WELCOME

Nurses often do not pause to reflect on their accomplishments, their contribution to a group of expert clinicians, or their role as a member of an innovative health care system. As UPMC nurses, we are focused on compassionate care with exceptional patient outcomes, promoting our professional practice, and acknowledging our colleagues. This Annual Report celebrates UPMC nurses’ outstanding accomplishments in 2009 and 2010. As I reflect on the work and dedication it takes to achieve all that has been accomplished in this report, I am both amazed, and yet not, for I know we are a committed and dedicated group of professionals.

Over the last two years much has been accomplished. UPMC Shadyside joined UPMC St. Margaret as a hospital achieving Magnet® designation. UPMC Nursing’s inclusive professional nurse career ladder, My Nursing Career, was launched. We continued our system’s long-standing tradition to celebrate Nurses Week with more than 700 of our nurses coming together each year to learn, share, and enjoy. Our nurses published, presented, taught, and then found the time to volunteer for events and programs throughout the region. UPMC nurses continued to foster generativity as they mentored our future nurses who were in our summer nurse internship programs, students of our local and UPMC schools of nursing, and those who participated in our nurse residency programs. Our nurses continued to be leaders both in and outside of UPMC, leading units, departments, committees, and professional organizations. UPMC nurses from across several facilities embraced Patient- and Family-Centered Care (PFCC), believing strongly that we all can teach, model, and hold each other accountable for caring behaviors through a caring framework.

These and many more of your accomplishments in 2009 and 2010 demonstrated dedication to our patients, our colleagues, and our profession. I congratulate each of our UPMC nurses and I celebrate the opportunity to showcase our collective achievements.

Holly Lorenz, RN, MSN
UPMC Chief Nurse Executive
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UPMC MISSION

UPMC’s mission is to provide outstanding patient care and to shape tomorrow’s health system through clinical innovation, biomedical and health services research, and education.

UPMC VISION

UPMC will create a new economic future for western Pennsylvania — a future built on new ways of thinking about health care and sparked by leveraging the uniqueness of the integrated health enterprise. By exporting excellence nationally and internationally, and fueling the development of new businesses that emerge from UPMC’s intellectual capital, core capabilities, and management expertise, UPMC will catalyze a regional economic renaissance. At the same time, UPMC will remain steadfastly committed to providing premier health care services to our region and contributing to this community.

UPMC NURSING VISION

Our vision for UPMC Nursing is to create the best patient experience, nationally and internationally, through the selection, development, retention, and reward of the highest-performing nurses, while creating systems and programs that create consistency and excellence in patient care.

This vision guides and supports our vocation, encouraging all UPMC nurses toward a common goal. It supports the UPMC nursing image of tomorrow, and dovetails with the mission, vision, and values of UPMC as a whole.
UPMC VALUES

• We consider our people to be our greatest asset and we seek to be responsive to the needs of individuals of all backgrounds.

• We strive for excellence in everything we do and believe that each member of the faculty and staff is responsible for the continuous improvement of quality in all aspects of the services we provide.

• We are committed to understanding and satisfying the expectations and requirements of our customers.

• We strive to provide an environment that supports and encourages the active leadership and participation of physicians throughout the system and fosters collaboration among health care professionals across programs and service lines.

• We support a culture that embraces change and encourages innovation.

• We pursue organizational integration in order to achieve the highest and best use of UPMC’s collective resources.

WE SUPPORT A CULTURE THAT EMBRACES CHANGE AND ENCOURAGES INNOVATION.

• As stewards of the community’s resources, we seek to operate in an efficient and effective manner in order to maintain financial strength and carry out the organization’s mission, as well as to contribute to the economic stability and growth of the region.

• As the only academic medical center in western Pennsylvania, UPMC shares with local, state, and national governments responsibility for health and safety of our community, including crisis intervention.
FACILITIES AND SERVICES

UPMC NURSES PROVIDE EXCEPTIONAL CARE AT THE FOLLOWING FACILITIES AND SERVICES.
Children’s Hospital of Pittsburgh of UPMC

One Children’s Hospital Drive, 4401 Penn Ave.
Pittsburgh, PA 15224
Licensed beds: 296

Description: Renowned for its outstanding clinical services and research programs, Children’s Hospital of Pittsburgh of UPMC has helped establish the standards of excellence in pediatric care. In addition to being named one of eight pediatric hospitals in U.S. News & World Report’s “Best Children’s Hospitals” for 2010-2011, Children’s Hospital was named a Top Hospital for the third straight year in 2010 by the Leapfrog Group, an independent patient safety organization. Children’s leads the way in advanced technology as the first pediatric hospital in the U.S. to achieve Stage 7 recognition from HIMSS Analytics for its electronic medical record, and has been recognized by KLAS, an independent health care research organization, as the number one pediatric hospital in its use of health care information technology.

Nursing highlights: Nursing at Children’s is dedicated to improving the health and well-being of children through excellence in nursing care, professional and educational advancements, evidence-based practice, and nursing research. The foundation of nursing practice at Children’s begins with the Establishing Excellence in Pediatric Nursing orientation program which consists of a blended learning approach, including didactic and web-based learning as well as a one-on-one preceptor orientation period for 14 weeks in the acute care areas and 20 weeks in critical care. Professional education and advancement opportunities continue through unit-specific courses and Nursing Grand Rounds, as well as the opportunity to participate in nursing fellowships, My Nursing Career, and certification review courses.

Children’s has begun its journey to Magnet® designation. Children’s Magnet documentation, which will outline how effectively the organization meets a set of 88 criteria that measures the quality and strength of the services provided for patient care delivery, will be submitted to the American Nurses Credentialing Center (ANCC) by October 2011.

Nursing leadership at Children’s values the critical role nurses play within the organization at every level from inpatient acute and critical care to outpatient clinics, the operating rooms, and emergency department. Nurses participate in decision-making that directly impacts patient care through shared governance councils. These councils increase empowerment of staff and council members, align with the Magnet components, and increase council accountability to meet and exceed the sources of evidence.

There are six main councils in Children’s shared governance model, including patient care leadership, quality, nurse advisory, professional practice, education and professional development, and evidence-based practice and research.

Application of Children’s nursing vision, mission, and values results in the goal of maintaining an environment of positive patient outcomes through education and empowerment of nurses.
**ISMETT**
Palermo, Italy
Licensed beds: 70

**Description:** ISMETT provides transplantation and other specialized medical and surgical therapies in Palermo, Italy.

ISMETT is a specialty hospital managed and operated by UPMC in partnership with the Region of Sicily, through Civico and Cervello hospitals. The hospital specializes in adult and pediatric abdominal and cardiothoracic medicine and surgery, and multi-organ transplantation. Services and departments include abdominal medicine, cardiothoracic medicine, infectious disease, interventional radiology, laboratories, microbiology, operating rooms, outpatient areas, pathology, pharmacy, post-anesthesia care unit, transplantation, interventional cath lab, physical therapy, respiratory therapy, dialysis, and GI lab.

**Staff:** The physicians, nurses, and other specialists at ISMETT come from all over the world, bringing professional experience gained in hospitals, research centers, and universities of international renown.

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**MAGEE-WOMENS HOSPITAL OF UPMC**
300 Halket St., Pittsburgh, PA 15213
Licensed beds: 318

**Description:** Magee-Womens Hospital of UPMC is known nationally as one of the leading hospitals in obstetrics and women’s health, ranking sixth in gynecology according to *U.S. News & World Report*. Much of the hospital’s success and reputation is from a culture of shared leadership as it embarks on a journey toward Magnet® designation, a measure of nursing and hospital excellence granted by the American Nurses Credentialing Center.

Equal to Magee’s expertise in women’s health, is its strong commitment to a wide variety of medical-surgical services ranging from oncology and orthopaedics to geriatrics and medicine. Surgical services, in the forefront of robotics and minimally invasive surgery, are rapidly expanding. Outpatient ambulatory care at the hospital and in surrounding communities also is integral to the hospital’s success.

**Nursing highlights:** Magee is celebrating its 100th anniversary in 2011 and is looking for nurses who will determine best practice for the future. Nurses participate in councils and have a voice in setting the direction for improvements in quality. Magee has an Employee Council which promotes a collaborative work environment for all staff to support a model of patient- and family-focused care.

Professional growth begins with a GN Residency Program, promoting camaraderie with other new graduates while developing a solid clinical foundation. Support for education continues throughout a nurse’s career, featuring the “Back to School with Magee” program with career counseling, on-site classes, computer support, and mentoring.

Specialty certification is encouraged and applauded. The Life Stages program offers full-time benefits with reduced hours for eligible seasoned nurses at later phases of their careers who wish to remain at the bedside.
Flexible schedules are available, including full-time, part-time, and casual to support a balanced personal and professional life. Nurses who will contribute to Magee’s next generation of nursing excellence are welcomed.

**UPMC BEACON HOSPITAL**
Dublin, Ireland
Licensed beds: 142

**Description:** UPMC Beacon Hospital is a state-of-the-art facility which initially opened to outpatients in November 2006 and admitted its first inpatients in January 2007. The hospital has strategically developed and focused on four key service lines: orthopaedics, cardiac services encompassing cardiology and cardiothoracic, general surgery, and cancer services. The hospital continually strengthens and opened an additional 31 beds in July 2010.

**Staff:** The consultants, nurses, and other specialists at UPMC Beacon Hospital have come from many countries throughout the world to encompass a truly multinational approach to health care delivery.

**UPMC BEDFORD MEMORIAL**
10455 Lincoln Highway, Everett, PA 15537
Licensed beds: 49

**Description:** UPMC Bedford Memorial is an acute care general hospital. A variety of units are available, including medical-surgical, obstetrics, intensive care, coronary care, and telemetry services. The hospital offers diagnostic capabilities, including CT scan, MRI, and lithotripsy. A cardiopulmonary rehabilitation program, an outpatient procedure unit, and an ambulatory surgical unit are operated at this facility. Emergency facilities include 24-hour in-house coverage by emergency medicine physicians, a licensed heliport for emergency transport, and trauma center affiliation.

**Nursing highlights:** The nurses at UPMC Bedford Memorial work in a close-knit environment and are dedicated to providing quality health care to the surrounding community. Nurses are offered many exciting specialties in which to grow, including medical-surgical, intensive care, cardiac monitoring, emergency care, and stroke telemedicine.

Nurses are continually supported in their nursing practice by hospital physicians who are always available on-site or on an on-call basis.

UPMC Bedford Memorial nurses have a voice in their practice through shared governance, with each unit having representation on the Professional Practice Council. A casual float tier allows more flexibility with scheduling.
UPMC CANCER CENTERS
5150 Center Ave., Pittsburgh, PA 15232
The Hillman Cancer Center is the flagship facility in the UPMC Cancer Centers network and home of the University of Pittsburgh Cancer Institute. Additionally, there are more than 38 network community sites across western Pennsylvania.

Description: UPMC Cancer Centers, one of the largest integrated community networks of cancer physicians and health care specialists in the country, allows patients to receive the highest level of cancer care without having to leave their communities. Together, UPMC Cancer Centers and University of Pittsburgh Cancer Institute offer patients the latest advances in cancer prevention, detection, diagnosis, and treatment.

The facilities encompass many areas of expertise, each focusing on a specific type or treatment of cancer. These include a world-renowned melanoma program, as well as programs devoted to brain cancers, breast cancer, colon and gastrointestinal cancers, head and neck cancers, leukemias and lymphomas, liver cancer, lung cancer, gynecologic cancers, pediatric cancers, prostate and urologic cancers, and stem cell transplantation.

Nursing highlights: Consistently ranked among U.S. News & World Report’s “Best of the Best” cancer programs in the nation, its nurses are among the best and brightest in the nation. UPMC Cancer Centers nurses have the opportunity to contribute to innovative oncology care in the region and in various subspecialties of cancer, including medical oncology, radiation oncology, and research.

Many educational opportunities are available to nurses. Programs are offered to accommodate a variety of schedules, which include online courses. Nurses are encouraged to seek oncology certification. Certification review courses are offered regularly and nurses are reimbursed for the test upon passing the exam.

UPMC HORIZON
Greenville Campus
110 North Main St., Greenville, PA 16125
Shenango Valley Campus
2200 Memorial Drive, Farrell, PA 16121
Licensed beds: 207

Description: UPMC Horizon is a community-based hospital with two campuses; one in Greenville and one in Shenango Valley. UPMC Horizon offers a variety of services, including primary care medicine, cardiology, bariatrics, oncology, ophthalmology, obstetrics, rehabilitation, and transitional care. UPMC Horizon is ranked among the top hospitals in Pennsylvania for Core Measure compliance and the provision of quality patient care. UPMC Horizon is distinguished as a Center of Excellence for
Bariatric Surgery. This community hospital is affiliated with the University of Pittsburgh Cancer Institute and UPMC Cancer Centers.

**Nursing highlights:** UPMC Horizon nurses have the opportunity to practice in a variety of specialty units, including critical care, telemetry, medical-surgical, rehabilitation, long-term care, emergency medicine, procedural and perioperative areas, or in the UPMC Horizon Birthplace.

UPMC Horizon fosters a culture of professional nursing autonomy, respect, and teamwork through shared governance. Realizing that shared governance is more than an organizational chart or committee configuration, the shared governance model and culture at UPMC Horizon promotes compassion, caring, and quality outcomes. The shared governance model demonstrates partnership, accountability, and ownership for practice oversight. The model, based on Relationship-Based Care, puts the patient and family at the center of all decision making.

Nurses have the opportunity to have their voices heard through a variety of professional councils. From the Professional Practice Council to the Nursing Care Council, organizational leaders rely on the experience, expertise, and opinions of nurses to drive nursing practice. The Evidence-Based Nursing Council is taking the lead in assuring that the care provided at UPMC Horizon integrates best evidence, clinician expertise, patient preferences, and values.

**UPMC/GEFFERSON REGIONAL HOME HEALTH, LP**

300 Northpointe Circle, Seven Fields, PA 16046

**Description:** UPMC/Jefferson Regional Home Health, LP is ranked as the largest Pennsylvania home health provider and number 14 nationally by The National Association of Home Care Providers. The agency provides complete home health nursing services, including behavioral health, IV therapy, medical-surgical, obstetrics, pediatrics, and rehabilitation.

**Nursing highlights:** UPMC/Jefferson Regional Home Health, LP nurses provide specialized direct patient care in 10 regional counties and four counties in Ohio, with timely and compassionate medical resources and skills.

**UPMC MCKEESPORT**

1500 Fifth Ave., McKeesport, PA 15132

**Licensed beds:** 219

**Description:** UPMC McKeesport is a western Pennsylvania hospital with a rich history and a tradition of excellence. The hospital was founded in 1894 to support an exploding population attracted to the Monongahela River Valley Region by a growing manufacturing industry. Today, UPMC McKeesport is a modern, acute care, medical-surgical teaching hospital. The hospital offers a comprehensive array of services to the McKeesport area. These include ambulatory surgery, anesthe-
siology, behavioral health, cancer care, cardiology, dental medicine and oral surgery, emergency services, family practice, general surgery, geriatrics, gynecology, internal medicine, ophthalmology, orthopaedics, pediatrics, physical rehabilitation, radiation therapy, and other specialties.

**Nursing highlights:** UPMC McKeesport nurses foster innovating, patient-focused ideas in their critical care areas, implementing evidence-based practice into daily work regimens. Nurses and staff work together to create a culture of excellence in which new ideas and excellent work practices thrive.

The hospital also serves as a clinical site for many local college and university nursing, pharmacy, and allied health students. Together with the St. Margaret School of Nursing, UPMC McKeesport provides a licensed practical nursing school program and a registered nursing school program on campus.

**UPMC MERCY**
1400 Locust St., Pittsburgh, PA 15219
Licensed beds: 487

**Description:** UPMC Mercy is an adult tertiary hospital. A variety of specialties are available at UPMC Mercy, including medical-surgical progressive care, critical care, trauma and burn, rehabilitation, behavioral health, emergency care, labor and delivery, perioperative, radiology, and cardiology.

**Nursing highlights:** Nursing practice at UPMC Mercy is driven through shared governance councils, with unit representation from all areas. Nursing staff have the opportunity to participate in shared governance councils, which include the Professional Practice Council and Quality and Education Council. In addition, nursing staff participate in and lead initiatives throughout the facility in a hospital-wide initiative designed to improve the work environment of the employee and the experience of the patient. Through various committees within this faith-based facility, nurses are provided with the opportunity to network, exchange clinical expertise, collaborate, and build high-energy teams.

**UPMC NORTHWEST**
100 Fairfield Drive, Seneca, PA 16346
Licensed beds: 180

**Description:** UPMC Northwest is the major health care provider for residents of Venango County and portions of several neighboring counties in rural northwestern Pennsylvania. It is located 90 miles north of Pittsburgh. Its focus is efficient delivery of quality care in a patient-friendly environment. UPMC Northwest offers a broad range of primary and specialty health care services, including
medical-surgical, cardiac telemetry, intensive care, obstetrics, oncology, behavioral health, pediatrics, cardiac catheterization, advanced imaging, outpatient diagnostics, emergency care, leading-edge radiation oncology, inpatient rehabilitation, and transitional care. Several of its clinical services are accredited, and UPMC Northwest has earned four Solucient 100 Top Hospitals awards for superior clinical, operational, and financial performance. UPMC Northwest has been designated as a Primary Stroke Center by The Joint Commission and has been the recipient of the American Heart Association/ American Stroke Association Gold Plus Award for the past two years. It is an accredited Level III Trauma Center as designated by the Pennsylvania Trauma Systems Foundation.

**Nursing highlights:** Nurses at UPMC Northwest specialize in many practices, including medical-surgical, adult intensive care, maternal/child, stroke, emergency, behavioral health, rehabilitative, and transitional care. The hospital believes that every nurse has the potential to be a leader, and promotes frequent staff development opportunities both locally and through UPMC. Collaborative working relationships are fostered and it strives to promote the best patient experience.

Nurses are supported in their practice by a hospitalist program. There is a hospitalist on-site 24 hours a day to respond to critical patient incidents as well as collaborate regularly on assigned patients. Nurses are encouraged to be engaged in their practice and the organization. Among the many shared governance committees in which nurses may participate, is a Professional Practice Council with representatives from every nursing department. The council brings together the nursing staff and nursing leadership to enhance the practice of nursing.

**UPMC PASSAVANT**

McCandless Campus  
9100 Babcock Blvd., Pittsburgh, PA 15237  
Cranberry Campus  
1 St. Francis Way, Cranberry Twp, PA 16066  
Licensed beds: 412

**Description:** Building on a solid foundation as a well-respected and deeply rooted community hospital, UPMC Passavant has been transformed in recent years into an advanced care center, providing highly specialized medical and surgical treatment by expertly trained and renowned physicians. As UPMC’s tertiary care center north of Pittsburgh, this state-of-the-art hospital offers UPMC’s brand of world-class medical care at two convenient campuses in McCandless and Cranberry to serve the communities and counties north of the city.

The McCandless campus has been transformed by the addition of a new, seven-story pavilion that enhances the hospital’s cardiac, spine, and cancer capabilities. The new pavilion provides increased capacity for the UPMC Cancer Center at UPMC.
Passavant, emergency department, and surgical services, as well as additional intensive care unit beds, progressive care unit beds, and medical-surgical unit beds. Additions to patient care floors will increase the hospital’s inpatient bed capacity by 88 beds, with a total of 412 licensed beds for both campuses.

**Nursing highlights:** Nurses at UPMC Passavant have the opportunity to practice in a variety of areas, with specialty focuses in recognized Centers of Excellence: oncology, cardiac care, orthopaedics, and spine surgery. Additional practice areas include general medicine, surgery, gynecology, critical care, emergency medicine, rehabilitation, and transitional care. Nursing collaboration with renowned physicians ensures that patients receive the highest level of care. Nurses participate in a career advancement program, My Nursing Career, that supports career growth and rewards them for their continued professional development.

UPMC Passavant nurses are supported by a multidisciplinary team, including hospitalist physician services, critical care intensivists, and clinical pharmacists. Ongoing education is provided in a wide array of formats to appeal to the adult learner, including simulation education at WISER at Passavant, a satellite center of the Peter M. Winter Institute for Simulation, Education, and Research, located at the McCandless campus. Other opportunities for staff development and continuing education include a Saturday Lecture Series, a program sponsored by physicians who speak on a variety of topics each month to support nursing education.

Nurses influence their practice through a shared governance structure to support shared decision-making for staff at all levels. There is support for participation in unit-based professional practice councils, as well as hospital-wide councils. Patient-Focused Care Collaboration models on several of the nursing units focus on patient-centered care. These opportunities influence the future of nursing by working with Summer Intern Program nursing students, and through a variety of school programs targeting middle and high school students.

**UPMC PRESBYTERIAN**
200 Lothrop St., Pittsburgh, PA 15213
Licensed beds: 801

**Description:** UPMC Presbyterian is a regionally, nationally, and internationally renowned adult tertiary and quaternary academic medical center. It is the flagship hospital of UPMC, a global health enterprise based in Pittsburgh, Pa. UPMC Presbyterian’s dynamic health care team has pioneered innovative neurosurgical treatment and groundbreaking transplantation services, and leads the state with a busy Level I Regional Resource Trauma Center. UPMC Presbyterian has
received accreditation from The Joint Commission in stroke care, artificial heart care, and ventricular assist devices, and has consistently been named to U.S. News & World Report Honor Roll of America’s Best Hospitals.

**Nursing highlights:** UPMC Presbyterian nurses operate within a continually evolving shared governance model built on unit-based councils driving their professional practice. The overarching model of shared leadership provides autonomy of nursing practice by supporting decision making within the council structure that includes a Nursing Professional Practice Council; Informatics, Retention and Magnet® councils; and an Evidence-Based Practice and Nursing Practice Council. Nurses are encouraged to share their expertise in other committees focused on infection control, wound care, diabetes, pain management, rapid response, and patient- and family-centered care. Nurses also have the opportunity to participate in the creation and implementation of our new care model: relationship-based care.

UPMC Presbyterian nurses are supported in the areas of professional development and career advancement, whether completing an advanced nursing degree or advancing a career at the bedside through certification, nursing leadership, or nursing research. UPMC offers opportunities for seasoned nurses with UPMC Life Stages, a program designed to give eligible participants more flexibility in their work life through preferred schedules, reduced direct-patient care hours per week, and full-time employee benefits.

**UPMC SHADYSIDE**

5230 Centre Ave., Pittsburgh, PA 15232
Licensed beds: 520

**Description:** UPMC Shadyside earned Magnet® designation from the ANCC. Receiving Magnet® designation is one of the highest nursing achievements a hospital can obtain and demonstrates nursing excellence, a healthy work environment, and quality patient care. UPMC Shadyside is a tertiary care hospital offering primary medical care as well as physician and nurse education. Among the nursing specialties available are oncology, cardiology, urology, and orthopaedics. Select surgical specialties such as cardiothoracic, surgical oncology, and neurosurgery also are available.
**Nursing highlights:** The nurses at UPMC Shadyside work within a large teaching organization that has the feel of a community setting combined with the energy and excitement of a collaborative practice environment.

