8



Professional/Work:

As the Director of Programs for the American Association of Colleges of Nursing from 2012-2016, I had the unique opportunity to combine my academic and military expertise to lead while meeting AACN's mission. At AACN, I executed a \$2.0 million annual budget while spearheading 30 national conferences; shaped a cutting-edge leadership development initiative; and actualized a blueprint for delivering culturally/clinically tailored healthcare to Veterans. Recently, I joined the SON at GWU, eagerly teaching ABSN/Veteran students.

Community/Civic/Other:

- 2013-2017: Parent Volunteer, Cross Country/Track & Field Team for Thomas Jefferson High School for Science and Technology, Alexandria, VA
- 2009-2012: Parent Volunteer, Boy Scouts of America
- 2006-2012: Volunteer, Family Readiness Group in Okinawa, Japan (Founding Member) and Camp Lejeune, NC (Founding Member)
- 2005-Present: Troop Leader and/or Parent Volunteer, Girl Scouts of the USA

Candidate Statement:

Now that my military moves are over, I want to focus on “giving back” to the Profession of Nursing. I think being a member of the Committee on Nominations is a great first step in serving my fellow nurses of Virginia, and I look forward to being “responsible for working with other committee members to create a ballot with the best candidates for the annual Board of Directors approval and subsequent membership election.” I know I am capable of treating “all information and discussions in a confidential manner” and that I will “exhibit no bias to or advocacy for any candidates or issues.” Last, previously working at the national level for a professional organization allowed me the opportunity to witness the nomination process on several occasions so I feel comfortable with the process and look forward to presenting a slate of great candidates in future VNA elections.

June Noel, RN

Veterans Administration
Chapter 5



Professional/Work:

RN with 25 years of experience. Experienced in areas of ICU, telemetry, mental health, drug rehab, medical surgical nursing, geriatric nursing and hospice nursing.

Currently pursuing an RN to MSN through Aspen University.

Community/Civic/Other:

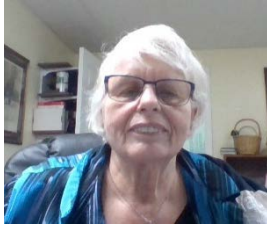
Member of the health ministry in my community church

Candidate Statement:

I am a veteran who served in the Army Nurse Corp for 10 years, and am currently serving veterans in my current practice at the VA on the community living center, working with veterans with memory disorders/dementia. It will be an honor to serve on this committee.

W. Kathleen Swarthout, BSN, RN

Chapter 7



Professional/Work:

I graduated in 1970 from UCLA and worked in various positions from then until my daughter became terminal with gastric cancer. I have filled charge nurse duties when there was a vacuum and officially been Head Nurse in Department of Corrections facilities. I have written procedures and done audits of other DOC units. I prefer patient care, so do not look for charge nurse positions.

Community/Civic/Other:

I am active in my Church, teaching classes and participating in activities. I am an active member of the Louisa County Rotary Club, doing service in the community and am the Rotary member responsible for the InterAct Club (High School student who do community Service). I Volunteer for the Louisa Arts Center. I am on good speaking terms with the Superintendent of Schools and the County Supervisor of my district.

Candidate Statement:

I have worked in many different environments and in institutions with wildly varying philosophies of what constitutes "good" nursing care. I have had excellent, supportive supervisors, and have had the experience of "nurses eating their young." I may not have seen it all, but I have seen a lot and have studied the effects of good and bad management on nursing care. In addition, I am married to a Root Cause Analyst who investigates and proposes remediation for sentinel events and "process failures" for industry. I have participated in some of his investigations and taken some of the classes taught, learning the logic behind find the cause, not finding someone to blame.