Nurses are supported in their professional development and in their nursing practice. Nurses have the opportunity to become members of one of four councils for staff, as well as many hospital-based committees. UPMC Shadyside nurses are involved in decision-making, particularly those decisions related to professional practice and nursing-sensitive outcomes.

Among the many development opportunities for new nurses is the New Hire Development Group, which allows new employees to participate in monthly development and networking sessions. Journal clubs are available and are supported by advanced practice nurses and an Evidence-Based Practice Council. UPMC Shadyside offers numerous professional development workshops. Good Grief Sessions provide unit-based support for staff to help prevent compassion fatigue. Tea for the Soul is a traveling tea cart that provides refreshments to staff. The Life Stages program is designed for nurses who are ready for retirement, but not ready to leave the bedside.

**UPMC ST. MARGARET**
815 Freeport Road, Pittsburgh, PA 15215
Licensed beds: 249

**Description:** UPMC St. Margaret earned Magnet® designation from the ANCC. Receiving Magnet® designation is one of the highest nursing achievements a hospital can obtain and demonstrates nursing excellence, a healthy work environment, and quality patient care.
Nursing highlights: The nurses at UPMC St. Margaret work in a culture that fosters autonomy, respect, and teamwork. Nurses are guided by the values of compassion, academics, respect, empathy, and safety. Exciting opportunities for both the experienced and graduate nurse are offered. Nurses have the opportunity to participate in the decisions that impact patient care through professional practice councils.

Nurses are fully supported in the development of professional growth and are provided the proper resources to assist in reaching professional goals. Many opportunities for career advancement along with on-site BSN and MSN programs are available. Flexible hours and work schedules are available for staff, including full-time, part-time, and casual hours. Programs are available to help nurses balance personal and professional life, including a weekend program, family shift program, and a Resource Unit.

UPMC St. Margaret proudly offers clinical research opportunities through a Research Internship Program, providing staff with support to conduct research at the bedside, improving patient care, and continually improving all levels of nursing and patient care through its commitment to patient-centered care.

WESTERN PSYCHIATRIC INSTITUTE AND CLINIC OF UPMC
3811 O’Hara St., Pittsburgh, PA 15213
Licensed beds: 289

Description: Western Psychiatric Institute and Clinic of UPMC is a national leader in the diagnosis, management, and treatment of mental health and addictive disorders. Western Psychiatric is a university-based psychiatric care facility located in Pittsburgh.
Nursing highlights: Western Psychiatric embraces the principles of recovery and Relationship-Based Care. Psychiatric nursing is the specialty of nursing that cares for people of all ages with mental illness or mental distress, such as adult mood disorders, geriatric psychiatry, eating disorders, developmentally delayed populations, co-occurring substance abuse disorders, and schizophrenia, and includes child and adolescent psychiatry, and diagnostic and evaluative psychiatry. Nursing at Western Psychiatric includes use of psychological therapies, building therapeutic alliances, and administration and assessment of psychiatric medication treatments, along with medical interventions.

Nurses are empowered to actively participate in innovative ways of providing care through the Professional Practice Council (PPC). They participate in PPC at corporate, hospital, and unit levels. Nurses are involved in evidence-based care research to enhance care and provide patient and caregiver satisfaction.

Western Psychiatric nurses engage in a peer review process and a professional development program for nurses to build on their strengths and interests in nursing growth. All nurses have the opportunity to be members of various hospital committees and projects. The focus of individual development includes clinical, administrative, research, and education career advancements.

Western Psychiatric’s hiring practices ensure a diverse workforce of experienced clinicians as well as recent graduates of nursing programs. Orientation programs are tailored to meet the needs of nurses at any point in their careers. Graduate nurses or experienced nurses receive an orientation that targets central learning and unit-specific orientation.

UPMC WORKSOURCE
U.S. Steel Building, 56th Floor, 600 Grant St.
Pittsburgh, PA 15219

Description: UPMC WorkSource is UPMC’s internal supplemental talent resource that provides temporary and per diem staffing support for any and all types of professions within UPMC. Its casual/per-diem nursing professionals cover short-term scheduling needs throughout various UPMC facilities, including hospitals, long-term care facilities, physician practices, and outpatient/clinic settings. Its full-time RN staff, known as the SWAT Team, supports longer term scheduling needs to cover for leave of absences, increased bed capacity, the opening of new units, and vacancies.

Nursing highlights: UPMC WorkSource nurses work within a variety of UPMC facilities, which allows them to build rare and impressive professional skill sets and gain extraordinary professional experiences in an innovative health care system. UPMC WorkSource offers flexible per diem work schedules and assignments, while full-time nursing SWAT Team positions mirror all of the benefits of a full-time UPMC nurse.

As a large health care system where many departments operate 24 hours a day and seven days a week, UPMC WorkSource provides nursing care for almost every day and every shift. Nurses gain highly desirable skills and exposure to advanced nursing specialties, sophisticated equipment, and state-of-the-art technology that will aid in building an impressive résumé and career.
UPMC SENIOR COMMUNITIES
Canterbury Place, 310 Fisk St.
Pittsburgh, PA 15201
Licensed beds: 59

Description: Part of UPMC Senior Communities, Canterbury Place is a skilled nursing facility in the Lawrenceville section of Pittsburgh. Sustained by a 150-year heritage of caring, Canterbury Place is a community where the physical, emotional, spiritual, and social needs of older adults are anticipated and fulfilled. Its mission is carried out through a unique combination of compassionate service and expert medical care directed toward achieving optimal levels of independence and encouraging growth throughout life. The values upon which the mission of Canterbury Place is based include responding to the changing needs of older adults and their families and caregivers, promoting the highest ethical standards, and treating every person with dignity and respect.

Licensed by the Pennsylvania Department of Health and certified by Medicare, Canterbury Place offers intermediate level and skilled care. The facility is staffed by licensed professionals including registered and practical nurses; physical, speech, and occupational therapists; certified nursing assistants; and a geriatric certified registered nurse practitioner. A UPMC geriatrician is available 24 hours a day. Residents participate in daily therapeutic recreational programs.

Nursing highlights: Nurses and nursing assistants have the opportunity to advance through the Geriatric Advancement Program, a clinical career ladder that offers career and financial opportunities. Specialized services include IV therapy, IV antibiotic therapy, Total Parenteral Nutrition (TPN), complex wound care needs, respiratory-tracheostomy care residents, electronic medication administration system (EMAR), and AccuNurse, a voice-activated electronic documentation system for nursing caregivers.

Cranberry Place
5 St. Francis Way, Cranberry Township, PA 16066
Licensed beds: 150

Description: Part of UPMC Senior Communities, Cranberry Place is a skilled nursing facility located in Cranberry Township. The facility is situated adjacent to the Cranberry campus of UPMC Passavant along with its medical office complex.

Nursing highlights: Cranberry Place comprises three nursing units which provide both skilled and intermediate levels of care. Staff can take advantage of free on-site parking, flexible scheduling, and a voice in nursing practice through monthly meetings. Nurses and nursing assistants are given the opportunity to advance through the Geriatric Advancement Program, a clinical career ladder that offers career and financial opportunities. Specialized services include an on-site dialysis clinic, on-site rehabilitation services, and IV therapy that includes antibiotics, TPN, dobutamine drips, and heparin drips. Cranberry Place offers intensive wound care with the latest procedures.
Heritage Place  
5701 Phillips Ave., Pittsburgh, PA 15217  
Licensed beds: 145

**Description:** Part of UPMC Senior Communities, Heritage Place is a skilled nursing facility located in the Squirrel Hill section of Pittsburgh. Skilled and intermediate nursing care are offered to the residents. Respite and hospice care also are available. Comprehensive wound care is facilitated under the direction of an RN wound care coordinator. The 145 licensed beds at Heritage Place are on three floors with a registered nurse manager on each floor.

**Nursing highlights:** Heritage Place nurses partner with staff in the Rehabilitation Therapy Program to help provide a complete care program for patients. This program offers physical, occupational, and speech therapy. The facility is generously staffed with licensed professional nurses, licensed practical nurses, and certified nursing assistants. Restorative nursing is provided seven days per week to ensure transitional care after physical therapy. Nurses and nursing assistants are given the opportunity to advance through the Geriatric Advancement Program, a clinical career ladder that offers career and financial opportunities.

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Seneca Place  
5360 Saltsburg Road, Verona, PA 15147  
Licensed beds: 178

**Description:** Part of UPMC Senior Communities, Seneca Place is a skilled nursing facility situated on a campus that includes Seneca Manor Assisted Living and Seneca Hills Village, an independent senior community.

**Nursing highlights:** The nurses at Seneca Place work in an advanced community setting which offers intensive wound care, IV antibiotics, pain management, and care for medical-surgical patients. Nurses also may be trained to provide care for ventricular assistive device patients. One wing of Seneca Place provides care for respiratory conditions, including tracheostomy and ventilator residents in collaboration with respiratory therapists who are available 24 hours a day, seven days a week.

Seneca Place is one of the first skilled nursing facilities in the state to implement a voice activated, continuous access system (AccuNurse) used by all caregivers. This technology provides the ability for the team to share the latest patient information. Nurses and nursing assistants are given the opportunity to advance through the Geriatric Advancement Program, a clinical career ladder that offers career and financial opportunities.

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Sugar Creek Station  
351 Causeway Drive, Franklin, PA 16323  
Licensed beds: 160

**Description:** Part of UPMC Senior Communities, Sugar Creek Station is a skilled nursing and rehabilitation complex and independent living apartment located in a scenic, rural setting. Licensed by the Pennsylvania Department of Health and certified by Medicare, Sugar Creek Station offers intermediate and skilled nursing care as well as independent living and outpatient therapy. The facility is staffed by licensed professionals, including registered and practical nurses, certified nursing assistants, and physical, occupational, and speech therapists. Sugar Creek Station provides the opportunity to remain in the area and maintain a quality life to Venango County residents and neighbors. Sustaining a desirable quality of life for each individual is its primary concern.

**Nursing highlights:** Nurses and nursing assistants are given the opportunity to advance through the Geriatric Advanced Program, a clinical career ladder that offers career and financial opportunities.
ACADEMIC PARTNERSHIPS
SUPPORTING A CULTURE OF CONTINUOUS LEARNING AND DEVELOPMENT
NURSE INTERNSHIP PROGRAMS

UPMC’s summer student nurse interns helped to bring the UPMC Nursing Vision to patients through their direct care and precepted learning experiences. With more than 300 applicants annually, the highly competitive national and regional UPMC internships are for student nurses completing their last year of nursing school education. National interns are from one of the top 50 schools of nursing in the United States who attend school outside of our region. In 2010, ten nursing students from around the nation and 98 nursing students from our region were hired for the 11-week summer program. Eleven UPMC hospitals participated in the program.

As the leading provider of health care services and the largest employer in the Pittsburgh region, UPMC is committed to giving back to and reinvesting in the community. In 2010, the national nurse interns who stayed at Family House were recognized for their contribution to the community. Family House is a non-profit corporation that provides a special “home away from home” for patients and families who must travel to Pittsburgh for treatment of serious or life-threatening illnesses. The nurse interns hosted events, taught, and coordinated support activities for families and patients. Christie Knott, executive director of Family House, presented the interns with Community Service Awards.

An internship celebration with an awards program is held annually. Last year, Holly Lorenz, RN, MSN, UPMC chief nurse executive, presented five interns with the Quality of Care Intern Award. These five students composed essays describing their patient care experiences and how they made a difference in care delivery during their internships. The 2009 Quality of Care Intern Awardees included Kyle Bahnsen, Vance Kaloz, Lauren Daniels, Carol Strunk, and Adrienne Domenico. The 2010 awardees included Denise Caruso, Jillian Dukovich, Austin Hoffman, Marissa Melanko, and Andrea Shimko.
The nurse interns recognize the importance of their preceptors in their success. In 2009 three UPMC staff nurses were recognized with the Preceptor Award: Caterina LoGalbo, Amy Cummings, and Krista Joseph. In 2010, Ron Carey and Dawn Angiulli’s work was recognized with the Preceptor Award.

**ACADEMIC SERVICE PARTNERSHIPS**

The Academic Service Partnership Council (ASPC) is a unique council to support UPMC Nursing’s academic mission and collaborate with schools of nursing in the extended region. In addition to school of nursing deans and academic leaders in the Pittsburgh region, the ASPC is represented by CNO’s and nursing leaders at UPMC, including directors of education and clinical directors at UPMC clinical sites. The mission of the ASPC is to collaboratively create systems that support the finest clinical experiences, foster the highest-prepared new graduates prior to hire at UPMC, and focus on hiring and retaining the best and the brightest new graduates, both locally and nationally.

The ASPC implemented a 360-degree student experience evaluation process to create the transparency critical to ensure ongoing robust clinical learning environments that will help future UPMC nurses prepare for today’s health care environment. Students, faculty, and UPMC staff nurses provided feedback on such topics as the clinical sites learning environment; collaboration between students, faculty, and staff; student reception on a unit; and student preparation for clinical. The surveys provide UPMC and academic partner leaders with feedback to enhance clinical experiences at UPMC.

Other ASPC initiatives include piloting creative clinical partnership programs, improving the eRecord account process, and developing a universal clinical agreement.

National nursing topics, such as faculty shortages, increasing nursing program enrollment rates, and health care reforms to expand the mid-level provider role will serve as cornerstones for future ASPC initiatives.

Some student comments from a recent survey included:

**“VERY INTERESTING UNIT. I GAINED A LOT OF CLINICAL EXPERIENCE. THE NURSES WERE VERY WELCOMING AND RECEPTIVE. I HAD GREAT PRECEPTORS.”**

**“THE NURSES AND STAFF ON THIS UNIT DID A WONDERFUL JOB OF INCORPORATING US INTO THE PATIENT’S PLAN OF CARE. IF WE WERE UNSURE ABOUT HOW TO DO SOMETHING THEY WERE RIGHT THERE GUIDING US.”**
LEADERSHIP DEVELOPMENT
FOSTERING GROWTH TO PREPARE FOR THE FUTURE
ENHANCING LEADERSHIP

To meet today’s health care needs and prepare for tomorrow’s challenges, UPMC fosters nursing leadership development from the staff level to the executive level. Guiding principles of the American Organization of Nurse Executives (AONE) for the role of the nurse in future patient care delivery and the AONE position statement on the educational preparation of nurse leaders provide the background for leadership development programs and activities at UPMC. UPMC supports the need for ongoing education for all nurses, especially leaders in an increasingly complex health care environment. Areas of focus include communication, relationship-building, business skills, and professionalism.

Formal leadership programs provided through the UPMC Center for Nursing Excellence and Innovation, business unit leaders, and UPMC Human Resources provide nurses with opportunities to further expand their knowledge and expertise in nursing leadership. Courses range from one-day seminars to coaching programs, a nurse manager leadership development course, and an indepth formalized leadership intensive program.

The nurse manager course was designed to strengthen the leadership of nurses in key roles at the department or unit levels and to provide interaction with similar leaders across the organization. The five-day course focuses on assisting nurses to understand their preferential leadership styles, strengths, and opportunities for further development. The course provides didactic and experiential content related to the art of leading others and to the science of leadership, in terms of financial management, human resource principles, organizational change, and operational effectiveness.

Nurses in all roles are encouraged and supported to seek leadership and professional learning opportunities.

UPMC NURSING GRAND ROUNDS

UPMC Nursing Grand Rounds provide a forum to showcase clinical expertise and best practices across the health care system. Each monthly session affords the presenter an opportunity to demonstrate their contributions to the nursing profession. The goals of nursing grand rounds are to:

- support the professional growth and development of nurses
- provide an opportunity for nurses to independently obtain continuing education
- keep nurses informed of new local and national methodologies, strategies, research, and initiatives
- create collaboration among nurses across the health system

THE NURSE MANAGER COURSE WAS DESIGNED TO STRENGTHEN THE LEADERSHIP OF NURSES IN KEY ROLES AT THE DEPARTMENT OR UNIT LEVELS AND TO PROVIDE INTERACTION WITH SIMILAR LEADERS ACROSS THE ORGANIZATION.

Attendance is voluntary and open to all UPMC nurses and other disciplines. If a nurse is unable to attend the live presentation, it may be viewed online at a later date. Each session is recorded and available on uLearn, an internal online education portal. A nurse can then conveniently view the presentation from any location with internet capability and upon completing an assessment receive contact hours for continuing education. Some of the topics covered in 2009 and 2010 included: “Transforming Practice through Relationship Based Care,” “Dignity + Respect = Inclusion,” and “Meaningful Use of Electronic Health Records.” More than 2,500 contact hours were awarded for nurses’ continuing education through UPMC Nursing Grand Rounds in 2009 and 2010.
DIGNITY AND RESPECT
SETTING THE STANDARD FOR AN INCLUSIVE ENVIRONMENT
EMBRACING INCLUSION
On our journey to create and sustain a culture of nursing excellence at UPMC, we embrace the philosophy of inclusion. Based on the belief that inclusion begins with a core principle that everyone deserves dignity and respect, UPMC Nursing has partnered with the Center for Inclusion at UPMC to make a difference for our employees and the patients whom we serve.

Diversity is a key component of the philosophy of inclusion. For years, UPMC has recognized the value of diversity, believing in the importance of a multicultural nursing workforce that reflects the ethnic and cultural patient populations served. In the very near future, we will again be facing a nursing shortage and an aging nurse workforce. Research shows that recruiting, retaining, and offering leadership development for minority nurses will be crucial for meeting the nursing demand.

UPMC Nursing completed these inclusion initiatives in 2009 and 2010:

• Sustained the UPMC Minority Nurse Mentorship and Professional Enhancement Program. This program is operated under the shared governance of the UPMC Minority Nurse Partnership Council, which assists with strategic planning, decision making, and continuous improvement of the program. Membership comprises nursing representatives from various UPMC facilities, with support of the Center for Inclusion at UPMC.

• Offered various continuous education sessions to UPMC and community minority nurses and nursing students.

• Offered one-to-one mentorship for new UPMC nurses and nursing students with experienced UPMC minority nurses.

• Participated as an exhibitor at the National Black Nurses Association Annual Conference.

• Presented the Dignity & Respect Campaign at local and national Black Nurses Association events.

• Promoted the Dignity & Respect Pledge, which was completed by nurses at all levels at chief nursing officers’ meetings, Nurses Week Conference, and at various nursing education sessions.

• Embedded a Dignity & Respect training session offered by the Center for Inclusion at UPMC in the new nurse manager leadership development course.

FOR YEARS, UPMC HAS RECOGNIZED THE VALUE OF DIVERSITY, BELIEVING IN THE IMPORTANCE OF A MULTICULTURAL NURSING WORKFORCE THAT REFLECTS THE ETHNIC AND CULTURAL PATIENT POPULATIONS SERVED.

• Implemented diverse recruitment strategies to include historical black colleges and universities; churches; diverse professional, educational, and community organizations; as well as beauty salons and barber shops.

• Recognized Dignity & Respect Month by focusing on the integration of the Dignity & Respect Campaign within the care model UPMC Care in the October issue of the nursing newsletter Pathways to Excellence.

Through initiatives such as these, UPMC continually strives to set the standard for a healthy and diverse nursing workforce worldwide.
OPERATIONAL IMPERATIVES
KEY COMPONENTS FOR CONTINUED GROWTH
MAGNET® DESIGNATION
Magnet® designation is one of the highest formal nursing achievements a hospital can earn. This national designation, sponsored by the American Nurses Credentialing Center (ANCC), has been granted to less than 7 percent of hospitals in the United States and involves a rigorous review and evaluation process. This prestigious honor identifies health care organizations that uphold high standards for nurses, and attract and retain nurses by creating an environment that involves them at every level. The ANCC has granted Magnet status to two UPMC hospitals: UPMC St. Margaret and UPMC Shadyside. UPMC St. Margaret was the first UPMC facility to embark on this journey. Its designation status was awarded in February 2009. Nearly one year later, in March 2010, Gail Wolf, RN, DNS, FAAN, chair of the ANCC Magnet Commission, announced UPMC Shadyside’s success in achieving this prestigious designation. Both hospitals are now actively working toward receiving redesignation, which is required every four years.

The components of Magnet designation include transformational leadership, structural empowerment, exemplary professional practice, and new knowledge, innovation, and improvement. These are tied together through the demonstration of empirical outcomes. Embedded deep within all UPMC hospitals are Shared Leadership structures. UPMC nurses are leaders at every level of the organization. Shared Leadership Councils and Professional Practice councils serve as vehicles for providing feedback and influencing change. Councils are chaired by staff nurses who are committed to driving change and influencing nursing practice.

The achievement of Magnet designation is a journey. A journey that includes nurses excited about practicing their profession in a facility that places the patient at the center of all they do. It is not an award. It speaks to a culture of collaborative practice and nursing excellence. The spirit of innovation and passion for excellence run deep within the nursing culture throughout all UPMC hospitals.

TRANSFORMING PRACTICE THROUGH PATIENT- AND FAMILY-CENTERED CARE
Nurses and other health care professionals often debate if the concept of caring can be taught or if it is a trait that is an innate part of someone’s personality. For more than a year, UPMC staff from across several business units have addressed this question and believe strongly that we can teach, model, and hold each other accountable for caring behaviors through the development of a caring framework. Care is based on the relationships that are established with patients and families, peers, other staff members, and the community. Patients and their families are at the center of all that we do.

MAGNET® DESIGNATION, SPONSORED BY THE AMERICAN NURSES CREDENTIALING CENTER (ANCC), HAS BEEN GRANTED TO LESS THAN 7 PERCENT OF HOSPITALS IN THE UNITED STATES AND INVOLVES A RIGOROUS REVIEW AND EVALUATION PROCESS

CORNERSTONE OF PATIENT- AND FAMILY-CENTERED CARE AND RELATIONSHIP-BASED CARE
Although various care delivery models exist, caring is a key ingredient to integrating the principles and concepts of relationship-based care into the daily work of nurses. The “Caring Model” developed by contemporary nurse theorist, Sharon Dingman, provides guiding principles that have been incorporated into the UPMC Standards of Communication. During each patient interaction, a staff member should introduce his or herself and call the patient by their preferred name while using appropriate touch, eye contact, engagement, and non-verbal communication.
The following are just a few examples of how the structures and processes implemented have resulted in outcomes that support excellence in patient care.

**UPMC PRESBYTERIAN**

UPMC Presbyterian is implementing Relationship-Based Care as part of its Patient and Family Centered Care (PFCC) Hospital Initiative. Using the PFCC methodology, a steering committee was formed with the goal to positively impact the entire inpatient care experience. Staff shadowed patients to observe patient’s experiences. The shadowers were able to document a great number of care interactions that portray the ideals of Relationship-Based Care. The steering committee completed the writing of an ideal patient experience story and is actively adding members to the group to include nursing, radiology, housekeeping, dietary, and other ancillary services. UPMC Presbyterian will use the shadowing report and the ideal patient experience story to formulate work teams to close the gaps between the current state of inpatient hospital stays and the ideal patient experience.

**UPMC HORIZON**

UPMC Horizon, a community hospital with two campuses, has six functioning practice councils. The culture is changing, quality outcomes are improved and are a constant focus, and professionalism is increasing. Employees are encouraged to use the Relationship-Based Care standards (communication, attitude, respect, and enthusiasm, or CARE) during their everyday job duties.

- Communication: One of the communication standards is “Be courteous.” If a patient asks for something, it is courteous to honor that request. Another communication standard is to keep the patient informed.
- Attitude: The most important attitude standard is to treat others with dignity and respect. If a patient’s request is ignored, that patient is not going to feel respected. Other attitude standards are to act with a sense of urgency to patient needs and to respond to requests in a timely manner.
- Respect: Treat others with dignity and respect. Respond to patients when they ask a question or make a request.
- Enthusiasm: Take action to resolve patient concerns in a timely manner. Follow up by asking, “Is there anything else I can do for you?”

**WESTERN PSYCHIATRIC INSTITUTE AND CLINIC OF UPMC**

Inpatient staff embarked on the study of Relationship-Based Care (RBC). The WPIC Professional Practice Council (PPC) staff, comprising staff nurses, milieu therapists, social workers, and other direct care staff, drove the education of all staff in the model of care. All PPC staff received copies of the book and then mentored their colleagues in reading and discussing the model. The PPC also held a hospital-wide event during which they introduced the Relationship-Based Care model and its concepts and invited all staff to participate in developing the WPIC translation and implementation of the model. Featured at this event were videotaped interviews of staff sharing their “most meaningful moments.” The moments shared were patients that touched them deeply and serve as a constant reminder to them of why they chose to work in a care-giving profession. PPC staff have conducted education for management and leadership on the RBC model. They sit as chairpersons on the workgroups which have finalized the implementation of six key RBC initiatives that include improving collegiality among all hospital staff; expanding “Interviewing for Empathy,” a staff selection method; and enhancing the spontaneity of patient and family education, care decision-making, and feedback, thereby increasing opportunities to improve care.
**UPMC BEDFORD MEMORIAL**

Relationship-Based Care is introduced to all new hires at orientation. The executive team makes visits to all new admissions the day after admission. This, along with manager rounding, helps to identify patient-related concerns from the patient and family perspective and to take steps to remedy any problems.

Whiteboards are used and completed with the patient and family. Staff introduce themselves and write their names on the board. The nurse takes time with the patient at the beginning of the shift and talks about their concerns and goals. Patients and families are involved in the design of care as staff learn their preferences. Family members can leave messages and questions on the whiteboards and Environmental Services staff members write their names when the room is cleaned.

**PATHWAYS TO EXCELLENCE NEWSLETTER**

Examples of UPMC Nursing’s continued growth are illustrated in Pathways to Excellence, UPMC Nursing’s bimonthly electronic newsletter. The themes of the featured articles focus on topics that are relevant to the current health care environment, hospital-specific initiatives and systemwide innovative ideas and strategies, as well as informative material for nurses about the health and financial benefits offered by UPMC Health Plan. Each issue includes an “I Spy” section that recognizes the professional accomplishments of UPMC nurses.

Newsletter topics in 2009 and 2010 included:

- Magnet designation for UPMC St. Margaret and UPMC Shadyside
- Children’s Hospital of Pittsburgh of UPMC moves to a new hospital
- Advances in cardiac care strategies
- My Nursing Career, UPMC Nursing’s new systemwide career ladder
- Health care reform series
- Meaningful use of electronic health record technology

The health and financial benefits section included topics such as:

- strategies for weathering the storm of economic uncertainty
- response to H1N1 influenza outbreak
- UPMC Savings Plan for retirement
- UPMC’s total compensation package
- employee benefits and health care reform

Numerous entries were submitted for nurses in the “I Spy” section of the newsletter. Recognition was given for national publications and presentations, advanced degree and certification completion, leadership promotions within UPMC, memberships in professional organizations, and grants and awards received locally and nationally. This section of the newsletter is targeted at supporting our strategic goal for celebration and recognition of the exemplary work of UPMC nurses.

**THE STRUCTURES AND PROCESSES IMPLEMENTED HAVE RESULTED IN OUTCOMES THAT SUPPORT EXCELLENCE IN PATIENT CARE.**
RECRUITMENT

UPMC Prepares and Attracts Nurses to State-of-the-Art Facilities
UPMC SCHOOLS OF NURSING
The three UPMC Schools of Nursing have enjoyed exceptional outcomes and successful collaboration in 2009 and 2010. Graduates’ performance on the National Council Licensure Examination (NCLEX) consistently exceeded state and national averages. Selective recruitment of students from local, regional, and national applicant pools yielded superior academic talent.

Collaboration among key school leaders resulted in the standardization of recruitment and admission processes. Common application and reference forms, as well as pre-admission testing standards and fees, were adopted in order to better serve the diverse population of potential students. The pricing of tuition and the Tuition Loan Forgiveness Program were critically evaluated and adjusted to more closely reflect the actual costs of program delivery and market conditions. Despite the desire to standardize select operational aspects of all three schools, the unique cultures embodied by each of the programs were maintained, as evidenced by the individual schools’ accomplishments.

Mercy School of Nursing
Registered Nursing Program
- Designed and implemented a new curriculum that received full approval from the PA State Board of Nursing and the National League for Nursing Accrediting Commission (NLNAC).
- Opened a simulation lab which is used in every course, with the financial support of the alumni association.
- Shifted the focus of clinical preparation from paperwork to clinical reasoning and issued iPod Touches with Skyscape software that allow students and instructors to research the information immediately in the clinical setting and engage in dialogue about a patient’s health care needs in real time.
- Completed many community service projects, including a food drive for the Greater Pittsburgh Community Food Bank, a fundraiser for Make-A-Wish, and participation in UPMC Mercy Burn Survivor Sunday.

St. Margaret School of Nursing
Registered Nursing Program
- Sponsored the Second Annual Faculty Development Program in March 2010, which offered faculty from all of the UPMC Schools of Nursing the opportunity to come together to share ideas and accomplishments.
- Garnered student financial support with the creation of the Virginia Carpenter Shaw Memorial Scholarship and Walter Carlyle Shaw Scholarship funds, along with completing a successful St. Margaret Alumni appeal.
- Supported the American Cancer Society Relay for Life in June 2010.
- Engaged in a faculty-driven systematic program review process that culminated in the writing of a Self-Study Report that was submitted for review by the NLNAC. A site visit occurred Sept. 28 through Sept. 30, 2010 that resulted in a favorable response with a recommendation of continuing accreditation for eight years.

St. Margaret School of Nursing
Practical Nursing Program
- Focused on development and implementation of a faculty-driven NCLEX clinical conference format for utilization throughout the entire curriculum and design of a new curriculum based on educational best practices and Quality and Safety Education for Nurses (QSEN) concepts.
- Provided exceptional community service through class-driven projects such as Feed My Sheep, Cribs for SIDS, and the Greater Pittsburgh Community Food Bank.

SELECTIVE RECRUITMENT OF STUDENTS FROM LOCAL, REGIONAL, AND NATIONAL APPLICANT POOLS YIELDED SUPERIOR ACADEMIC TALENT.
UPMC Shadyside School of Nursing  
Registered Nursing Program

- Received approval from the Pennsylvania State Board of Nursing to begin “Pathways to Nursing,” a collaborative partnership with Chatham University, which will allow students from Chatham University to be simultaneously enrolled in diploma program courses as well as general education courses at Chatham University.
- Inducted 50 members into the school’s Honor Society.
- Provided 1,576 human simulation lab experiences to students and evaluated their learning based on Quality and Safety Education for Nurses (QSEN) concepts.
- Adopted the Course Management System (Moodle) which is utilized as a course management tool, as well as an adjunct to face-to-face classroom learning.
- Conducted three QSEN consultations surrounding quality and safety educational strategies.
- Was one of five nursing schools in the United States to receive designation as a Center of Excellence in Nursing Education by the National League for Nursing (NLN)
- Received an endowment of nearly $900,000 from Jane Pesci, RN, a 1939 graduate of the school. The donation will be used for the establishment of the Ernest and Dirce Pesci and Jane Pesci Scholarships.

The training received in all UPMC Schools of Nursing results in knowledgeable graduates who are well-prepared to practice in UPMC’s state-of-the-art facilities.

TRANSFORMING PATIENT CARE AT CHILDREN’S HOSPITAL OF PITTSBURGH OF UPMC

In May 2009, Children’s Hospital of Pittsburgh of UPMC relocated their campus and transitioned 152 children and their families to the hospital’s new home in Lawrenceville. This move was the beginning of many transformations in delivery of care and work processes enabling Children’s Hospital to grow. Many changes were designed around the work environment and building itself, but the core value was keeping patients and families as the central priority.

With the move to the new hospital, capacity grew in several ways, including an increase from 260 to 296 inpatient beds, the addition of a four-suite Procedure Center, three additional MRI scanners, and an additional CT scanner in the Emergency Department.

New dialysis and radiation oncology programs were opened. Prior to the opening of the new hospital, patients requiring these services were treated at adult UPMC facilities.

Bringing care closer to the bedside through use of technology

Technology and workflow processes significantly impacted the nursing staff and how they provided care. A few examples that best demonstrate transformation in clinical practice and processes since the move to the new hospital are:

**Integrated Nurse Call System**
- The nurse call system was integrated with wireless phones that were distributed to each nurse and patient care technician (PCT), enabling patients and families to reach staff directly.

**Decentralized Medication Delivery Process**
- Staff and leaders developed a new medication delivery process — computer on wheels (COW) and a positive patient ID service — which was consistent with the concept of bringing care closer to the bedside. A COW has individual cassettes to hold medications for each patient a nurse cares for during a shift. Each nurse has their own COW with their respective patient’s cassettes (medications) inside. This enables the nurse to document and administer medication at the bedside. There is a positive patient identification device attached to each COW to permit the nurse to barcode medications and the patient’s ID bands to assure the right medications are being given at the right time to the right patient.
Nurse servers

- Nurse servers were installed in each patient room for multiple reasons, including the ability to stock basic patient supplies at the bedside, eliminating the need for the caregiver to make trips to and from the supply room; and to provide space for the patient and/or family to place the patient’s tray after meals, and allowing the catering associate to pick up the tray in the corridor without entering the patient’s room.

Nurses, as well as support staff from dietary and environmental staff, have conveyed positive comments on the efficiencies of the nurse servers.

Each of these new processes, with the support of technology, has aided in streamlining care and improving efficiency for patients and families at Children’s. Nurses at Children’s have had significant involvement throughout the entire process of the hospital’s transition to its new facility. Shared governance councils are active and continue to work toward a greater level of staff empowerment, particularly as it relates to clinical practice, processes, and work designs for the nurses at Children’s.

NEW PAVILION AT UPMC PASSAVANT PROVIDES ENHANCED PATIENT FACILITIES AND SERVICES

The UPMC Passavant Pavilion debuted in 2010 and is the first LEED-certified hospital addition in the North Hills of Pittsburgh. Leading the way in environmentally sound construction, the 220,000-square-foot, six-floor building features the use of day lighting, nontoxic materials, low-flush toilets and other water conservation methods, and an energy recovery HVAC system.

The UPMC Cancer Center at UPMC Passavant tripled in size, making it the second largest cancer center in the Pittsburgh area. The expansion doubled the treatment space, incorporated windows in all chemotherapy suites to provide natural lighting in infusion space, and provided a dedicated elevator for patients with private access to the center.

The Emergency Department now has the capacity to treat 60,000 patients annually. New features include a Fast Track area for patients requiring minor treatment, an area for standard emergency care, and an area for critical heart patients. The new surgical area boasts six state-of-the-art operating rooms and a technologically advanced Hybrid Operating Room suite for complex vascular and cardiac procedures. The Intensive Care Unit features identical rooms for efficiency and safety in patient delivery and 16 new beds.

On the fourth floor of the Pavilion, patients have access to 24 progressive care beds, which brings the total complement of telemetry-monitored beds to 54. All ADA-compatible rooms feature a central nursing station with an open floor concept to promote interaction between visitors and staff. Medical-surgical units showcase flex-monitoring capabilities in each room. The rooms are divided into three zones — clinician, patient, and family — each with its own lighting feature.

With expanded services and increased access to state-of-the-art technology, UPMC Passavant continues its focus on providing exceptional patient care. UPMC Passavant provides an environment in which patients can get the latest technology with uncompromising hospitality.
COMMUNITY CITIZENSHIP
NURSES CARING IN THE COMMUNITY
GIVING BACK BY VOLUNTEERING

UPMC is the leading provider of health care services, the largest employer in the Pittsburgh region, and is committed to giving back to and reinvesting in the community.

Deeply rooted in the community, UPMC supports initiatives that address significant social issues such as hunger, literacy, and family health and annually provides or contributes to more than 3,000 community health improvement programs. Many of these programs target the unmet needs of vulnerable populations, addressing chronic problems such as diabetes, heart disease, and cancer, as well as social issues such as teen pregnancy, violence against women, and elderly living alone.

Not surprisingly, UPMC nurses contribute significantly to the system’s contributions. Many nurses volunteered their time in the community in 2009 and 2010 to:

• teach CPR and first aid
• provide health screenings and education to church parishes
• act as a nurse chaperone for local class field trips and camping trips
• administer flu vaccines
• staff pediatric specialty camps for ADA diabetes, asthma, pediatric cancer, sickle cell, and Make-a-Wish Foundation
• volunteer for the Special Olympics and Habitat for Humanity
• work in Pittsburgh’s soup kitchens and food banks
• chair United Way campaigns
• travel to Haiti to assist with medical care and with the orphans
• support the Salvation Army and Goodwill
• provide nursing care on international medical missions
• volunteer as EMTs and firefighters
• lead or support Boy Scout and Girl Scout troops
• support a wide variety of efforts for various cancer societies including the American Cancer Society and the Leukemia & Lymphoma Society
• raise awareness and support for organ donation
• work in homeless shelters and visit the homeless
• serve on boards of directors
• provide stroke screenings

DEEPLY ROOTED IN THE COMMUNITY, UPMC SUPPORTS INITIATIVES THAT ADDRESS SIGNIFICANT SOCIAL ISSUES SUCH AS HUNGER, LITERACY, AND FAMILY HEALTH AND ANNUALLY PROVIDES OR CONTRIBUTES TO MORE THAN 3,000 COMMUNITY HEALTH IMPROVEMENT PROGRAMS.

• act as car seat safety instructors
• provide care in domestic violence and crisis shelters
• assist with Toys for Tots
• work with senior citizens to provide food and companionship
• lead clothing donation drives
• coach and support youth sports teams
• lead and support activities supporting active troops and veterans
• prepare and deliver meals to the needy
UPMC NURSING ACCOMPLISHMENTS

CELEBRATING UPMC NURSES’ OUTSTANDING ACCOMPLISHMENTS IN 2009 AND 2010.
EVIDENCE-BASED PRACTICE ACTIVITIES, RESEARCH STUDIES, AND GRANTS

UPMC proudly presents the following nurses who have contributed to the practice of nursing through evidence-based practice activities, research studies, and grants in 2009 and 2010.

EVIDENCE-BASED PRACTICE ACTIVITIES

R. Antinone
Latex Safe Environment in the Emergency Department (ED): Can a Latex Free Environment (Gloves) Be Cost Effective?

M. Aummer
Critical Thinking in New Graduate Emergency Department (ED) Nurses

D. Bondurant, D. Abernethy
Team Ownership Program (TOP)

R. Brookins
The Use of Flip Cards for Triaging Outpatient Neurology Patients

Floor the Pain

J. DiNella, D. Coda
9D/Falk Medication Discharge Process: What is Impeding Flow and Why are Patients Being Discharged After 3 p.m.?

J. DiNella
Anticoagulation: What is the Evidence for Heparin Induced Thrombocytopenia (HIT) Guidelines/Low-molecular-Weight Heparin (LMWH)/Warfarin Followed Up With Postop Lowdose Unfractionated Heparin (UFH)

J. Erb
Developing an Evidenced Based Hypothermia: Does a Standardized Approach to the Care of Postcardiac Arrest Patients Improve Outcomes?

T. Evangelista, S. Harvey
Learner Perception on the Use of Computerized Nursing Document in the Recovery Room

A. Farley
Communication between the Operating Room (OR), Ears/Nose/Throat (ENT) Service, and Pediatric Intensive Care (PICU) Staff

K. Gaughan
Developing a Process to Improve Transition from Intensive Care (ICU) to Acute Care

C. Guthrie
Nurse-Physician Relationships: Can Nurse Driven Strategies have a Positive Impact?

D. Hughes, D. Krueger
Nurse and Unlicensed Assistive Personnel (UAP) Communication Handoff Tool to Prevent Missed Patient Care: What Effect Does the Utilization of a Written Communication Tool have on Preventing Missed Patient Care?

P. Jones
Improving Patient Satisfaction through Hourly Rounding

J. Keil
The Effects of Sterile Technique when Stringing IV Fluids for Central Lines

K. Kobal
Effectiveness of Analgesia in the Post-Operative Ostomy Closure Infant: A Quality Outcomes Initiative

A. Lefcakis
Web-Based Computer Training versus Instructor Led Training: A Comparison Project

J. Licata
Transitioning from an Open to a Single Room Pediatric Intensive Care Unit Design: Implementing a Care Delivery Model

A. Liegel-Held
Discharge Follow Up Phone Calls for Hematology-Oncology Patients

K. Perdziola, B. George
Fever Management: What is the Evidence to Treat Fever in Intensive Care (ICU) Patients?

S. Rader
Evaluating the Relationship Between Leadership Education and Nursing Turnover: An Organizational Project on Leadership Engagement

R. Redlinger, A. Poznick, L. Christoforetti
The Use of Temporal Scanner Thermometers: A Quality Improvement Initiative

E. Roach, A. Clontz
Screening for Post Traumatic Stress Disorder (PTSD) in the Trauma Clinic: Does Screening for PTSD in the Physically Injured Trauma Patient Have Any Effect on Their Long Term Physical/Emotional and Psychological Recovery?
EVIDENCE-BASED PRACTICE ACTIVITIES, RESEARCH STUDIES, AND GRANTS

E. Roach
Use of a Spinal Cord Injury (SCI) Bundle to Reduce the Incidence of Pneumonia: Does a Standardized Approach to the Care of an SCI Patient Improve Pneumonia Rates?

S. Rosati, N. Harris
Airway Management in the Neonatal Intensive Care Unit

A. Roth, D. Lovasik
Correlating Electroencephalogram (EEG) and Electrocardiogram (ECG) Data on an Epilepsy Monitoring Unit: Establishing a Standard for Monitoring

A. Schneider
The Use of Music Therapy in Decreasing Pain and Anxiety in the Emergency Room

P. Stanley
Improving Colonoscopy Preparation in Children

C. Stine
Rectal Temperatures versus Axillary Temperatures: Is there a Significant Difference?

K. Straka, H. Ambrose, M. Burkett, M. Capan, T. Evangelista, D. Flook
The Use of Professional Practice Portfolios and Professional Development: A Pilot Project

C. Tipping
Increasing Retention in the Pediatric Intensive Care Unit (PICU) through Innovative Strategies: PICU Parental Support Groups

L. Trunzo
Childhood Obesity

RESEARCH STUDIES

H. Ambrose
NDNQI Work Environment

S. Broniszewski
Bone Marrow Transplantation Patients: Are Central Line Dressing Changes Twice a Week the Standard of Care?

A. Coleman
Therapeutic Interventions, Management and Outcomes of Congenital Diaphragmatic Hernia Patients: An Increase in Survival

J. Eswein, A. Shields
The Use of Simulation in CICU Nursing Staff Regarding Hypoplastic Left Heart Syndrome: Was the Simulation Beneficial?

D. Flook, H. Ambrose, M. Burkett, M. Capan, T. Evangelista, K. Straka
Nursing Portfolio Project: The Use of Nursing Portfolios in Annual Performance Reviews

B. George, M. Titler
Impact of System-Centered Factors, and Processes of Nursing Care on Fall Prevalence and Injuries from Falls

Robert Wood Johnson Foundation

A. Lukanski
External Ventricular Drain (EVD) Infection Rate Study

T. Pasek
Show - N- Tell

J. Piccola
Sorrow in Parents of Children with Cerebral Palsy

L. Pizzi, J.E. Chelly
Nursing Time for the Delivery of a PRN Oral Analgesic on an Orthopedic Post Operative Unit

Avancen Corporation

K. Sajeesh, C. Mathews, N. Rao
Smartphone Study for Diabetic Foot Ulcer Care

D. Sebbens
Caring for your Child’s Central Line: An Evidence-Based Practice Initiative

Children’s Digestive Health and Nutrition Foundation

M. Shatzer, G. Wolf, M. Hravnak, A. Haugh, J. Kikutu, R. Hoffmann
Designing a Curriculum to Decrease Barriers Related to Scholarly Writing With Staff Nurses in a Community Hospital

Sanofi Aventis

K. Straka, P. Brandt, J. Brytus
Barriers to Nursing Research

S. Watters
Care for the Caregiver Toolkit: Validate Existing Research Showing the Benefits of Expressive Writing

Shadyside Hospital Foundation

C. McKenna (co-investigator on the following IRB studies):
Blunt Intestinal Injuries in Children. Clinical Practice Guidelines for the Management of Pediatric Splenic Injuries: Is Making the Grade Enough?
C. McKenna (cont.)
LMWH Prophylaxis in Pediatric and Adolescent Trauma Patients
Neuroradiological Findings in Non-Accidental Trauma Patients
PASS - Pediatric Abdominal Sonogram Study
Retrospective Review of the Incidence of Deep Venous Thrombosis in Pediatric Trauma Patients
The Quality of Life in Pediatric Patients Sustaining a Major Trauma is Impaired Both Short and Long Term
Trauma Recidivism in the Pediatric Population

GRANTS
UPMC nurses receive support from foundations and organizations to create innovative programs that benefit nurses, patients, and the community. The following nurses received grant support to pursue their professional endeavors in 2009 and 2010.

J. Focareta, RN, MEd
Heinz Endowments: Heinz Environmental Health
$500,000

B. George, RN, PhD, CCRN
Robert Wood Johnson Foundation: SPEACS-2: Improving Patient Communication and Quality Outcomes in the ICU

B. George, RN, PhD, CCRN, F. Tasota, RN, MSN
Greater Pittsburgh Research Conference Center Research Grant: Assessment of Tissue Oxygenation Saturation (StO2) During Routine Nursing Care in the Intensive Care Unit

S. Hanchett, RN, BSN
2009 Beckwith Foundation
Building a Support Network for New and Advanced Nurses within Oncology Service Line: Oncology Mentoring Program
$5,000

J. Konzier, RN, BSN, MEd
Pennsylvania Department of Public Welfare: Hospital Quality Care Investment Grant Program Award
$54,000

E. Roach, RN, MSN, CCRN, CNRN, A. Clontz, RN, MSN, RN-BC
Beckwith Institute Innovation Award: Post Traumatic Stress Disorder (PTSD) Screening and Referral in the Outpatient Trauma Clinic

D. Sebbens, RN, MSN, CPNP
Children’s Digestive Health and Nutrition Foundation:
Does the Use of Digital Video Disk Increase Parent Knowledge on the Care of the Their Child’s Central Venous Catheter?
$25,000

P. Seddon, RN, MSN
American Nephrology Nurses Association: Walking Bulletin Boards as a Patient and Family Teaching Strategy

L. Tunon, RN, OCN, MSN
Fine Foundation: Fine Foundation Grant
$2,500

Ladies Hospital Aid Society:
S. Smarto, RN, BSN
Infant/CPR Anytime
$5,000

K. Wolff, RN, MSN, NEA-BC
LHAS Good Grief Program 2010
$15,000
LHAS Good Grief Program 2009
$13,620

Passavant Hospital Foundation:
J. Borza, RN, CRNA, MBA
Ultrasound Guided Nerve Blocks
$34,000
C. Chris, RN, OCN, AD
$5,700

Shadyside Hospital Foundation:
D. Abernethy, RN, MSN
Envelope of Life
$10,000

K. Antinori-Lent, RN, MSN, CDE
Empowering Nurses: One Article at a Time

J. Brown, RN
Oncology Patient Companion Program
$25,000

L. Costello, RN, MSN
Grief Team
$5,000

K. Fallon, RN, MSN
Family Waiting Area Tracking Board
$1,700

S. Hanchett, RN, BSN
Building a Support Network for New and Advanced Nurses within Oncology Service Line: Oncology Mentoring Program
$20,000
EVIDENCE-BASED PRACTICE ACTIVITIES, RESEARCH STUDIES, AND GRANTS

J. Losteter, RN
Wii Matter
$2,000

S. McEwen, RN, MSN
Innovative Technology
$2,000

L. McKibben, RN, MSN
Get Moving, Feel Good
$32,000

A. O’Donnell, RN, MSN
UPMC Shadyside Family Health Center - Reach Out and Read
$2,500

L. Pizzi, RN, BSN
4th Annual Pain Management Education for the Acute Care Nurses
$3,250
3rd Annual Pain Management Education for the Acute Care Nurses
$10,500

M. Pritchard, RN, MSN
Conference to Educate Nurses on Principles of Orthopedic Care: Excellence in Orthopedic Nursing

S. Rader, RN, MSA, DNP, NEA-BC
Shadyside Improvement Model Clinical Design Initiative — Transforming Care at the Bedside
$238,700

L. Reid, RN, JD, MSN
Safe Patient Monitoring
$51,200

K. Stanton, RN, BSN
Pre-Surgical Virtual Tour and Teaching
$20,000

S. Sullivan, RN
UPMC Shadyside Family Health Center Educational Playroom
$1,000

D. Verosky, RN, MSN, CMSRN
EBP Fellowship
$9,000

S. Watters, RN, DNP
National Magnet® Conference
$10,000
Care for the Caregiver Toolkit: Validate Existing Research Showing the Benefits of Expressive Writing.
$5,000

K. Weidner, RN
Envelope of Life
$10,000

V. Zombek, RN, BSN
Adult Oncology Support Group
$3,400
Care for the Caregivers
$7,500
Diabetes Project 2010
$1,000
Get Moving Feel Good
$32,000
Patients in Need of Indigent Support
$15,000
PUBLICATIONS

UPMC nurses share their knowledge through their publications. The following nurses authored journal articles, books, book chapters, and websites in 2009 and 2010.

ARTICLES


**PUBLICATIONS**


Theresa Brown is a contributing author to several publications:


**BOOKS**


**BOOK CHAPTERS**


In Continuous Renal Replacement Therapy (2009):


WEBSITES
PRESENTATIONS

UPMC nurses enthusiastically share their expertise with their nursing colleagues in and outside of UPMC. The following nurses presented to audiences both nationally and internationally in 2009 and 2010.

Carol Ackerman, RN, MSN, CMSRN
Washington, DC
Skin Care Resource Nurse
Association of Medical Surgical Nurses National Convention

Alix Alton, RN, MSN, CEN, CNE
Madison, Wis.
Preparing the Emotionally Perceptive Nursing Student through Reflective Learning Experiences Based on Goleman’s Framework of Emotional Competencies
22nd Annual Conference for Nursing Practice Perspective on Patient Centered Care

Heather Ambrose, RN, MSN, CPN, CPON
Farmington, Pa.
Use of New Campus Information Specialists
Southwestern Pennsylvania Organization of Nurse Leaders

Kellie Antinori-Lent, RN, MSN, CDE
New Orleans, La.
Transitioning from Patient-Specific Insulin Vials to Patient-Specific Insulin Pens: Quality Improvement or Not?
American Diabetes Association Annual Meeting, 2009

Frederick, Md.
Initiation and Titration of Insulin in Type 2 Diabetes
Fredrick Memorial Hospital, 2009

Allentown, Pa.
Core Principles of Insulin Therapy
Lehigh Valley Hospital, 2009

Pittsburgh, Pa.
Everything You Wanted to Know about Insulin Pumps and Were Afraid to Ask
Duquesne University School of Pharmacy, 2010

Bonnie Anton, RN, MSN
Cape Town, South Africa
Using Social Media to Build Online Community: Learning by Doing
MEDINFO 2010 Conference

Giuseppe Arena, RN
Milan, Italy
Management of Nursing and Support Staff
International Research Institute

Beth Augustine, RN, MSN
Baltimore, Md.
Implementation of Foley Catheter Necessity
Documentation at UPMC Presbyterian Shadyside
University of Maryland School of Nursing Summer Institute in Nursing Informatics

Meredith Aumer, RN, MSN, CPEN
Farmington, Pa.
Preparing the Emergency Department for the H1N1 Surge
Southwestern Pennsylvania Organization of Nurse Leaders

Brittany Barker, RN, BSN
Montreal, Canada
Stem Cell Rescue from Graft vs. Host Disease
Following Multivisceral Transplantation
International Transplant Nurses Society Symposium

Mary Barkhymer, RN, MSN, MHA, CNOR
Pittsburgh, Pa.
Not Just Another Safety Checklist
Loren Roth Patient Safety Symposium

Jeff Beveridge, RN, BSN, CPEN
Rapid Infusion of Blood Products Directly into the Heart: Developing the Emergency Department Nursing Thoracotomy Protocol
The 9th Annual John M. Templeton Jr. Pediatric Trauma Symposium

Heidi Boitnott, RN, MSN, CEN
Pittsburgh, Pa.
Can Nurses Impact Emergency Department Throughput Times?
Greater Pittsburgh Annual Nursing Research Conference

Pittsburgh, Pa.
The Development of a Level III Trauma Center in Pennsylvania
UPMC Trauma Nursing Symposium

Rose Boyer, RN, BSN, CCTN
Minneapolis, Minn.
Preventing Central Line-Associated Bloodstream Infections on an Abdominal Progressive Care Unit
International Transplant Nurses Society Symposium

Dayna Bradley, RN
Las Vegas, Nev.
Baby Steps to Baby Friendly
Association of Women’s Health, Obstetric and Neonatal Nurses

Sarah Broniszewski, RN
Minneapolis, Minn.
Central Line Dressing Changes in the Blood and Marrow Transplant Patient: What is the Standard of Care?
Association of Pediatric Hematology Oncology Nurse’s 34th Annual Conference and Exhibit

Theresa Brown, RN, BSN, PhD, OCN
Pittsburgh, Pa.
Playing the Health Care Lottery Boundary 2, 2009 Annual Conference

Las Vegas, Nev.
Cancer Survivorship
2010 Oncology Nursing Care Conference
Chicago, Ill.
Uncommon Care
University of Chicago Alumni Event
Theresa Brown (cont.)
Pittsburgh, Pa.
A Nursing Perspective on End of Life Care
University of Pittsburgh Center for Bioethics and Health Law, 2010 Colloquium Series

Michelangelo Calo, RN
Florence, Italy
Continuity of Care: With the Patient Care Coordinator You Can
ANIARTI

Ornella Campanella, RN
Montreal, Canada
How to Monitor and Analyze Infection Rates in a Transplant Center
International Transplant Nurses Society Symposium

Giancarlo Cappello, RN
Messina, Sicily
Nurses Role in the Operating Room for a Multi Organ Transplant CRT Sicily
Catania, Sicily
Time Out
Surgical Forum

Donna Carl, RN, BSN
Farmington, Pa.
Best Practice: Prevention of CAUTI
Southwestern Pennsylvania Organization of Nurse Leaders

Christine Carlisle, RN, OCN
San Diego, Calif.
The Electronic Patient Management Calendar: A System to Track Patients Oncology Nursing Society Congress

Michele Carlson, RN, BSN, CPN
Condition HELP: A Novel Pediatric Rapid Response 4th International Conference on Patient and Family Centered Care

Cheryl Carr, RN, DNP, CNE
Denver, Colo.
Incorporating QSEN Competencies Quality and Safety Education for Nurses

Loretta Casey, RN, BSN, MPA, MHA
Aspinwall, Pa.
Leveraging the Power of the Electronic Health Record: A New Model of Care Delivery for the Patient with Diabetes UPMC St. Margaret Clinical Research Forum
Farmington, Pa.
Managing Difficult Patient Encounters Southwestern Pennsylvania Organization of Nurse Leaders

Amy Cashdollar, RN, MSN, CMPE
Farmington, Pa.
Implementation of Care Pathways for Pediatric Cardiac Patients in the Cardiac Intensive Care Unit Southwestern Pennsylvania Organization of Nurse Leaders

Marcello Castellese, RN
Montreal, Canada
Single Center Experience in Multi-Organ Transplantation, 11 Year’s Activity an International Partnership International Transplant Nurses Society Symposium

Agrigento, Sicily
L'Attivita di prelievo d'organi
ICU Operators

Florence, Italy
Nursing Organization of Transplant Coordinators Italian Society for Safety and Quality in Transplantation
Rome, Italy
Evolution of a New Professional Role in Donation and Transplantation: Clinical Coordinator and Transplant Coordinator

Milan, Italy
How to Organize a Clinical Coordinator Office SITO

Pittsburgh, Pa.
Single Center Experience in Multi-Organ Transplantation, 10 Year’s Activity an International Partnership International Transplant Nurses Society Symposium

Cagliari, Italy
Nursing Coordination in Transplant Centers South Center Transplant Organization

Jennifer Choura, RN, MSN, CPAN
Farmington, Pa.
Reducing OR/PACU Holds Using a Surge Plan Southwestern Pennsylvania Organization of Nurse Leaders

Ann Ciak, RN, MSN, PhD
Pittsburgh, Pa.
Supporting a Culture of Inquiry in a Magnet-Designated Community Hospital Sigma Theta Tau, Eta Chapter

Aspinwall, Pa.
Supporting a Culture of Inquiry in a Magnet-Designated Community Hospital UPMC St. Margaret Clinical Research Forum

Aspinwall, Pa.
Research & the Protection of Human Subjects UPMC St. Margaret Clinical Research Forum

Amy Clontz, RN, MSN, RN-BC
Pittsburgh, Pa.
Comprehensive Approach to the Evaluative Arm of the Rapid Response System International Meeting for Rapid Response Systems
PRESENTATIONS

Amy Clontz (cont.)
Phoenix, Ariz.
Using “High-Fidelity” Simulation to Train Medical-Surgical Nurses in Completion of Key Tasks Prior to Medical Emergency Team Arrival
Simulation in Healthcare
Montreal, Canada
Screening for PTSD in a Level 1 Trauma Center: A Successful Multidisciplinary Collaboration
International Society for Traumatic Stress Studies
New Orleans, La.
ICU Outreach Through Rapid Response Systems: A Call to Arms
NTI, American Association of Critical Care Nurses
Aspinwall, Pa.
Screening for Post Traumatic Stress Disorder (PTSD) in the Trauma Center
UPMC St. Margaret Clinical Research Forum
Aspinwall, Pa.
The First Five Minutes: Using “High-Fidelity” Simulation to Train Medical-Surgical Nurses in Completion of Key Tasks Prior to Medical Emergency Team Arrival
UPMC St. Margaret Clinical Research Forum
Bonnie Colaianne, RN, MSN, CNL, CIC
New Orleans, LA
The CNL: On the Leading Edge of Healthcare Reform
Association for Professionals in Infection Control and Epidemiology
37th Annual Education Conference & International Meeting
Faith Colen, RN, MSN, CEN
Pittsburgh, Pa.
Oncologic Emergencies
Western Pennsylvania Emergency Nurses Association
Pittsburgh, Pa.
Brain Attack
Western Pennsylvania Emergency Nurses Association
Diane Corr, RN, MEd
Farmington, Pa.
Inspiring Youth through Community Career Partnerships
Southwestern Pennsylvania Organization of Nurse Leaders
Pamela Cupec, MS, BSN, RN, ONC, CRRN, ACM
Seattle, Wash.
Understanding CMS guidelines for Inpatient Rehabilitation
National Association of Orthopedic Nurses
Kathy Dalesandro, RN, BSN, MS, CCRN
Montreal, Canada
Stem Cell Rescue from Graft vs. Host Disease Following Multivisceral Transplantation
International Transplant Nurses Society Symposium
Susan DeRubis, RN, MS, CCRN
Pittsburgh, Pa.
Bedside Management Issues
Continuous Renal Replacement Therapy Symposium
Orianna DiCara, RN
Atlanta, Ga.
Transcultural Nursing
Transcultural Nursing Society
Jeannine DiNella, RN, MSN
Pittsburgh, Pa.
Can an Advanced Practice Nurse Impact the Cultural Adoption of Evidence Based Practice and Improve the Safety and Quality of Unfractionated Heparin Management?
University of Pittsburgh School of Nursing Horizons Conference
Pauline Donnelly, RN, BSN, CCTN
Minneapolis, Minn.
The “Board of Education”: Providing Continuing Education in a Rapid-Pace Environment
International Transplant Nurses Society Symposium
Linda Dudas, RNC, MSN, CNL
Washington, DC
Wiser Simulation
Society of Obstetrical Anesthesia of Perinatology
Sabrina Egman, RN
Verona, Italy
Multiple Organ Dysfunction Syndrome: Infant and Children in Crisis
ESPIENC
Montreal, Canada
Fever in Pediatric Liver Transplant Recipients: What Do You Do?
International Transplant Nurses Society Symposium
Berlin, Germany
Technical Interpersonal And Critical Thinking Competency Assessment: A Systemic Approach
The European Transplant Coordinators Organization
Berlin, Germany
The Split Liver Technique: The Role in a Pediatric Liver Transplant
The European Transplant Coordinators Organization
Montreal, Canada
The Split Liver Technique: The Role in a Pediatric Liver Transplant
International Transplant Nurses Society Symposium
Padova, Italy
Pediatric Nursing Documentation Between Evaluation and Responsibilities: ISMETT Model
Pediatric Italian Society
Florence, Italy
Nurse and EKG: Competencies and Responsibilities
AMNCO
Rome, Italy
Hepatic Failure: Management in the Critical Phase
Anesthesia Society Pediatric
Verona, Italy
Pharmacology During an Emergency in a Pediatric Patient
ESPIDENIC
Sabrina Egman (cont.)
Milan, Italy
Are You a Transportable Patient: ECMO Evidence
Propelling the Pump
SMART
Messina, Sicily
Rehabilitation: Organization Models
CARDIONURSING
Bologna, Italy
The Role of the Nurse in the Ethics Committee
ANIARTI
Paris, France
Fever in Pediatric Liver Transplant Recipients: What Do You Do?
European Society for Organ Transplantation
Naples, Italy
Training and Protocols: Now That We Have an Intrahospital Emergency Team
Società Italiana di Medicina Emergenza Urgenza Pediatrica

Carol Elsesser, RN, MSN, NE-BC
Aspinwall, Pa.
Who's Comforting the Family? A Caring Initiative for the Families of Dying Patients
UPMC St. Margaret Clinical Research Forum

Kym Etzel, RN, BSN, CCRN
Monaca Pa.
Pediatric Simulation, Creating a Simulation Lab
Keystone Simulation and Education Center, NLN Advanced Simulation Workshop

Dana Etzel-Hardman, RN, MSN, MBA, CPN
Boston, Mass.
A New Age of Pediatric Distraction in Radiology: Use of Multiple Sensory Input and A Cohesive Story Line Approach
Society of Pediatric Radiologists

Nora Evans, RN, MSN, CMSRN
Farmington, Pa.
Creation of an Observation Unit
Southwestern Pennsylvania Organization of Nurse Leaders

Robin Evans, RN, MSN, CCRC
Aspinwall, Pa.
Orthopaedic Spine Surgery Postoperative Flight Plan
UPMC St. Margaret Clinical Research Forum

Adrianne Farley, RN, BSN, MMT
Farmington, Pa.
How to Streamline Surgical Flow While Decreasing Patient Waiting Times
Southwestern Pennsylvania Organization of Nurse Leaders

Adrianne Farley (cont.)
Denver, Colo.
Streamlining Surgical Flow while Decreasing Patient Waiting Times
Association of PeriOperative Registered Nurses Conference

Connie Feiler, RN, MSN
Pittsburgh, Pa.
Organ Donation Compliance: Making it Meaningful
Pennsylvania Hospital Donation Collaborative

Veronica Findley, RN, MSN
Pittsburgh, Pa.
Nursing Home Administrator Program: VTE
American Case Management Association, Western Pennsylvania Chapter

Marie Fioravanti, RN, MSN
Orlando, Fla.
Using Simulation to Bridge Cultural Barriers
Simulation in Healthcare

Judith Focareta, RN, MEd
Milwaukee, Wis.
Toxic Matters
Lamaze International Childbirth Education Association 50th Anniversary Mega Conference

Patricia Folk, RN, BSN, CCTC
Portland, Ore.
Patient Education
International Transplant Nurses Society Symposium Clinical Transplant Review Course

Minneapolis, Minn.
Transplant Nursing Scope and Standards: Skills and Competencies
International Transplant Nurses Society Symposium

Minneapolis, Minn.
What Exactly is Health Literacy?
International Transplant Nurses Society Symposium

Teri Fry, RN, BSN, CNOR
Farmington, Pa.
How to Streamline Surgical Flow While Decreasing Patient Waiting Times
Southwestern Pennsylvania Organization of Nurse Leaders

Beth Gaw, RN, MSN, CEN
Pittsburgh, Pa.
Can Emergency Nurses Impact Through-put Times?
Greater Pittsburgh Annual Nursing Research Conference
PRESENTATIONS

Bev Genetin, RN, BSN
Turning and Repositioning Patients in the Pediatric Intensive Care Unit: A Bedside Safety Initiative
The 9th Annual John M. Templeton Jr. Pediatric Trauma Symposium

Betsy George, RN, PhD, CCN
Pittsburgh, Pa.
Grant Writing and Proposals
Nursing Research Essentials, Children's Hospital of Pittsburgh of UPMC
Pittsburgh, Pa.
Utilization of Evidenced Based Practice Recommendations to Improve the Nursing Management of Fever and Revise Hospital Policy on Cooling Blankets
Greater Pittsburgh Annual Nursing Research Conference

Santa Giammona, RN
Pittsburgh, Pa.
Transplantation of a Transplant Program
International Transplant Nurses Society Symposium
Montreal, Canada
Primary Graft Failure After Heart Transplantation: Independent Determinants
International Transplant Nurses Society Symposium
Minneapolis, Minn.
Lung Transplantation: Clinical Experience of 5 Year's Institution's Lung Transplant Program
International Transplant Nurses Society Symposium

Jolynn Gibson, RN, MSN, CDE
Aspinwall, Pa.
Using Technology: Transcending Barriers and Applying Evidence Based Practice to Care Delivery
UPMC St. Margaret Clinical Research Forum
Aspinwall, Pa.
The Community Hospital Experience: Using Education and Case Analysis to Improve Outcomes for Patients with Hyperglycemia
UPMC St. Margaret Clinical Research Forum

Patricia Ginsburg, RNC, WOCN
Pittsburgh, Pa.
Types of Ostomy, New Ostomy Products, Troubleshooting for Ostomy Issues
Pittsburgh Ostomy Society

Wendeline Grbach, RN, MSN, CCRN, CLNC
Orlando, Fla.
The Positive Impact of Simulation Team STEPPS and Crisis Management Education on High Fidelity Simulated Patient Events Simulation in Healthcare

Tracy Grogan, RN, MEd, CCRN, CCTN
New Orleans, La.
Care of the Liver Transplant Patient, Abdominal Transplantation: Patient Management and Current Issues
NTI, American Association of Critical Care Nurses
Pittsburgh, Pa.
Bedside Management Issues
Continuous Renal Replacement Therapy Symposium

Heather Grubich, RN, MSN, FNP-BC, CRNP
Pittsburgh, Pa.
Updates in Internal Medicine
Pri-Med

Jane Guttendorf, RN, MSN, CRNP, ACNP-BC, CCN
New Orleans, La.
Early Postoperative Problem-Focused Management of Adult Cardiac Surgery Patients
NTI, American Association of Critical Care Nurses
Pittsburgh, Pa.
Transitions in InPatient Care: Social Cultural Consequences of Improved Genomics
Patient-and Family-Centered Care Vision Quest

Sharon Hanchett, RN, BSN, OCN
Farmington, Pa.
Oncology Restorative Aide and Oncology Retention Project
Southwestern Pennsylvania Organization of Nurse Leaders
Aspinwall, Pa.
Oncology Restorative Aide and Oncology Retention Project
UPMC St. Margaret Clinical Research Forum

Diana Hughes, RN, BSN, JD, CMSRN
Pittsburgh, Pa.
Standardizing Nurse and UAP Handoff to Improve Patient Care
Greater Pittsburgh Annual Nursing Research Conference

Marjorie Jacobs, RN, MSN
San Antonio, Tex.
COPD Beyond the Bedside
American Case Management Association National Conference
Pittsburgh, Pa.
COPD Readmission Reductions
Western Pennsylvania Association of Case Management
Pittsburgh, Pa.
COPD Initiative
Hospital Association of Western Pennsylvania
Pittsburgh, Pa.
VTE Data Analysis and Cost
Highmark Quality Blue Best Practice Forum
Hinsdale, Ill.
Quality Presentation
Adventist Health System
Marjorie Jacobs (cont.)
Aspinwall, Pa.
Pulmonary Embolus: A UPMC St. Margaret Initiative
UPMC St. Margaret Continuing Medical Education
Chicago, Ill.
A Foundation for Accountable Care: Using Lean Methods to Reduce
Readmissions and Develop a Model for Integrated Care
The Broadlane Group

Cheryl Janov, RN, BSN
Pittsburgh, Pa.
Can an Advanced Practice Nurse Impact the Cultural Adoption
of Evidence Based Practice and Improve the Safety and Quality of
Unfractionated Heparin Management?
University of Pittsburgh School of Nursing Horizons Conference

Barbara Jordan, RN, DNP-C, NEA-BC
Audioconference
Keys to a Successful CAUTI Prevention Program: Improving Patient
Outcomes by Reducing Infection Rates
AHC Media Interactive Audioconference
Farmington, Pa.
The Gentle Side of Root Cause Analysis
Southwestern Pennsylvania Organization of Nurse Leaders

Beth Kallenborn, RN, BSN, CCTC
Portland, Ore.
Liver Transplantation
International Transplant Nurses Society Symposium, Clinical
Transplant Review Course
Columbus, Ohio
Liver Transplantation
International Transplant Nurses Society Symposium, Clinical
Transplant Review Course
San Diego, Calif.
Waiting for Transplant: Maintaining Patient Readiness
American Transplant Congress

Kim Kaloz, RN, BSN, CPN
Baltimore, Md.
Topical Local Analgesia for Children who Experience Needle Stick
Pain: A New Standard of Care
International Nursing Administration Research Conference

Karen Kasely, RN, BSN
Waynesburg, Pa.
Improving IV Documentation: Evidence Based
Sigma Theta Tau, Nu Sigma Chapter

Lori Kelly, RN, BSN, CEN
Pittsburgh, Pa.
Transforming Fall Management Practices
11th Annual Conference

Jinhee Park Kim, RN, BSN, MA
Pittsburgh, Pa.
Present and Future Nursing Care of Endoscopic Endonasal Approach
Post-Op Patients
4th World Congress of Endoscopic Endonasal Approach

LuAnn King, RN, BSN, NHA
Farmington, Pa.
Best Practice: Prevention of CAUTI
Southwestern Pennsylvania Organization of Nurse Leaders
Farmington, Pa.
Shared Governance: A Journey Not a Destination
Southwestern Pennsylvania Organization of Nurse Leaders

Laura Kling, RN, MSN, CNS, CPAN, CAPA
Louisville, Ken.
CSI Bungle in the Bayou: Evidence-based Practice Part I
American Society of PeriAnesthesia Nurses
CSI Bungle in the Bayou Part II: Elements of EBP and relation to
ASPAN Practice Standards and Guidelines
American Society of PeriAnesthesia Nurses

Melissa Kolin, CRNP, DNP
Farmington, Pa.
Best Practice: Prevention of CAUTI
Southwestern Pennsylvania Organization of Nurse Leaders
Farmington, Pa.
Shared Governance: A Journey Not a Destination
Southwestern Pennsylvania Organization of Nurse Leaders

Jeannine Konzier, RN, BSN, MEd
Orlando, Fla.
Development of a Physician Profile System
National Forum on Quality Improvement in Health Care Annual
Institute for Healthcare Improvement

Janice Koshinsky, RN, MS, CDE
Orlando, Fla.
ADA Education Recognition Program-Assessing the Impact of
Diabetes Education
American Diabetes Association Scientific Sessions 2010
New Orleans, La.
Education Recognition Program-Trends in Diabetes Education
American Diabetes Association Scientific Sessions 2009

Beverly Kosmach, RN, DNP, CRNP
Chicago, Ill.
Growing Up with Intestinal Transplantation:
What Parents Need to Know
6th International Pediatric Intestinal Failure and
Rehabilitation Symposium
Bologna, Italy
Reproductive Health of Intestine Transplant Recipients
11th International Intestine Transplant Symposium
PRESENTATIONS

Beverly Kosmach (cont.)
Chicago, Ill.
Outcomes of Long Term Survivors >5 years Following Pediatric Intestine Transplantation
6th International Pediatric Intestinal Failure and Rehabilitation Symposium
San Diego, Calif.
Outcomes of Long Term Survivors >5 years Following Pediatric Intestine Transplantation
American Transplant Congress
Palm Springs, Calif.
Transitioning Adolescent Transplant Recipients to Adult Care
American Society of Transplantation
Montreal, Canada
Transplant Camps as a Measure of Long Term Quality Outcomes
International Transplant Nurses Society Symposium

Valerie Krasneski-Schreiber, RN, BSN, MS, CEN, SANE-A
Pittsburgh, Pa.
Sexual Assault Response Teams
Forensic Friday’s Seminar Series

Terri Kress, RN, MSN, CEN
Pittsburgh, Pa.
Preparing Adult Healthcare Workers to Respond to Pediatric Emergencies
Nursing Research Essentials, Children’s Hospital of Pittsburgh of UPMC

Natalie Kriston, RN
Las Vegas, Nev.
Baby Steps to Baby Friendly
Association of Women’s Health, Obstetric and Neonatal Nurses

Diane Krueger, RN, MSN, RN-BC
Pittsburgh, Pa.
Myths and Truths About Delirium
Kathy Ondo Neuroscience Nursing Conference
Pittsburgh, Pa.
Creating an Ideal Environment to Care for the Hospitalized Older Adult: The ACE Model
University of Pittsburgh School of Nursing Horizons Conference
Palm Springs, Calif.
Is Your Patient at Risk to Wander?
National Society of Gastroenterology Nurses and Associates

Patricia Lasher, RN, MSN, CMSRN
Aspinwall, Pa.
Clinical Research Education for Bedside Nurses” An Initiative of the Regulatory Knowledge and Support Care of the Clinical and Translational Science Institute
UPMC St. Margaret Clinical Research Forum

Barbara Lawrence, RN
Las Vegas, Nev.
Bariatric Certification Review Course
American Society of Metabolic and Bariatric Surgeons

Jolene Lawrence, RN, BSN
Pittsburgh, Pa.
Bedside Management Issues
Continuous Renal Replacement Therapy Symposium

Debby Lesniak, RN, MS
Farmington, Pa.
Preparing the Emergency Department for the H1N1 Surge
Southwestern Pennsylvania Organization of Nurse Leaders

Deborah Lewis, RN, MSN, CNE
Aspinwall, Pa.
Test Item Writing and Item Analysis
Tri-School Faculty Development Program

Jodi Licata, RN, MSN
Turning & Repositioning Patients in the Pediatric Intensive Care Unit: A Bedside Safety Initiative
The 9th Annual John M. Templeton Jr. Pediatric Trauma Symposium

Holly Lorenz, RN, MSN
Farmington, Pa.
Simulation from the Leadership Perspective
3rd Annual WISER Symposium on Nursing Simulation
Indianapolis, Ind.
Transforming the Patient and Family Care Experience Utilizing Patient and Family Centered Care Methodology and Practice
American Organization of Nurse Executives Annual Meeting

Darlene Lovasik, RN, MN, CCRN, CNRN
Minneapolis, Minn.
Creating a Culture of Certification
International Transplant Nurses Society Symposium
Farmington, Pa.
Leveraging “Smart” Technology to Improve Patient Safety, Quality and Staff Efficiency
Southwestern Pennsylvania Organization of Nurse Leaders
Darlene Lovasik (cont.)
Washington, DC
Caution: You are Administering Hazardous Drugs.
Are You Using Safe Handling Practices?
NTI, American Association of Critical Care Nurses

New Orleans, La.
Care of the Intestinal and Multivisceral Transplant Patient,
Abdominal Transplantation: Patient Management and
Current Issues
NTI, American Association of Critical Care Nurses

Montreal, Canada
The Neurologic Effects of Fulminant Hepatic Failure
International Transplant Nurses Society Symposium

So Many Hands: Composite Tissue Allotransplantation
NTI, American Association of Critical Care Nurses, Trends in
Critical Care Nursing

Isabel MacKinney-Smith, RN, BSN, CCM
San Antonio, Tex.
Improving the Quality of Life for COPD Patients
American Case Management Association

Mary Madeya, RN, MSN
San Diego, Calif.
The Quarterly Reporting of Chemotherapy Adverse Events: Cause,
Analysis and Action Plan
Oncology Nursing Society Congress

Jennifer Maley, RN, MSN
Nanjing, China
Introduction to Trauma Care in the United States
Suzhou Medical College and Nanjing Medical University

Jane Malick, RN, BSN, CGRN
Chicago, Ill.
GI Emergencies
American Society of Gastrointestinal Endoscopy

Endoscopic Management of Foreign Bodies
American Society of Gastrointestinal Endoscopy

Orlando, Fla.
Electrosurgical Advances in Gastroenterology
National Society of Gastroenterology Nurses and Associates
St. Louis, Mo.

Electrosurgical Advances in Gastroenterology
National Society of Gastroenterology Nurses and Associates
Chicago, III.
Electrosurgical Advances in Gastroenterology
Society of Gastroenterology Nurses and Associates

Gina Mangel, RN, BSN, CWOCN
San Diego, Calif.
An Evaluation of a Silicone-Bordered Foam Dressing for Exudating
Wounds: A Case Series
Symposium on Advanced Wound Care

Sandra Mamula, RN, BSN, CNOR
Pittsburgh, Pa.
Caring for a Community: Nursing in Botswana
Sigma Theta Tau, LaRoche College

Melissa Mastorovich, RN, MSN
Helping the at Risk Student Achieve Success on the NCLEX-RN
National League for Nursing Educational Summit

Using Narrative Pedagogy in a Classroom and Clinical
Setting Platform
National League for Nursing Educational Summit

Sue McCann, RN, MSN, DNC
Washington, DC
CTCL and Lymphomas of the Skin
Dermatology Nursing Institute Annual Congress

Pittsburgh, Pa.
Skin Care Tips. Cutaneous Lymphoma Foundation
Clinical Translational Research Center
Tampa, Fla.
Challenges and Advances in the Diagnosis and Treatment
of T-Cell Lymphomas
Oncology Nursing Society Congress

New York, N.Y.
Nursing Considerations in CTCL: A Panel Discussion
Cutaneous Lymphoma Summit 2009
Washington, D.C.
Incontinence and Skin Breakdown: a Guideline for Improved
Outcomes
Dermatology Nursing Institute Annual Congress

Las Vegas, Nev.
Nursing Care of the Patient with CTCL
Dermatology Nursing Institute Annual Congress

Orlando, Fla.
CTCL: Beyond the Basics to Nursing Care
Dermatology Nurses Association

Marcia McCaw, RN, BSN
Montreal, Canada
Stem Cell Rescue from Graft vs Host Disease Following
Multivisceral Transplantation
International Transplant Nurses Society Symposium

Farmington, Pa.
Leveraging “Smart” Technology to Improve Patient Safety,
Quality and Staff Efficiency
Southwestern Pennsylvania Organization of Nurse Leaders
PRESENTATIONS

Katybeth McClelland, RN
Pittsburgh, Pa.
Cooling for Hypoxic Ischemic Encephalopathy in Neonates
American Association of Neuroscience Nurses, Pittsburgh Chapter

Sharon McEwen, RN, BSN, MSN, CCRN
Indianapolis, Ind.
Nursing Unit Resuscitation using ABCs: Attitude, Behavior, Communication, and Collaboration
American Organization of Nurse Executives Annual Meeting

Kellie McGreal, RN
Las Vegas, Nev.
Baby Steps to Baby Friendly
Association of Women’s Health, Obstetric and Neonatal Nurses

Chris McKenna, RN, MSN
Development of a System for the Management of Outside Hospital Films
The 9th Annual John M. Templeton Jr. Pediatric Trauma Symposium

Kansas City, Mo
Improving Patient Flow at the UPMC Shadyside Family Health Center
Residency Program Solutions Conference

John O’Donnell, DrPH, MSN, CRNA
Miami, Fla.
Interactive and Immersive Sessions in Simulation Educational Methodology
ISIM: Improving Simulation Instructor Methodology. Gordon Center for Research in Medical Education

Pittsburgh, Pa.
Interactive and Immersive Sessions in Simulation Educational Methodology
ISIM: Improving Simulation Instructor Methodology. Gordon Center for Research in Medical Education

Key West, Fla.
Simulation Education: Are We Ready for Recertification with Dummies
Coast to Coast Anesthesia Seminars

Key West, Fla.
Anaphylaxis for the Practicing Clinician
Coast to Coast Anesthesia Seminars

Key West, Fla.
CRNA’s Programs and Graduates: What’s going on with the CRNA Workforce?
Coast to Coast Anesthesia Seminars

Key West, Fla.
Muscle Relaxants: History and Future
Coast to Coast Anesthesia Seminars

Washington, DC
Simulation Education: Are We Ready for Recertification with Dummies?
District of Columbia Association of Nurse Anesthetists Annual Meeting

Pittsburgh, Pa.
Debriefing in Simulation Education
Emerging Learning and Integrated Technologies in Education Workshop

Pittsburgh, Pa.
Teaching the Teacher
Emerging Learning and Integrated Technologies in Education Workshop

Pittsburgh, Pa.
Tools and Technology 101: Taking Advantage of Low Threshold Applications
Emerging Learning and Integrated Technologies in Education Workshop

Key West, Fla.
Patient Safety: 10 Years After the Institute of Medicine
Coast to Coast Anesthesia Seminars 2010

Pittsburgh, Pa.
Research and Publication in Simulation: Opportunities for Scholarship
Emerging Learning and Integrated Technologies in Education Workshop
John O’Donnell (cont.)
Pittsburgh, Pa.
Interactive and Immersive Sessions in Simulation
Educational Methodology
ISIM: Improving Simulation Instructor Methodology
Gordon Center for Research in Medical Education
Pittsburgh, Pa.
Students and Providers: The US CRNA Workforce
University of Pittsburgh and UPMC Mentoring Partnership
New South Wales, Australia
Structured and Supported Debriefing: Interactive Session
Simulation Educators Conference of the Australian Teaching
and Learning Council
New South Wales, Australia
Meet the Simulation Expert: Expert Panel
Simulation Educators Conference of the Australian Teaching
and Learning Council
Melbourne, Australia
What’s On at WISER and the State of Simulation Science
Boxhill College Simulation Educators Meeting
Melbourne, Australia
Structured and Supported Debriefing: Interactive Session
Boxhill College Simulation Educators Meeting
Pittsburgh, Pa.
From Conception to System Surveillance: Taking a Simulation
Project into the EndZone
4th Annual WISER Symposium on Nursing Simulation
Pittsburgh, Pa.
Mastery Educational Approaches in Simulation
5th Annual WISER Symposium on Nursing Simulation
Pittsburgh, Pa.
Curriculum Integration and Translation 1 and 2
Emerging Learning and Integrated Technologies in Education Workshop
Pittsburgh, Pa.
Interactive Session 1 and 2
Emerging Learning and Integrated Technologies in Education Workshop
Phoenix, Ariz.
Research and Publication in Simulation: Opportunities for Scholarship
American Association of Nurse Anesthetists Assembly of School Faculty
New South Wales, Australia
Teaching the Teacher: Sustaining Your Simulation Program
Simulation Educators Conference of the Australian Teaching
and Learning Council
Orlando, Fla.
Structured and Supported Debriefing in Simulation Education
Simulation in Healthcare
Phoenix, Ariz.
Teaching the Teacher: Roles and Goals for Simulation Educators
American Association of Nurse Anesthetists Assembly of School Faculty
John O’Donnell (cont.)
Phoenix, Ariz.
Faculty Panel: Open Forum for Simulation Faculty
American Association of Nurse Anesthetists Assembly of School Faculty
Birmingham, Ala.
Instructor Development Workshop in Simulation for Nursing
Educators II: Practical Pointers in Simulation Development,
Operations and Assessment
Samford University School of Nursing
Phoenix, Ariz.
Standardization, Technology, Pharmacy, Culture
Medication Safety Consensus Conference Panel Leader
Anesthesia Patient Safety Foundation Medication Safety Workshop
San Diego, Calif.
Anesthesia Patient Safety Foundation
American Association of Nurse Anesthetists
Michele Ondeck, RN, MEd
Milwaukee, Wis.
Toxic Matters
Lamaze International Childbirth Education Association 50th
Anniversary Mega Conference
Darcie Opalko, RN, MBA, CNOR
Farmington, Pa.
How to Streamline Surgical Flow While Decreasing
Patient Waiting Times
Southwestern Pennsylvania Organization of Nurse Leaders
Denver, Colo.
Streamlining Surgical Flow While Decreasing
Patient Waiting Times
Association of PeriOperative Registered Nurses Conference
Lisa Painter, RN, DNP
Farmington, Pa.
Managing Difficult Patient Encounters
Southwestern Pennsylvania Organization of Nurse Leaders
Mary Beth Pais, RN, MNEd, ONC
Aspinwall, Pa.
Orthopaedic Spine Surgery Postoperative Flight Plan
UPMC St. Margaret Clinical Research Forum
Tracy Pasek, RN, MSN, CCRN, CIMI
Pittsburgh, Pa.
So You Wanna Write?
Children’s Hospital of Pittsburgh of UPMC,
Research Preconference
Pittsburgh, Pa.
All About Abstracts
Children’s Hospital of Pittsburgh of UPMC,
Research Preconference
Pittsburgh, Pa.
Turning and Repositioning Patients in the Pediatric ICU:
A Bedside Safety Initiative
Greater Pittsburgh Annual Nursing Research Conference
PRESENTATIONS

Tracy Pasek (cont.)
Pittsburgh, Pa.
Turning and Repositioning Patients in the Pediatric Intensive Care Unit: A Bedside Safety Initiative
Society of Critical Care Medicine 39th Congress

Turning and Repositioning Patients in the Pediatric Intensive Care Unit: A Bedside Safety Initiative
The 9th Annual John M. Templeton Jr. Pediatric Trauma Symposium

Susan Pedaline, RN, MSN
Farmington, Pa.
Redesign and Implementation of a Professional Career Ladder called “My Nursing Career”
Southwestern Pennsylvania Organization of Nurse Leaders

Kathleen Perdziola, RN, MSN, CCRN
Pittsburgh, Pa.
Fever Management: What is the Evidence to Treat Fever in ICU Patients?
Greater Pittsburgh Annual Nursing Research Conference

Denise Petras, RN, DNP, RN-BC
Farmington, Pa.
An Application of EBP: Patient Rounding as an Opportunity to Positively Impact Patient Call Light Use, Patient Satisfaction, and Patient Safety
Southwestern Pennsylvania Organization of Nurse Leaders

Kathleen Petruzzi, RN, BSN, CCRN
Pittsburgh, Pa.
Utilization of Evidenced Based Practice Recommendations to Improve the Nursing Management of Fever and Revise Hospital Policy on Cooling Blankets
Greater Pittsburgh Annual Nursing Research Conference

Aspinwall, Pa.
Utilization of Evidenced Based Practice Recommendations to Improve the Nursing Management of Fever and Revise Hospital Policy on Cooling Blankets
UPMC St. Margaret Clinical Research Forum

Vivian Petticord, RNC, BSN, MSN, CLC
Washington, DC
Wiser Simulation
Society of Obstetrical Anesthesia of Perinatology

San Diego, Calif.
Implementation of Bedside Handoff in a L&D Unit
NTI, American Association of Critical Care Nurses

Lois Pizzi, RN, BSN, RN-BC
Phoenix, Ariz.
Nursing Issues for Continuous Catheters: Education and Execution
American Society of Regional Anesthesia and Pain Medicine 34th Annual Meeting

Lois Pizzi (cont.)
Farmington, Pa.
Administering Ketamine Outside of the ICU: The Long and Winding Road
UPMC Update in Regional Anesthesia

Minneapolis, Minn.
Ketamine: The Long and Winding Road to Clinical Practice
American Society for Pain Management Nursing - Annual Conference 2010

Sandra Rader, RN, MSA, DNP, NEA-BC
San Antonio, Texas
New Hire Development Group: Sharing our Success
American Organization of Nurse Executives Annual Meeting

Pittsburgh, Pa.
New Hire Development Group: Sharing our Success
University of Pittsburgh School of Nursing Horizons Conference 2009

Dallas, Texas
New Hire Development Group: Sharing our Success
NDNQI 2009

Dave Rausch, RN
King Airway
The 9th Annual John M. Templeton Jr. Pediatric Trauma Symposium

Kimberly Risch, RN, BSN, CCTN
Minneapolis, Minn.
Helping Hands: Nursing Care of the Hand Transplant Recipient
International Transplant Nurses Society Symposium

Amy Roach, RN, MSN, CCRN, CNRN
Pittsburgh, Pa.
Posterior Circulation Stroke
UPMC Stroke Institute

Eileen Roach, RN, MSN, CCRN, CNRN
Washington, DC
Making it Personal, Best Practices for Critical Care Nurses to Ensure a Positive Donation Experience
Region 2 Organ Donation Collaborative

Montreal, Canada
Screening for PTSD in a Level 1 Trauma Center: A Successful Multidisciplinary Collaboration
International Society for Traumatic Stress Studies

Pittsburgh, Pa.
Post Traumatic Stress Disorder: Assessment and Referral for Patients with Multiple Trauma
Greater Pittsburgh Annual Nursing Research Conference

Pittsburgh, Pa.
Timely Referral and How to Answer the “What’s Next” Question
CORE Collaborative
Anna Roth, RN, BSN
Pittsburgh, Pa.
Correlating EEG and ECG Data on an Epilepsy Monitoring Unit:
Establishing a Standard for Monitoring
Greater Pittsburgh Annual Nursing Research Conference

Debra Santarelli, RN, MSN, NEA-BC
Aspinwall, Pa.
Leveraging the Power of the Electronic Health Record: A New
Model of Care Delivery for the Patient with Diabetes
UPMC St. Margaret Clinical Research Forum

Kathleen Schenkel, RN, MSN
Farmington, Pa.
Preparing the Emergency Department for the H1N1 Surge
Southwestern Pennsylvania Organization of Nurse Leaders

Carol Scholle, RN, MSN
Farmington, Pa.
Leveraging “Smart” Technology to Improve Patient Safety, Quality
and Staff Efficiency
Southwestern Pennsylvania Organization of Nurse Leaders
New Orleans, La.
Operational, Financial, and Ethical Issues Related to the Trans-
plant Patient; Abdominal Transplantation: Patient Management
and Current Issues
NTI, American Association of Critical Care Nurses

Karen Schreffler, RN, MSN, CEN
Pittsburgh, Pa.
Can Emergency Nurses Impact Throughput Times
Greater Pittsburgh Annual Nursing Research Conference

Patricia Seddon, RN, MSN
Pittsburgh, Pa.
Bedside Management Issues
Continuous Renal Replacement Therapy Symposium
San Antonio, Texas
The Use of 1:1000 Heparin Concentration as a Post Dialysis Cath-
eter Lock and its Effect on Catheter Patency and Bleeding Episodes
American Nephrology Nurses Association
San Antonio, Texas
Walking Bulletin Boards as a Patient and Family
Teaching Strategy
American Nephrology Nurses Association

Lynn Sekeres, RN, BS, MSN, CCRN, CPAN
Harmarville, Pa.
Hot Topics in PeriAnesthesia Nursing
Pennsylvania Association of PeriAnesthesia Nurses
New Orleans, La.
Education Approver Secrets Unveiled: How Do You Do
That Application for Contact Hours?
American Society of PeriAnesthesia Nurses
Harrisburg, Pa.
Benefits of Membership in your Professional Association
Pennsylvania Association of PeriAnesthesia Nurses

Debra Shane, RN, BSN, SANE-A
Pittsburgh, Pa.
Simulation in Sex Assault Training
International Association of Forensic Nurses, Scientific Assembly

Janine Sharer, RN, MSN
Providence, RI
Nurses Perception of Pain Management in the Older Adult
Eastern Nursing Research Conference

Melanie Shatzer, RN, DNP
Phoenix, Ariz.
A Curriculum Designed to Decrease Scholarly Publication
Barriers for Staff Nurses in a Community Hospital
7th Annual Florida Magnet Nursing Research Conference
Farmington, Pa.
Migrating Databases: An Opportunity for Collaboration
& Evidence-Based Practice
Southwestern Pennsylvania Organization of Nurse Leaders
Pittsburgh, Pa.
Developing an Evidence-Based Research Council:
Changing Practice/Changing Culture
University of Pittsburgh School of Nursing
Horizons Conference

Judith Shovel, RN, BSN
Pittsburgh, Pa.
Nursing Care Delivery Redesign
Innovation Learning Network National Webinar
Webinar
Targeting and Simplifying Risk Assessment & Interventions
to Eliminate Hospital Acquired Pressure Ulcers
Webinar
Institute for Healthcare Improvement, Taking Action to
Transform Care at the Bedside National

Nancy Sims, RN, BSN, OCN, CLT
Pittsburgh, Pa.
Latest Treatments in Colorectal Cancer
League of Intraveneous Therapy Education, Brent Kepple
Memorial Lecture

Nancy Smith, RN, BSN
Pittsburgh, Pa.
Utilization of Evidenced-Based Practice Recommendations to
Improve the Nursing Management of Fever and Revise Hospital
Policy on Cooling Blankets
Greater Pittsburgh Annual Nursing Research Conference
PRESENTATIONS

Cheryl Steele, RN, MSN, MPM, AOCN
San Diego, Calif.
The Electronic Patient Management Calendar — A System to Track Patients
Oncology Nursing Society Congress

San Diego, Calif.
The Quarterly Reporting of Chemotherapy Adverse Events (IV, IM, SQ) Cause, Analysis and Action Plan
Oncology Nursing Society Congress

Karen Stein, RN, MEd
Pittsburgh, Pa.
Building Team Simulations
4th Annual WISER Symposium on Nursing Simulation

Pittsburgh, Pa.
Simulation in Education
Nursing Staff Development Conference

Washington, DC
Obstetric Simulation Course: Creating a Safer Practice Environment
Society for Obstetric Anesthesia and Perinatology
41st Annual Meeting

Kristen Straka, RN, MSN, CPN, CPON
Farmington, Pa.
Creating a Culture of Evidence-Based Practice and Nursing Research in a Pediatric Hospital
Southwestern Pennsylvania Organization of Nurse Leaders

Deborah Struth, RN, MSN
Denver, Colo
Clinical Opportunities: Finding Time to Incorporate QSEN Competencies
1st Annual Quality and Safety Education for Nurses Forum

Susan Svec, RN, BSN, CCRN
Pittsburgh, Pa.
Transitions in Inpatient Care: Social Cultural Consequences of Improved Genomics
Patient and Family Centered Care Vision Quest

Dawn Thomas, RN, BSN, MCPN
Washington, Pa.
Pain Associated with Invasive Procedures
League for Intravenous Therapy Education Conference

Joyce Tinelli, RN, MSN, ONC, CNL
San Diego, Calif.
Emotional Comfort; Patient Healing is both Physical and Emotional
Clinical Nurse Leader Summit

Fred Tasota
Pittsburgh, Pa.
The First Five Minutes: Using “High-Fidelity” Simulation to Train Medical-Surgical Nurses in Completion of Key Tasks Prior to Medical Emergency Team Arrival
Simulation in Healthcare

Fred Tasota (cont.)
Phoenix, Ariz.
The First Five Minutes: Using “High-Fidelity” Simulation to Train Medical-Surgical Nurses in Completion of Key Tasks Prior to Medical Emergency Team Arrival
UPMC St. Margaret Clinical Research Forum

Joanne Turka, RN, MSN, RN-BC, CCRN
Pittsburgh, Pa.
Incivility
Pennsylvania League for Nursing

Joanne Turka, RN, MSN, RN-BC, CCRN
Las Vegas, Nev.
Communication Workshop
Association of Medical Surgical Nurses National Convention 2010
Joanne Turka (cont.)
Pittsburgh, Pa.
Generational Differences
The Value of First Class Communication
Las Vegas, Nev.
Hemodynamics for the Bedside Nurse: Easy as Riding a Bike
Association of Medical Surgical Nurses National Convention 2010
Washington, DC
The Speed of Trust
Association of Medical Surgical Nurses National Convention 2009
UPMC Presbyterian Magnet Champions
Aspinwall, Pa.
Who’s Comforting the Family? A Caring Initiative for the Families of Dying Patients
UPMC St. Margaret Clinical Research Forum

Barbara Usher, RN, PhD, GCNS-BC, ACHPN
Aspinwall, Pa.
Reduction in Length of Stay through Improved Communication and use of Palliative Care in the Patient/Family Centered MICU
UPMC St. Margaret Clinical Research Forum
Pittsburgh, Pa.
Advanced Pain Management: The Special Case of Heart Failure Hospice and Palliative Nurses Association Clinical Practice Forum

Sheila Vasbinder, RN, MSN, MBA, COHCS
Pittsburgh, Pa.
Impaired Professionals: Myths & Facts
Southwestern Pennsylvania Association of Occupational Health Nurses Conference

Julia Warner, RN
Turning & Repositioning Patients in the Pediatric Intensive Care Unit: A Bedside Safety Initiative
The 9th Annual John M. Templeton Jr. Pediatric Trauma Symposium

Shelley Watters, RN, DNP
Indianapolis, Ind.
New Hire Development Group
NDNQI 2010
San Antonio, Texas
New Hire Development Group
American Organization of Nurse Executives Annual Meeting
Miami, Fla.
Shared Leadership: Taking Flight
Sigma Theta Tau Biennial Convention

Shani Weber, RN, BSN, OCN
San Diego, Calif.
The Electronic Patient Management Calendar: A System to Track Patients
Oncology Nursing Society Congress

Kimberly Whiteman, RN, DNP, CCRN
New Orleans, La.
Care of the Kidney and Pancreas Transplant Patient, Abdominal Transplantation: Patient Management and Current Issues
NTI, American Association of Critical Care Nurses

Susan Wible, RN, BSN, MBA
Farmington, Pa.
Preparing the Emergency Department for the HINI Surge
Southwestern Pennsylvania Organization of Nurse Leaders

Nancy Wise, RNC, BSN
Pittsburgh, Pa.
Building Team Simulations
5th Annual WISER Symposium on Nursing Simulation
Washington, DC
WISER Simulation
Society of Obstetrical Anesthesia of Perinatology

Catherine Witsberger, RN, MSN, RN-BC
Aspinwall, Pa.
Impact of an Educational Offering on Staff Members’ Perceptions of Co-Worker Communication Patterns and Satisfaction with Co-Workers
UPMC St. Margaret Clinical Research Forum

Kristine Wolff, RN, MSN, NEA-BC
Farmington, Pa.
Implementing a Phased Retirement Program as a Retention Strategy for Experienced and High Performing Staff Nurses
Southwestern Pennsylvania Organization of Nurse Leaders
Aspinwall, Pa.
Who’s Comforting the Family? A Caring Initiative for the Families of Dying Patients
UPMC St. Margaret Clinical Research Forum

Sarah Zangle, RN, BSN
Oral Zofran Protocol Implementation in a Pediatric Emergency Department
The 9th Annual John M. Templeton Jr. Pediatric Trauma Symposium

Sharen Ziska, RN, MSN
Denver, Colo.
Producing a Safer Graduate Nurse by Establishing an Active Quality Collaborative Between Academic and Service Partners
Quality and Safety Education for Nurses National Forum
DEGREES

Demonstrating their commitment to excellence in patient care, more than 300 UPMC nurses earned additional degrees in 2009 and 2010.

CALIFORNIA UNIVERSITY OF PENNSYLVANIA

BSN
S. Burns
M. Carusone
L. Chajkowski
A. Conners
K. Dalley
D. DeCubellis
M. Demnyan
J. Donahoe
G. Ferrara
H. Gedzar
S. Gehringer
L. Grandizio
B. Greenawald
L. Harper
C. Hrabosky
J. Jackson
M. Jankowki
A. Kozak
R. Krejdovsky
M. Levy
T. Lucchetti
J. Mccelland
C. Progar
D. Sawl
L. Stark
S. Swatchik
C. Tallon
D. Thomas
N. Tucker
J. Williams

MSN
D. Ankney
H. Boitnott
M. Daugherty
L. Donnelly
E. Gaw
A. Kalafut
K. Kozak
J. Manns
A. Mayer
P. McClain
H. Morris
K. Nellis
K. Schreffler

MSN/CRNP
M. Wood

CHAMBERLAIN COLLEGE OF NURSING

BSN
B. Antinora
A. Coleman

MT. ALOYSIUS COLLEGE

BSN
K. Furry
T. Wright

NORTHEASTERN UNIVERSITY

MSN/CRNP
L. Wilson

NORTHERN UNIVERSITY

MMI
N. Phelan

PENNSYLVANIA STATE UNIVERSITY

BSN
M. Beerbower
N. Cotton
D. Davidson
M. Davidson
S. Dent
K. Flemming
C. Guthrie
J. Lighthall
D. Marbit-Meglothlin
D. Staniak
H. Trenker

ROBERT MORRIS UNIVERSITY

DNP/CRNP
M. Hernon

SLIPPERY ROCK UNIVERSITY

BSN
D. Adams
P. Belunas

SDN
D. Anderson
S. Rader
C. Reynolds
B. Slack

MED
M. Fore
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CERTIFICATIONS

Professional Nursing Specialty Certification demonstrates that a nurse has mastered a body of specialized knowledge beyond the minimum requirements to practice nursing. Certification enhances professional credibility and is evidence of professional commitment. UPMC is proud of the following nurses who held professional nursing certifications in one or both years: 2009 and 2010.

Advanced Certified Hospice and Palliative Care Nurse (ACHPN)
Barbara Usher

Accredited Case Manager (ACM)
Tiffany Barney
Pamela Cupec
Wendy Flemming
Lilia Henderson
Kathy Hill
Vicki Lohr
Maribeth Silvaney
Linda Trushel
Sandra Weinheimer
Susan Wetzel
Karen Wonderley

Adult Clinical Nurse Specialist, Board Certified (ACNS-BC)
L. Erdlen
Tracy Sullivan
S. White

Asthma Educator, Certified (AE-C)
Cathy Vitari

Advanced Oncology Certified Nurse Practitioner (AOCNP)
Marmee Maylone
Cheryl Steele

Advanced Oncology Certified Clinical Nurse Specialist (AOCNS)
Sharon Miller

Board Certified, Advanced Diabetes Management (BC-ADM)
Janis McWilliams

Certified Ambulatory Perianesthesia Nurse (CAPA)
Diane Klein
Laura Kling
Kathleen Nee
Jane Rea
Telech Regina
Elizabeth Scott
Carroll Tammie

Certified Case Manager (CCM)
Linda Atkins
Roxanne Balog
Lori Barber
Patricia Ber
Mayellen Cunliffe
Judith DeSantis
Margaret Dolhi
Patricia Flanagan
Linda Foster
Cristina Gregg
Jennifer Hall
Janet Hansom
Holly Hensley
Marjorie Jacobs
Isabel MacKinney-Smith
Kathy Markus
Dolores Olzak
Lenice Rightmyer
Sherry Swarmer
Karen Tagliferri
Marilyn Tessmer
Barbara Thiry
Debra Urban
Nancy Vignovich
Linda Wallace
Kathy Wardzinski
Laura Yawnlis

Certified Cardiac Device Specialist - Allied Professional (CCDS)
Shelee Padhiar

Certified Continence Care Nurse (CCCN)
Lynda Balint

Certified Critical Care Nurse (CCRN)
Erica Howard
Kevin Adams
Renee Albert
Kimberly Anderson
Linda Anderson
Maighdlin Anderson
Christine Angeletti
Heather Artman
Keith Bailey
Terry Bailey
Kathy Baker
Rebecca Balog
Dawn Bear
John Bechtel
Heidi Beggan
Lisa Benton
Nancy Billy
Kate Biscan
Joyce Blel
Bridgett Bothell
Elise Brady
Edyta Branch
Cindy Briley
Angela Brown
Mary Kay Brown
Debra Bruno
Suzanne Bucklen
Mike Bucknam
Danielle Burch
Marnie Burkett
Tom Burwell
Sandra Cabrera
Holly Castello
Doris Cavlovich
Mary Celis
Abby Celotto
Shannon Chalk
Amy Clark
Cindy Clover
Aana Coleman
Coleen Conboy
Pat Cook
Laura Cooper
Shellie Cotton
Melissa Criado
Teresa Crull
Kathy Dalesandro

Certified Clinical Research Coordinator (CCRC)
Janet Bell
Robin Evans
Sheila Fedorek
Adrienne Horn

Certified Breast Care Nurse (CBCN)
Carol Noonan

Certified Bariatric Nurse (CBN)
Tracy Brunusk

Certified Cancer Nurse (CCN)

Certified Care Coordinator (COC)

Certified Case Manager (CCM)

Certified Cardiac Device Specialist - Allied Professional (CCDS)
Shelee Padhiar

Certified Cardiac Nurse (CCRN)

Certified Cancer Nurse (CCN)

Certified Care Coordinator (COC)

Certified Case Manager (CCM)

Certified Clinical Research Coordinator (CCRC)

Certified Critical Care Nurse (CCRN)

Certified Critical Care Nurse (CCRN)

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Certified Critical Care Nurse (CCRN)

Certified Critical Care Nurse (CCRN)
Critical Care Registered Nurse (CCRN) (cont.)
Amanda Hamilton
Laurie Hardesty
Victoria Harmon
Michelle Harris
Patti Harris
Lizabeth Harrold
Kathy Harshman
April Hartley
Jennifer Hartz
Jill Henderson
Timothy Herzer
Sharon Ann Heskett
Holly Hollenbaugh-Fogle
Erica Howard
Molly Howsare
Lori Beth Hughes
Sara Hurwitz
Renee Janetti
Jackie Janicki
Barbara Jordan
Rosita Jordan
Karen Kachinko
Janet Kaercher
Nicole Karpinski
Madelyn Keller
Jill Kelley
Heather Kendall
Jodie Kielur
Pamela King
Shareen Kiray
Susan Kirkpatrick
Caroline Kissell
Christine Kistler
Kimberly Klamut
Helena Knapp
Amber Kolesar
Stacey Kollet
Denise Kral
Joseph Krollick
Pam Kuhn
Cheryl Kupiec Troutman
Margaret Lamouree
Bonnie Landgraf
Traci Laspinia
Margaret Lattanzio
Michael Lavra
Sandy Lawrence
Jan Lemme
Darlene Lovasik
Wendy Lucas
Christine Madden
Catherine Mahon
Staci Mamula
Kimberly Manning
Marcy Marchilena
Deborah Masich
Phyllis Mastramico
Sharon McEwen
Barbara McGill-Kamp
Paola McLaughlin
Colleen McSteen
Maria Mead
Christina Melotti
Brian Messenger
Mary Louise Meyers
Susan Mihaljevic
Marianne Miller
Michelle Miller
Rebecca Miller
Nicolette Mininni
Joni Minor
Philip Mitchell
Barbara Moreland
Douglas Morgan
Christy Moriarty
Wendy Murdock
Rachel Nechyba
Karen Nigra
Stanley Nowak
Kathy O’Bryan
Carol O’Lear
Valerie Orban
Genevieve O’Shea
Stephanie Outterson
Shelee Padhiar
Michelle Palmer
Angela Panos
Deborah Panos
Barbara Parks-Thompson
Tammie Payne
Kathleen Perdziola
Kathy Petruzzi
Elaine Phillips
Judy Pittek
Jackie Pitterich
Kathleen Plansinis
Kymberli Potersnak
Pamela Powanda
Wilma Powell
Trudy Praniewicz
Kimberly Pringle
Cecelia Ratay
Joanne Redondo
Dorothy Reese
Marvis A.B. Rhea
Debbie Riggs
Amy Roach
Eileen Roach
Bernadine Rodak
Kimberly Roderick
Amy Rodger
Lynne Rodrigues
Jeffrey Rompala
Nicole Roncone
Ashley Ross
Carrie Rubino
Denise Ruffalo
Sarah Russell
Ruth Salopek
Danielle Saunder
Samantha Savage
Jennifer Savka
Tara Schaaf
Donna Schmidt
Karen Schmieder
Lisa Schoch
Paul Schwarm
Danielle Seaman
Julie Seifert
Lynn Sekeres
William Seybert
Arachana Shah
Melanie Shatzer
Min Shi
Rhoda Shoaf
David Silay
Charisse Simon
Richard Skweres
Joanne Slade
Sally Smales
Beverly Smith
Christina Smith
Greg Smith
Holli Smith
Melanie Smith
Trisha Smith
Nathan Snee
Megan Sobol
Gretchen Sobotka
Debbie Solvay
Debra Sormaz
Leanne Speelman
Amy Spehar
Rebecca Sproul
Marianne Stalder
Kevin Stanton
Karen Stein
Melissa Stevens
Amy Stokor
Michael Straub
Marlynn Strutt
Sue Svec
Robin Szikko
Marcie Tharp
Michelle Thornton
Arlene Tomas-Tantoco
Sandy Trese
Joy Tsounos
Nikia Tucker
Joanne Turka
James Tyler
Michele Tzanakis
Alana Urban
Chibugo Ulwajie
Dan Valecko
Caitlin Varadi
Irene Vogel
Joan Wagner
Joani Wagner
Lisa Walker
Mark Walter
Pam Walters
Jaye Warner
Kelley Wasielowski
Colleen Weber
Christine Weismantle
Wendi Wend
Lori Wheeler
Kim Whiteman
Sara Whitlatch
Constance Williams
Lisa Wilson
Jana Wimer-Kasperowski
Jade Young
Kimberly Yurchick
Scott Zappone
Michelle Zaspel
Sharon Zawatski
Rachel Zepp
Cora Zohoranack
Certified Clinical Transplant Coordinator (CCTC)
Stacy Acevedo
Karen Bailey
Angela Barber
## CERTIFICATIONS

**Certified Clinical Transplant Coordinator (CCTC) (cont.)**  
Mitzi Barker  
Rosemarie Burch  
Cheryl Buzzard  
Melissa Choma  
Diane Connors  
Karen DeBartolo  
Pamela Dittoe  
Tim Donovan  
Stephanie Durant  
Nancy Eger  
Diane Fink  
Bridget Flynn  
Patricia Folk  
Melissa Franiewski  
Mimi Funovits  
Nicole Gargarella  
Debbie Good  
Patti Harris  
Carolyn Hartner  
Beth Kallenborn  
Jessica Kassner  
Leslie Keddie  
Hollie Lambert  
Gloria Lardieri  
Mary Beth Lewis  
Kathy Lockard  
Alice Maglione  
Kathryn Marshall  
Melissa Mazur  
Crystal McCormick  
Corde McFeaters  
Theresa Metelsky  
Kim Meyer  
Paul Moran-Pillage  
Chavonne Newman  
Lynn Nichter  
Mark Paynter  
Nancy Pepke  
Meghan Rebel  
Mary Roberts  
Tracie Sabatine  
Lynn Seward  
Kristin Shoemaker  
Amy Singh  
Frank Speicher  
Tammy Tokarczyk  
Maureen Vekasy  
Shannon Whitman  
Colleen Yost  
Mary Zeker  
Rachelle Zomak

**Certified Clinical Transplant Nurse (CCTN)**  
Karen Bailey  
Dawn Baldinger  
Rose Boyer  
Nancy Brownlee  
Anne-Marie Byerly  
Jia Chen  
Seann Cunningham  
Pauline Donnelly  
Karen Emmett  
Steve Fenner  
Bridget Flynn  
Karen Gordon  
Brenda Gregory  
Tracy Grogan  
Patti Harris  
Kathy Henderson  
Diane Jaynes  
Connie Johnston  
Diane Knapp  
Deanna McCaffery  
Crystal McCormick  
Chavonne Newman  
Kathy O'Bryan  
Mary Sheela Palocaren  
Deb Park  
Tina Paul  
Kim Risch  
Mary Beth Rushe  
Melissa Stork  
Carol Tamenne  
Pam Wright  
Jacqueline Yuretich

**Certified Diabetes Educator (CDE)**  
Kellie Antinori-Lent  
Lori Bednarz  
Kathleen Brown  
Marilyn Clougherty  
Johne Dufford-Penn  
Sharlene Emerson  
Sally Foster  
Jolynn Gibson  
Karen Kelly  
Janice Koshinsky  
Janet Krula  
Janis McWilliams  
Andrea Pasierb  
Linda Siminerio  
Mary Standiford  
Jennifer Stapf  
Josephine Strong  
Kelley Szelic  
Margarete Thearle  
Susan Zitelli

**Certified Dialysis Nurse (CDN)**  
Karen Barker  
Cynthia Coffen  
Gina Doyle  
Annette Kohan  
Terri Smokovich

**Certified Emergency Nurse (CEN)**  
Richard Antinone  
Heidi Boitnott  
Charlotte Burket  
Susan Callen  
Linda Campbell  
Faith Colen  
Heather Collins  
Meagan Concannon  
Michael Condon  
Terry Cummings  
George Daugherty  
Laurene Donnelly  
Pauline Donnelly  
John Fairbaugh  
Steven Gardner  
Elizabeth Gaw  
Mary George  
Gary Gilchrist  
Deb Gregory  
Claudia Hartzsell  
David Hendricks  
Diane Hewitt  
Margaret Hoffman  
John Hoover  
Susan Horvath  
Lori Kelly  
Carol Kofford  
Denise Krall  
Terri Kress  
Pam Kuhn  
Sherri Kwence  
Robert Ledoux  
Reaann Levine  
Lynn Lightfoot  
Mary Lofstrom  
William Luckock  
Carmella Lynch  
Cheryl Martin  
Donna Miller  
Marlene Miller  
Jaymi Moody  
Paula Moore  
Tina Mourra  
Mary Ann Murcek  
Donald Nardelli  
Laura Neaves  
Kathy Newtzie  
Amy Pagano  
Corrine Peckyno  
Mary Ellen Pritchard  
Gail Pupo  
Margie Rader  
Becky Rogowski  
Karen Rubb  
Charlene Rudicille  
Judy Sandok  
Meaghan Schaffhauser  
Stacey Schill  
Michael Schleifer  
Amy Schneider  
Karen Schreffler  
Brendy Smith  
Joanne Smith  
Shari Spangler  
Doreen Spik  
Deb Stagon  
Greg Stagon  
Jennifer Stivason  
Kim Stuart  
Gwen Talkish  
Julie Telban  
Patty Thearle  
Mary Thurner  
Donna Torbic  
Holly Warmus  
Kathy Weidner  
Maryalicia White  
Lorna Woodhall  
Cora Zohoranack

**Certified Gastroenterology Registered Nurse (CGRN)**  
Karen Bailey  
Amy Bricker  
Nancy Cohen  
Kay Furry  
Tina Galli  
Laura Geier  
Aleta Himes  
Theresa LaScola  
Annette Luty  
Jane Malick  
Sybil McKeeegan  
Linda Milko  
Joan Schrenker  
Mary Ellen Schwemm  
Nancy Wetzler
<table>
<thead>
<tr>
<th>Certified Hospice and Palliative Nurse (CHPN)</th>
<th>Renetta Winkler</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certified Hyperbaric Registered Nurse (CHRN)</td>
<td>Diann Corl</td>
</tr>
<tr>
<td>Certified Infection Control (CIC)</td>
<td>Bonni Colaianne, Susan Dinucci, Beth Hullihan, Terri Roberts, Sandy Silvestri</td>
</tr>
<tr>
<td>Certified Infant Massage Instructor (CIMI)</td>
<td>Chris Divens, Cathy Hunt, Tracy Pasek</td>
</tr>
<tr>
<td>Cardiac Medicine Certified (CMC)</td>
<td>Suzanne Evans, Elizabeth Tingo, Michele Tzanakis</td>
</tr>
<tr>
<td>Certified Managed Care Nurse (CMCN)</td>
<td>Sherry Swarmer</td>
</tr>
<tr>
<td>Certified Medical-Surgical Registered Nurse (CMSRN)</td>
<td>Carol Ackerman, Kara Albright, Kelsey Archibald, Joan Bacco, Dawn Baker, Patricia Baker, Julie Barkey, Gina Barry, Maria Bejerano, Beth Bennethum, Margaret Bologna, Paula Bradley, Jill Braver, Suzanne Browell, Leslie Cairns, Jessica Carter, Mary Jo Carusone, Jeanny Catapia, Roberta Lynn Charney, Elizabeth Ciardi, Renee Conn, Dana Conte, Eva Cook</td>
</tr>
<tr>
<td>Certified Nurse Educator (CNE)</td>
<td>Alix Alton, Kathy Baker, Cheryl Carr, Mary Gallagher, Donna Gardner, Kathleen Guentner, Deborah Lewis, Marilyn Schuler, Marci Zsamboky</td>
</tr>
<tr>
<td>Clinical Nurse Leader (CNL)</td>
<td>Amanda Ashton, Bonnie Colaianne, Jodi Licata, Mary Ellen Pritchard, Judith Tinelli</td>
</tr>
<tr>
<td>Certified Nephrology Nurse (CNN)</td>
<td>Kelly Clause, Cindy Haney Falk, Elaine Lander, Dinah McGraill, Lori Ann Schrall, Patricia Shortridge</td>
</tr>
<tr>
<td>Certified Nurse Operating Room (CNOR)</td>
<td>Marsha Adams-Rush, Betty Ann Ambrose, Robyn Arner, Lynn Baltich, Mary Barkhymer, Abena Baskin, Dale Bauman, Maria Beck, Sandra Bender, Jack Betz, Steven Bright, Dianne Churman, Susan Conley, Janine Crider, Martha Crummy, Patty Demascal, SuEllen Dillon, Michele DiLucente, Paula DiMucci, Rose Donham</td>
</tr>
</tbody>
</table>
CERTIFICATIONS

Certified Nurse Operating Room (CNOR) (cont.)
Patricia Draganosky
Donna Farabaugh
Julie Farren
Paul Feight
Denise Filiaggi
Lou Ann Forish
Mary Beth Freda
Ellen Freeman
Teresa Fry
Catherine Gathers-Robinson
Melissa Gearhart
Barbara Gibson
Karen Glah
Marita Griffin
Rebecca Gwosden
Michelle Hanley
Christine Hastings
Robin Hemphill
Nancy Hickcox
Nancy Rehberg
Veronica Remic
Wendi Ridgway
Sharon Rust
Deborah Ryan
Meredithe Samples
Heather Santillo
Rhonda Sebastian
Elizabeth Seyko
Donald Shepherd
Elaine Sikon
Lori Skeddle
Kristi Steighner
Diane Steinchak
Cynthia Jane Stull
Mary Barba
William Sweet
Kelly Urso
Tammy Valentine
Kristen Vidalone
Dawn Vocke
Patricia Walker Porche
Charlene Warner
Karen Welfer
Donna White
Tracy Wilson
Carole Wright
Virginia Wright
Dieter Wurst
Susan Voxheimer
Karen Zanin

Certified Neuroscience Registered Nurse (CNRN)
Feather Bacher
Cori Baic
Kathy Baker
Frank Barber
Nicole Boron
Kim Botti
Cheryl Bradock
Annette Clements Manges
Linda Barr
Stacey Bednar
Renee Brinker
Mary Byrne
Mary Draganosky
Pat Dindo
Pat Dorning
Kristy Evans-Williams
Ahmedi Fathima
Amanda Federovich
Susan Fluhr
Diana Foder
Julie Genevra
Ashley Harter
Jaymi Hrivnak
Jennifer Javor
Mary Beth Kissier
Nancy Koval
Veronica Remic
Wendi Ridgway
Sharon Rust
Deborah Ryan
Patricia Rehberg
Veronica Remic
Wendi Ridgway
Sharon Rust
Deborah Ryan
Certified Occupational Health Nurse Specialist (COHN-S)
Dennis Minnicks

Certified Otorhinolaryngology Head-Neck Nurse (CORLN)
Vera DaPra
Deborah Fawcett
Susan Gritz
Marilyn Hudak
James Kane
Carol Sabo

Certified Post Anesthesia Nurse (CPAN)
Linda Barr
Stacey Bednar
Renee Brinker
Mary Byrne
Dorothy Capezzuto
Carol Cisney
Eva Connelly
Rosalyn Denillo
Kelly DeVito
Barbara Diehl
Melissa Ditmore
Cynthia Durack
Margaret Anne Dworek
Jan Echard
Nancy Eldridge
Jennifer Grachen
Tracy Guthrie

Certified Pediatric Emergency Nurse (CPEN)
Connor Addie
Meredith Aumer
Jeffrey Beveridge
Heather Bowling
Emily Cook
Joanne Jackson
James Plutto
Cassandra Rennick
Sally Riley
Laura Saucerman
Kathleen Schenkel
Charla Shaver
Sarah Zangle

Certified Pediatric Hematology/Oncology Nurse (CPHON)
Kayla Rodd

Certified Professional in Health Care Quality (CPHQ)
Patricia Giampa
Marjorie Jacobs

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CERTIFICATIONS

Certified Wound and Ostomy Nurse (CWON)
Jean Crouch
Theresa Fassio Nestor
Cece Zamarripa

Dermatology Nurse Certified (DNC)
Sue McCann

Director of Nursing in LTC Certification (DON-CLTC)
Cheryl Leake

Geriatric Clinical Nurse Specialist, Board Certified (GCNS-BC)
Sue Golik
Lynn Kramer
Michele Ondeck
Frances Ullman
Barbie Williams
Debbie Zidek
Michele Zimmerman

Lamaze Certified Childbirth Educator (LCCE)
Brenda Anderson
Cindy Blasko
Judy Focareta
Cathy Hunt
Michele Ondeck

Legal Nurse Consultant Certified (LNCC)
Mary Conti
Sue Golik
Lynn Kramer
Michele Ondeck

Oncology Certified Nurse (OCN)
Amy Ahl
Anne Amrhein
Janine Babin
Christine Baker
Lindra Barr
Amelie Blodule
Kristen Bishop
Melissa Bodnar
Susan Braun
Tina Brest
Carol Brown
Theresa Brown
Kathleen Bryte
Sharol Burgert
Lorraine Cherian
Sally Coates
Georgia Colangelo
Roxanne Collins
Rea Coniglio-Welding
Denise Coyle
Kathleen Coyle
Vicky Cunningham
Lisa Cusick
Heidi Daniels
Ann Daugherty
Kelli Davis
Amy Demeo
Chrissy Demko
Doris Dickinson
Corina Duck
David Dziarmiski
Roxann Esoldo
Paula Eubanks
Beth Evron
Jacki Faircloth
Rita Farwell
Chuck Fiedler
Kelly Filipponi
Mary Fore
Pauline Gargasz
Josette Gentile
Linda Ginesta
Chasity Girvin
Caitlyn Gnan
Elizabeth Goddard
Maranne Greene
Jennifer Haller
Sharon Hanchett
Donna Haney
Laura Hartline
Katie Helfrich
Barbara Iwaniec
Lisa Karem
Anne Kaufman
Carey Kaylor
Pamela Keklak
Judith Kiefner
Susan Klump
Amy Korinko
S. K. Kraveney
Darlene Landi
Anna Maria Lang
Sharon Larson
Patricia Lasher
Jennifer Lindberg
Cindy Lipner
Jennifer Manley
Kathy Mansfield
Maureen Marinna
Christi McKeown
Sandy McLaughlin
Carol Merck-Papp
Mary Messmer
Terri Michell
Eileen Milakovic
Shannon Moore
Sandra Mostard
Michelle Mucci
Kathy O’Connell
Sara Orndoff
Cynthia Paner
Jennifer Papini
Jill Peabody
Michele Pellechia
Marsena Pelton
Deborah Peoples
Victoria Perle
Mary Jane Peters
Margaret Pevarnik
Rosalind Pietras
Jeanine Pronio
Christine Ranalli
Jennifer Ranker
Joseph Rapp
Bev Reich
Carol Reimiller
Mary Reslink
Kate Ross
Cheryl Ryan
Chris Sacramento
Kimberly Safko
C. Satkovich
Ruth Sattler
Anne Schmidt
Mila Senic
Sandra Sheets
Lorraine Sieminski
Pam Sisco
Annette Smith
Rebecca Snyder
Leslie Stewart
Harry Strausser
Elise Strauss
Meghan Straznick
Kate Sweeney
Carrie Swiech
Ellen Toth
Lynda Tunon
Sherri Uzmack
Carol Valyo
Eleni Vander
J Weaver
Shani Weber
Ann Welsh
Kate Werowie
Cheryl White
Beverly Wiley
Barbara Williams
Joyce Wurst
Brenda Wynn
Julia Yates
Carol Yonish
Sharone Young
Gale Yurchak
Michelle Zaspel
Zoey Zimmerly
Orthopaedic Nurse Certified (ONC)
Barb Bernath
Bonita Brannagan
Mary Burgunder
Helen Cole
Pamela DeGeorge
Heather Dixon
Donna Dzvonick
Ruth Harris
Barbara Lawrence
Eileen Mathers
Katie McConnell
Meg McWhirter
Nancy Miller
Andrea Nutter
Mary Beth Pais
Debbie Peitzman
Susan Rahuba
Janey Roach
Margaret Runco
Karen Scott
Mila Senic
Nora Solecki
Teri Stevens
Judith Tinelli
Jolee Williams

Registered Nurse, Board Certified (RN-BC)
Lori Albaugh
Jan Allison
Linda Bondra
Kimberly Castro
Amy Clontz
Kathy Cochran
Lisa Cuddington
Stacey Cote
Renee Dellaera
Laurie Dennis
Mary Dilucente
Susan Fowler
Patricia Ginsburg
MaryBeth Goldbach
Cathy Hammel
Luann Hallahan
Deborah Heinecke
Audrey Imhof
Mary Kacey
Darcie Keller
Andrea Kozak
Diane Krueger
Anita Lachell
Vickie Laney
Janet Martz
Debbie McCall
Marianne McNell
Melissa McCVicker Maloney
Cecilia Milfeit
Becky Mitchell-Perry
Suzanne O’Neil
Rita Parry
Peggy Peterson
Lois Pizzi
Euphemia Powell
Debby Reese
Alyssa Shearer Rosinsky
Theresa Schur
Debbie Schweitzer
Suzanne Shore
Pamela Steiner
Emily Suter
Rose Tamok
Joanne Turka
Gary Verona
Christina Vestri
Lisa Wateska
Della Williams
Cathy Witsberger

Neonatal Intensive Care Nursing (RNC-NIC)
Anna Abels
Mary Balogh
Daneen Cristiano
Linnette Dawe
Laurie Freshwater
Mary Gajdos
Ann Gatti
Lynda Germano
Melanie Greenwell
Kathy Hinch
Teri Jenkins
Mary Kacey
Mary Kish
Linda Klein
Patricia Kolesar
Cherie Kreider
Teri Loadman
Patty O’Neil
JoAnn Pantages
Debbie Potenziani
Elizabeth Richard
Nancy Russo
Sharon Schweinsburg
Lisa Spinneweber
Aimee Tokarski
Mary Ann Wilson
Elizabeth Zilla

Maternal Newborn Nursing (RNC-MNN)
Donna Adams
Nancy Bernauer
Kim Boulanger
Dayna Bradley
Debbie Freeman
Leslie Gastic
Lisa Grandizio
Ariel Grassi
Leah Kelly
Natalie Kriston
Michele Lyons
Michele McCaffrey
Sandy McDonald
Kellie McGreal
Jennifer McLinden
Susan Medfisch
Beth Quinn
Loreen Shovel
Shelly Sofaly
Heather Swiech
Laura Taylor
Kathie Trosch
Polly Wells

Inpatient Obstetrical Nursing (RNC-OB)
Christine Bartkowiak
Wendy Bechtel
Heather Boone
Jeanette Boyce
Kerri Brooks
Mary Conti
Mary Beth Cooley
Christine Cullen
Karen Dailey
Jeanie Donague
Linda Dudas
Amanda Etherington
Joanne Fisher
Patricia Gardner
Nicole Germanoski
Barbara Hancock
Chris Harbosky
Beverly Kloshen
Kathleen Krisko
Sandra Kustaborder
Diana Lafferty
Tammy Lemin
Elizabeth Lutz
Lora Mastracci
Tammy McCoy
Mary Pat McDermott
Carol Melnick
Kema Mesko
Lynda Nolan
Vivian Petticord
Robin Pollins
Josie Rizzuto
Pamela Roberts
Gina Runyan
Cheryl Siverling
Leslie Spagnol
Jeannie Speier
Karen Wainwright
Joanne Walther
Nancy Wise
Mary Zabielski

Sexual Assault Nurse Examiner - Adult/Adolescent (SANE-A)
Christine Adkins

Wound Care Certified (WCC)
Thomas Beckman
Donna Eagle
PROFESSIONAL ORGANIZATIONS

We are proud of the leadership demonstrated by UPMC nurses as they held offices in professional organizations.

Jeffrey Alvarez, RN, MSN, NE-BC  
*President*  
Sigma Theta Tau, Eta Epsilon Chapter

Kellie Antinori-Lent, RN, MSN, CDE  
*Chair*  
American Association of Diabetes Educators, 2011 Pennsylvania Coordinating Body  
*Chair*  
American Association of Diabetes Educators, 2010 Pennsylvania Transition Team  
President Elect, President  
Western Pennsylvania Association of Diabetes Educators

Bonnie Anton, RN, MSN  
*President*  
Healthcare Information and Management Systems Society, Western Pennsylvania Chapter

Kathy Baker, RN, BSN, CCRN, CCRN, CNE  
*Ad Hoc Committee*  
American Association of Neurological Surgeons  
*Board Member*  
American Society for Competitiveness  
*President*  
National Association of Neuroscience Nurses

Tiffany Barney, RN, BSN, MBA, ACM  
*President*  
American Case Management Association, Western Pennsylvania Chapter

Lynette Beattie, RN, MSN  
*President*  
Sigma Theta Tau, Theta Mu Chapter

Steve Bright, RN  
*Chair*  
Association of Perioperative Registered Nurses, Chapter 3902

Theresa Brown, RN, BSN, PhD, OCN  
*Board Member*  
Hunter College Center for Health, Media and Policy  
*Board Member*  
Scrubs Magazine

Mary Burgunder, RN, MSN, OCN  
*Board Member, Director at Large*  
Oncology Nursing Society, Greater Pittsburgh Chapter

Donna Carl, RN, BSN  
*Treasurer*  
Association for Professionals in Infection Control and Epidemiology

Susan Carter, RN, BSN  
*President*  
American Nephrology Nursing Association, Chapter 104

Natalie Cercone, RN  
*Vice President*  
Association of Pediatric Hematology and Oncology Nurses, Greater Pittsburgh / Three Rivers Chapter

Ann Ciak, RN, MSN, PhD  
*Secretary*  
Pennsylvania League for Nursing, Area Six

Nancy Cohen, RN, MSN, CGRN, CNE  
*Board Member*  
Crohn and Colitis Foundation, Western Pennsylvania/ WVA Chapter

Vicky Cunningham, RN, OCN  
*Secretary*  
Oncology Nursing Society, Greater Pittsburgh Chapter

Pamela Cupec, RN, BSN, MS, ONC, CCRN, ACM  
*Board Member*  
National Association of Orthopedic Nurses

Jennifer Dilembo, RN, BSN  
*Vice President*  
Sigma Theta Tau, Eta Epsilon

Michelle DiLucente, RN  
*Board Member*  
Association of Perioperative Registered Nurses, Chapter 3902

Pamela Donovan, RN, MSN  
*Board Member*  
Southwestern Pennsylvania Organization of Nurse Leaders

Pat Dorning, RN, BSN, CNRN  
*President*  
American Association of Neuroscience Nurses, Pittsburgh Chapter

Dana Etzel-Hardman, RN, MSN, MBA, CPN  
*Secretary*  
Society of Pediatric Nurses, Southwestern Pennsylvania Nurses for Kids

Nora Evans, RN, BSN, CRMSRN  
*President*  
Academy of Medical Surgical Nurses, Western Pennsylvania Chapter

Adrienne Farley, RN, BSN, CPN  
*Board Member*  
Association of Perioperative Registered Nurses, Chapter 3902
Carol Faytol, RN
President
Association of Perioperative Registered Nurses,
Chapter 3902

Steven Fenner, RN, BA, CCTN
Chair
International Transplant Nurses Society,
Three Rivers Chapter

Patricia Folk, RN, BSN, CCTC
Chair
International Transplant Nurses Society

Mary Fore, RN, BSN, MEd, OCN
Chair, Membership Committee
Oncology Nursing Society, Greater Pittsburgh Chapter

Terri Fry, RN, MSN
Board Member
Association of Perioperative Registered Nurses,
Chapter 3902

Mimi Funovits, RN, BSN, CCTC
Chapter Development Director
International Transplant Nurses Society

Patricia Gordon, RN, MSN, CRNP, OCN
President
Oncology Nursing Society, Greater Pittsburgh Chapter

Gloria Gotaskie, RN, MSN
Board Member
University of Pittsburgh School of Nursing
Alumni Society

Wendeline Grbach, RN, MSN, CCRN, CLNC
Board Member, Membership Council
American Association of Critical Care Nurses,
Three Rivers Chapter

Kathleen Guentner, RN, PhD, CNE
Board Member
Sigma Theta Tau, Eta Chapter

Michaelle Heron, RN, DNP
Membership Council
Emergency Nurses Association,
Western Pennsylvania Chapter

Kathy Hill, RN, BSN, ACM
Secretary
American Case Management Association,
Western Pennsylvania Chapter

Diane Hranicky, RN, BSN
Chair
American Psychiatric Nurses Association,
Southwestern Pennsylvania Chapter

Diane Jaynes, RN, BSN, CCTN
Chair
Transplant Nurses Society, Golden Triangle Chapter

Dawndra Jones, RN, MSN
Secretary
Association of Pittsburgh Black Nurses

Roberta Jones, RN, BSN
Treasurer
Shadyside Hospital School of Nursing Alumnae Association

Beth Kallenborn, RN, BSN, CCTC
President, President Elect
International Transplant Nurses Society

Sarah Kaveney, RN, OCN, MSN, NEA-BC
Director
Oncology Nursing Society, Greater Pittsburgh Chapter

Nancy Kernick RN, BSN, CMSRN
Treasurer
Academy of Medical Surgical Nurses,
Western Pennsylvania Chapter

Kimberly Klamut, RN, MSN, CCRN
Treasurer
American Association of Neuroscience Nurses,
Pittsburgh Chapter

Laura Kling, RN, MSN, CNS, CPAN, CAPA
Director
American Society of PeriAnesthesia Nurses, Region IV
President, Past President
Pennsylvania Association of PeriAnesthesia Nurses

Beverly Kosmach, RN, DNP
Chair
Community of Allied Health Professionals;
American Society of Transplantation

Denise Krall, RN, BSN
Secretary
American Association of Critical Care Nurses,
Three Rivers Chapter

Santa Lake, MS, RN
Board Member
Sigma Theta Tau
PROFESSIONAL ORGANIZATIONS

Cynthia Lentz, RN, BSN, CNOR  
*Ad Hoc Committee, Champion*  
Competency and Credentialing Institute

Amanda Leonard, RN, BSN  
*Secretary*  
Sarah Heinz House Alumni Association

Mary Beth Lewis, RN, CCTC  
*Treasurer*  
International Transplant Nurses Society, Three Rivers Chapter

Holly Lorenz, RN, MSN  
*Advisory Board*  
Robert Morris College School of Nursing  
*Chair*  
Policy and Procedure Committee, Family House Board of Directors

Darlene Lovasik, RN, MN, CCRN, CNRN  
*Chair, President Elect*  
International Transplant Nurses Society, Three Rivers Chapter

Jane Malick, RN, BSN, CGRN  
*Chair*  
Society of Gastroenterology Nurses and Associates, Western Pennsylvania Chapter

Lisa Manni, RN, MSN  
*Membership Council*  
American Association of Critical Care Nurses, Three Rivers Chapter

Marcia McCaw, RN, BSN  
*Treasurer*  
Sigma Theta Tau, Eta Epsilon Chapter

Corde McFeaters, RN, BSN, CPN, CCTC  
*President*  
Westmoreland Area Nurses Association

Maribeth McLaughlin, RN, BSN, MPM  
*Board Member*  
American Hospital Association  
*Membership Council*  
American Organization of Nurse Executives  
*Membership Council*  
The Council of Women’s and Infant’s Specialty Hospitals

Elaine McQuaide, RN, BSN  
*Secretary*  
Association of Perioperative Registered Nurses, Chapter 3902

Theresa Metelsky, RN, CCTC  
*Chair*  
International Transplant Nurses Society, Three Rivers Chapter

Eileen Milakovic, RN, BSN, MA, OCN  
*Director at Large*  
Oncology Nursing Society, Greater Pittsburgh Chapter

Julia Moore, RN, BSN, MS, CNOR  
*President Elect*  
Association of Perioperative Registered Nurses, Chapter 3902

Chavonne Newman, RN, BSN, CCTC  
*Chair*  
International Transplant Nurses Society, Three Rivers Chapter

Ann O’Donnell, RN, BSN  
*President*  
Family Medicine Residency Nurses Association

John O’Donnell, DrPH, MSN, CRNA  
*Ad Hoc Committee*  
International Association of Nursing Simulation and Clinical Learning  
*Ad Hoc Committee*  
Society for Simulation in Health Care  
*Board Member*  
Anesthesia Patient Safety Foundation  
*Chair*  
Council on Accreditation of the American Association of Nurse Anesthetists

Margie O’Leary, RN, MSN, MSCN  
*Board Member*  
Organization of Multiple Sclerosis Nurses

Cara Osterwise, RN, CCRN  
*Ambassador for CCRN certification*  
American Association of Critical Care Nurses

Shelee Padhiar, RNC, MSN, BSN  
*Board Member*  
Southwestern Pennsylvania Organization of Nurse Leaders

Susan Pedaline, RNC, MS, BSN  
*Board Member*  
International Transplant Nurses Society, Three Rivers Chapter

Nancy Pepke, RN, BSN, CCTC  
*President Elect, President*  
International Transplant Nurses Society, Three Rivers Chapter

Kymberli Potorsnak, RN, MSN, CCRN, CNRN  
*Secretary*  
Sigma Theta Tau, Eta Epsilon Chapter

Eileen Roach, RN, MSN, CCRN, CNRN  
*Treasurer*  
American Association of Neuroscience Nurses, Pittsburgh Chapter
Rebecca Ross, RN, MSN, CMDRN  
Ad Hoc Committee  
International Nursing Association for Clinical Simulation and Learning  
President Elect  
Academy of Medical Surgical Nurses, Western Pennsylvania Chapter

Brenda Scarpari, RN, BSN, CNRN  
Secretary  
American Association of Neuroscience Nurses, Pittsburgh Chapter

Andrea Schmidt, RN, BSN, OCN  
Board Member  
American Cancer Society

Cheryl Schubert, RN, BSN, CNRN  
President  
American Association of Neuroscience Nurses, Pittsburgh Chapter

Lynn Sekeres, RN, MSN, CCRN, CPAN  
President  
American Society of PeriAnesthesia Nurses, Pennsylvania

Melanie Shatzer, RN, DNP  
Treasurer  
University of Pittsburgh Graduate Nursing Student Organization

Lorraine Sieminski, RN, BSN, OCN  
Vice President  
American Cancer Society, Greater Pittsburgh Unit

Joanne Sorensen, RN, MS, FACHE  
Vice President  
Pennsylvania State Board of Nursing

Nancy Stitt, RN, BSN  
President  
International Transplant Nurses Society, Three Rivers Chapter

Judith Tinelli, RN, MSN, ONC, CNL  
Treasurer  
Association of Rehabilitation Nursing, Southwestern PA Chapter

Lynda Tunon, RN, MSN, OCN  
Chair  
Cancer Patient Education Network

Joanne Turka, RN, MSN, RN-BC, CCRN  
President Elect  
National Staff Development Organization, Greater Pittsburgh Chapter

Sheila Vasbinder, RN  
President Elect  
Pennsylvania Association of Occupational Health Nurses, Southwestern Pennsylvania Chapter

Denise Verosky, RN, MSN  
Board of Directors  
Academy of Medical Surgical Nurses

Joanne Vukotich, RN, MSN  
Secretary  
Academy of Medical Surgical Nurses, Western Pennsylvania Chapter

Tamara Waner, RN, BSN  
Chair  
Pennsylvania Association of PeriAnesthesia Nurses

Shelley Watters, RN, DNP  
Board Member  
Journal Continuing Education for Nursing, Editorial Review Board Member  
Pennsylvania State Nurses Association

Alexis Weber, RN, MSN  
Board Member  
Pennsylvania League for Nursing

Patricia Williams, RN, BSN, MPH  
Treasurer  
International Transplant Nurses’ Society, Three Rivers Chapter

Karen Wonderley, RN, BSN, MHA, ACM  
Board Member  
American Case Management Association

Colleen Yost, RN, BSN, CCTC  
Chair  
International Transplant Nurses Society, Three Rivers Chapter

Cecelia Zamarripa, RN, MSN, CWOCN  
Treasurer  
Wound, Ostomy, and Continence Nursing Society

Marci Zsamboky, RN, MSN, PMHCNS-BC, CNE  
Ad Hoc Committee, Chair  
American Psychiatric Nurses Association, Southwestern Pennsylvania Chapter
HONORS AND AWARDS

UPMC nurses are often recognized for their dedication to the nursing profession. The following nurses were honored for their contributions in 2009 and 2010.

Crystal Ansbach, RN
Scholarship Award, Academy of Medical-Surgical Nurses

Bonnie Anton, RN, MSN
Centennial Award, Blind and Vision Rehabilitation Services of Pittsburgh

Julie Barkey, RN, CMSRN
Scholarship Award, Academy of Medical-Surgical Nurses

Theresa Brown, RN, BSN, PhD, OCN
Media Award, Connecticut Nurses Association

Cynthia Bubb, RN, DNP, MSN
Cabinet on Nursing Practice and Professional Development, Pennsylvania State Nurses Association

Ron Carey, RN
UPMC Student Nurse Intern Preceptor Award

Freya Dickson-LaPrade, RN, BSN
Patient Safety Fellowship, UPMC Shadyside

Patricia Folk, RN, BSN, CCTC
Honorary Lifetime Membership, 2009 International Transplant Nurses Society

Kathy Gaughan, RN
Pediatric Resident Nurse of the Year, Children’s Hospital of Pittsburgh of UPMC

Betsy George, RN, PhD, CCRN
Circle of Excellence Award, American Association of Critical Care Nurses

Jennifer Haller, RN, BSN, OCN
Cancer Control Program Award, American Cancer Society Greater Pittsburgh

Sharon Hanchett, RN, BSN, OCN
First Place Award, UPMC Nurses Week 2010 Poster Presentation

Diane Hranicky, RN, BSN
Gail Stern Scholarship Award, American Psychiatric Nurses Association

Diane Hughes, RN, BSN, CMSRN
Scholarship Award, Academy of Medical-Surgical Nurses

Diane Hupp, RN, MSN
Woman of Distinction Award 2009, Duquesne University

Jill Huwe, RN, BSN
Transformational Leadership Award, 2009 UPMC Presbyterian Award

Dawndra Jones, RN, MSN
Nursing Partnership Award, UPMC Inclusion Shirley Chisholm Honoree Award

Beth Kallenborn, RN, BSN, CCTC
Honorary Lifetime Membership, 2010 International Transplant Nurses Society

Tricia Keltz, RN, BSN
2009 Rookie of the Year, UPMC Presbyterian

Nancy Kernick, RN, BSN, CMSRN
Scholarship Award, Academy of Medical-Surgical Nurses

Laura Kling, RN, MSN, CNS, CPAN, CAPA
President’s Award, Pennsylvania Association of PeriAnesthesia Nurses

Honorary Member Award, Pennsylvania Association of PeriAnesthesia Nurses

Shining Star Award, American Society of PeriAnesthesia Nurses

Amanda Leonard, RN, BSN
Presidental Service Award, Sarah Heinz House

Caterina LoGalbo, RN
Nurse Preceptor Award

Holly Lorenz, RN, MSN
Nursing Information Technology Innovation Award – Silver, Health Data Management

Amy Lukanski, RN
Certified Pediatric Nurse Advocate Award, Pediatric Nursing Certification Board

Sandra Mamula, RN, BSN, CNOR
Outstanding BSN Student Award, LaRoche College

Emily Mastrangelo, RN
Pediatric Resident Nurse of the Year, Children’s Hospital of Pittsburgh of UPMC

Marianne McConnell, MN, RN-C, NEA-BC, CPHQ, FACHE
Management Committee: State Appointment, Pennsylvania Center for Health Careers, Health Information Technology and Health information

Diana Mills, RN
2010 Outstanding Mentor, UPMC Presbyterian

Marylou Moore, RN
Healthy Role Model, UPMC Northwest

Mary Ann Scully Award, American Heart Association

Kimberly Roderick, RN, BSN, CCRN
Mary Ann Scully Cardiovascular Nurse Award, American Heart Association

Lauren Saul, RN, MSN
Mary Ann Scully Award, American Heart Association

Carrie Jo Swiech, RN, OCN
2009 Maureen Rusnock Award, UPMC Presbyterian

Sandy Treser, RN, BSN, CCRN
2010 Maureen Rusnock Award, UPMC Presbyterian

UPMC Shadyside – Surgical ICU
2009 Beacon Award for Excellence from the American Association of Critical-Care Nurses

2010 Gold Fine Award for Team Excellence in Healthcare

Wendy Veith, MSN, CRNA
Clinical Coordinator of the Year Award, UPMC Presbyterian

Lydia Wall, RN, DNP
Advanced Clinical Expert (ACE) Certificate, Institute for Medical Education and Research

Alyssa Pani, RN
2010 Rookie of the Year, UPMC Presbyterian

Derek Reckard, MSN, CRNA
2010 Clinical Instructor of the Year Award, University of Pittsburgh School of Anesthesia

Jackie Rivett, RN
Strickland Award, Oncology Educational Scholarship

Suzanne Rocks, RN, BSN
2010 Transformational Leadership Award, UPMC Presbyterian

Kimberly Roderick, RN, BSN, CCRN
Mary Ann Scully Cardiovascular Nurse Award, American Heart Association

Thomas Polanski Scholarship Award, CORE
Jayne Warner, RN
Bev Sahlaney Leadership Award, Children’s Hospital of Pittsburgh of UPMC

Gerri Waugaman, RN
Kids First Award, Children’s Hospital of Pittsburgh of UPMC

Colleen Weber, RN, BSN, CCRN
2009 Outstanding Mentor, UPMC Presbyterian

Kristine Wolff, RN, MSN, NEA-BC
Nursing Committee State Appointment, Pennsylvania Center for Health Careers

Ceclia Zamarripa, RN, MSN, CWOCN
Nurse Safety Scholar, Joint Commission Resources & Hill Rom

Shelley Zomak, RN, MS, CCTC
2010 Transplant Nursing Excellence Award – International Transplant Nurses Society

Christine Ackerman, RN
Diane Churman, RN
Jane Jandreau, RN
Nikki Smith, RN, MSN

PITTSBURGH POST-GAZETTE BEST OF THE BEST AWARD
Brenda Acri, RN, BSN
Madelyn Keller, RN, CCRN
Sharon McEwen, RN, BSN, MSN, CCRN
Gabriel Orellano, BSN
Ruth Redenbaugh, RN, BSN
Lorraine Wolfe, RN

UPMC HORIZON – EXCELLENCE IN PRACTICE AWARD
Mary Jane Peters, RN, BSN, OCN
Sue Rinella, RN

UPMC NORTHWEST - EXCELLENCE IN PRACTICE AWARD
Lisa Books, RN
Nicole Confer, RN
Mary Lee Conti, RN
Jackie Hall, RN, BSN
Jan Martz, RN
Jennifer Minich, RN
Kathy Newtzie, RN
Charlene Rudisill, RN
Stacey Schill, RN
Karen Schreffer, RN, MSN
Ginger Simons, RN, BSN, NHA
Pamela Steiner, RN
Roxann Toscano, LPN
Kris Turner, RN
Yolanda Vargason, RN

DAISY AWARD
The DAISY Award for Extraordinary Nurses recognizes the amazing work nurses do every day. DAISY recipients exemplify the kind of nurse that patients and families, as well as the entire health care team recognize as an outstanding role model. Congratulations to these 2009 and 2010 DAISY awardees.

Barbara Arthur
Rhonda Best
Karen Bonner
Valerie Bradley
Larry Brick
Kristin Burke
Amanda Burns
Mary Campbell
Maureen Cecil
Diane Christie
Mary Ellen Chunchick
Dawn Clapp
Erica Cordell
Lisa Cusick
Cynthia Dayen
Renee Dellaera
Mary Jo Detweiler,
Donna Dzvonick
Margaret Fescemyer
Catherine Gathers-Robinson
Mary Ann Genise
Jean Grenaldo
Maria Guthrie
Diane Hake
Pamela Jaiche
Jamie Jackson,
Donna Jankowski
Tamika Jeffries
Leslie Johnson
Nancy Johnson
Deb Kahle
Karen Kiskadden
Kathy Kistler
Mary Rita Kladitis
Bobby Jean Kozarsky
Caroline Laurito
Megan Law
Valerie Lewis
Karen Main
Paul Maniago
Carol Merck-Papp
Cecelia Milfeit
Diana Mills
Michelle Moeslein
Jaymi Moody
Shannon Moore
Katie Palinski-Hughes
Amanda Pasquileo
Marlene Pietrzak
Katherine Pyros
Shelley Rennard
Michelle Ressler

Wendi Risacher
Lauren Robbins
Lynne Rodrigues
Judy Ruane
Andrew Ruffner
David Santorella
Danielle Saunier
Ronald Scherff
Roni Schollaert
Lisa Schoedel
Betty Sovem
Michelle Sheedy
Chris Simon
Heather Stockman
Denise Stremoski
Theresa Thomas
Joy Tsounos
Kristen Varner
Aron Walters
Beth Warheit
Kathy Wawrzyniak
Karen Weimer
Maryalicia White
Jacqueline Wymard
Nicole Zeise
Mary Zirpoli

CAMEOS OF CARING Awardees
Created by the University of Pittsburgh School Of Nursing, Cameos of Caring recognizes the accomplishments of nurses throughout western Pennsylvania who embody the spirit of nursing and who have become the voice heralding the rewards of nursing practice. Below are UPMC nurses who have received this prestigious award in 2009 and 2010.

Children’s Hospital of Pittsburgh of UPMC

Heather Ambrose
Ericka Kubiak

Lauren Robbins
Judy Ruane
Andrew Ruffner
David Santorella
Danielle Saunier
Ronald Scherff
Roni Schollaert
Lisa Schoedel
Betty Sovem
Michelle Sheedy
Chris Simon
Heather Stockman
Denise Stremoski
Theresa Thomas
Joy Tsounos
Kristen Varner
Aron Walters
Beth Warheit
Kathy Wawrzyniak
Karen Weimer
Maryalicia White
Jacqueline Wymard
Nicole Zeise
Mary Zirpoli
HONORS AND AWARDS

ISMETT
Oriana DiCara
Paola La Monica
Magee -Womens Hospital of UPMC
Janet McFarland
Christina Weiss
University of Pittsburgh Physicians, Department of Anesthesiology
Robert Dukic
Maureen Tannous
UPMC Beacon Hospital
Cloyd Cabil
UPMC Bedford Memorial
Tammy Lemin
Melissa Pentrack
UPMC Braddock
Matthew Botti
UPMC Cancer Centers
Amy Korinko
Kathleen Werwie
UPMC Horizon
Donna Carl
Becky Fry
UPMC McKeensport
Sharon Carfang
Richard Harr
UPMC Mercy
Patti Mikosky
Colleen Ann Carey Schwartz
UPMC Northwest
Jennifer Cain
Stacey Schill
UPMC Passavant
Darlene Hills
Kimberly Kirsch
UPMC Presbyterian
Robin Evans
Michelle Harris
UPMC Senior Communities
Leslie Hamilton
Kathy Holquist
UPMC Shadyside
Sara Orndoff
Kimberly Sue Pringle
UPMC St. Margaret
Kathleen Duggan
Elaine Sikon
Western Psychiatric Institute and Clinic of UPMC
Milly Hopkins
Suzanne Kane
CAMEOS OF CARING Advanced Practice Awardees
Children’s Hospital of Pittsburgh of UPMC
Christine Ann Vitale
University of Pittsburgh Physicians, Department of Anesthesiology
Timothy Lyons
Mitchell Oblak
UPMC Cancer Centers
Diane Gardner
UPMC Passavant
Elizabeth Shumaker
UPMC Presbyterian
Darlene Averell Lovasik
Jane Guttendorf
UPMC St. Margaret
Traci Fick
Laura Ann Kling
CAMEOS OF CARING Donate Life Awardee
Kathleen Plansinis
CAMEOS OF CARING Nurse Educator Awardees
Mercy Hospital School of Nursing
Debbie Riggs
Marilyn Schuler
UPMC Shadyside School of Nursing
Santa (Sandy) Ann Lake
Amy Stoker
St. Margaret School of Nursing
Doris Cavlovich
Deborah Yoder Lewis
CAMEOS OF CARING Endowed Nursing Scholarship Awardees
The Cameos of Caring Program annually selects nurses for an endowed scholarship to the University of Pittsburgh to support the educational advancement of registered nurses. Below are UPMC nurses who received this scholarship in 2009 and 2010.
Children’s Hospital of Pittsburgh of UPMC
Candace Hipple
Magee -Womens Hospital of UPMC
Terri Bailey
Mary Kish
Susan Pedaline
Jill Radtke
UPMC Artifical Heart Program
Genevieve O’Shea
UPMC Cancer Centers
Marsena Pelton
UPMC Corporate Services
Lisa Painter
UPMC Presbyterian
Heather Halle
Lissa Lansdale
Julie Muckle
Yvonne Oberle
Anupama Pillai
Laurie Rack
Kristine Keefer Wolff
UPMC Shadyside
Suzanne Browell
Manjulata Evtav
Jaclyn Harvey
Micheal Hogue
Reshea House
Christi McKeown
Lois Pizzi
Danielle Saunier
James Sauter, Jr.
UPMC St. Margaret
Caroline Kamau
ACES Awardees
The UPMC Award for Commitment and Excellence in Service (ACES) honors staff whose everyday actions and, in some instances, personal acts of courage and compassion exceed the high level of service that the community has come to expect from UPMC. Each year, less than 1 percent of UPMC staff from across the health system receive this honor. Here are the nursing awardees from 2009 and 2010:
UPMC NURSING UNIT DIRECTOR LEADERSHIP COUNCIL

The mission of the UPMC Nursing Unit Director Leadership Council is to serve as a platform for the professional development of staff, sharing innovations, spreading evidence-based practice, and serving as a catalyst for best practices in patient care through transformational leadership.

We recognize and value the many contributions of the 2009 and 2010 members listed below.

- Mary Ann Aviles, RN, BSN, OCN
  Magee-Womens Hospital of UPMC
- Amy Biddle, RN, MSN
  Children’s Hospital of Pittsburgh of UPMC
- Linda Bondra, RN-BC, BA
  UPMC Northwest
- Lorraine Brock, RN, MSN
  UPMC Center for Nursing Excellence and Innovation
- Leslie Cairns, RN, MSN, CMSRN
  UPMC Presbyterian
- Sandy Casey, RN, BSN
  UPMC Braddock
- Elizabeth Droske, RN, MSN, CRNP
  Western Psychiatric Institute and Clinic of UPMC
- Nora Evans, RN, BSN, CMSRN
  UPMC McKeesport
- Dawndra Jones, RN, MSN
  UPMC Center for Nursing Excellence and Innovation
- Luann King, RN, BSN, NHA
  UPMC Horizon
- Judith Klingensmith, RN, MSN
  UPMC Mercy
- Ron Kollar, RN, BSN
  UPMC Horizon
- Marilyn Krimbel, RN, MSN
  UPMC Passavant
- Lisa Lehman, RN, BSN
  UPMC St. Margaret
- Mary Long, RN, BSN
  UPMC Shadyside
- Holly Lorenz, RN, MSN
  UPMC Chief Nurse Executive
- Kathleen Quinn, RN, BSN
  UPMC Bedford Memorial
- Melissa Shannon, RN, BSN
  UPMC Horizon
- Melanie Shatzer, RN, DNP
  UPMC Center for Nursing Excellence and Innovation
- Lorraine Sieminski, RN, BSN, OCN
  UPMC Cancer Centers
- Kathy Smith, RN, BSN
  UPMC Passavant
- Melanie Smith, RN, MSN, CCRN
  UPMC Presbyterian
- Ann Spence, RN, MSN
  Children’s Hospital of Pittsburgh of UPMC
- Renee Thompson, RN, MSN
  UPMC Center for Nursing Excellence and Innovation
- Durae Vincze, RN, MSN
  Children’s Hospital of Pittsburgh of UPMC
- Nicole Welding, RN, DrNP
  UPMC WorkSource
- Ann Winiesky, RN, BSN, MPM
  UPMC Mercy
- Jay Wright, RN, MSN
  UPMC St Margaret
- Glenn Zinsmeister, RN, MSN
  UPMC Shadyside
UPMC NURSING PROFESSIONAL PRACTICE COUNCIL

The mission of the UPMC Nursing Professional Practice Council is to serve as a vehicle by which the voices of all professional nurses within the system act as a catalyst by bringing together knowledge, information, and problem-solving solutions to initiate change that promotes the best nursing practice for our patients.

We recognize and value the many contributions of the 2009 and 2010 members listed below.

Lisa Alcorn, RN, BSN
UPMC Horizon

Jane Barnes, RN
UPMC Bedford Memorial

Lorraine Brock, RN, MSN
UPMC Center for Nursing Excellence and Innovation

Peggy Bruggeman, RN
UPMC Passavant

Mary Burgunder, RN, MSN, OCN
UPMC Jefferson Regional Home Health, LP

Toni Chianese, RN, CMSRN
UPMC McKeesport

Cindy Collins, RN
UPMC Northwest

Jacqueline Drahos, RN, MSN
UPMC St. Margaret

Kathleen Fadgen, RN, BSN
UPMC Passavant

Sandra Fleck, RN, BSN, CPN
Children’s Hospital of Pittsburgh of UPMC

Lori Grapes, RN, PHRN, CEN
UPMC Bedford Memorial

Samantha Gulley, RN
UPMC Passavant

Malissa Guzik, RN
UPMC Braddock

Dawndra Jones, RN, MSN
UPMC Center for Nursing Excellence and Innovation

Jill Kelley, RN, BSN, CCRN
UPMC Shadyside

Tina Laaks, RNC
UPMC Horizon

Holly Lorenz, RN, MSN
UPMC Chief Nurse Executive

Eileen Mialki, RN
UPMC Physician Services Division

Jennifer McDermott, RN
UPMC Mercy

Angela Panos, RN, BSN, CCRN
UPMC Presbyterian

Amanda Petrill, RN, CPN
Children’s Hospital of Pittsburgh of UPMC

Sandra Romansky, RN, BSN, CMSRN
UPMC Cancer Centers

Denise Ruffalo, RN, BSN
Children’s Hospital of Pittsburgh of UPMC

Eileen Schmitt, RN, BSN
UPMC Presbyterian

Melanie Shatzer, RN, DNP
UPMC Center for Nursing Excellence and Innovation

Jennifer Stolar, RN, BSN, OCN
Magee-Womens Hospital of UPMC

Sue Svec, RN, BSN, CCRN
UPMC Presbyterian

Betsy Tedesco, RN, MSN, CEN, PHRN
UPMC Passavant

Renee Thompson, RN, MSN
UPMC Center for Nursing Excellence and Innovation

Karen Tosten, RN
UPMC Bedford

Alana Urban, RN, MSN, CCRN
UPMC Passavant – Cranberry

Mary Vash, RN, BSN
UPMC Presbyterian

Sasha West, RN, BSN
Western Psychiatric Institute and Clinic of UPMC

Mary Ann Williams, RN, BSN
UPMC Mercy

Grace Michele Winter, RN, BSN
UPMC St. Margaret

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The listings of systemwide councils in this report are not all-inclusive. We recognize and value the many contributions of the 2009 and 2010 members of all nursing councils.
UPMC NURSE RECRUITERS

UPMC has many nursing opportunities available in a variety of settings and locations. For more information about UPMC Nursing careers e-mail one of our recruiters below at nurse@upmc.edu.

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