



Pathways to Excellence



Message from the Chief Nurse Executive

It has been another wonderful year for nursing at UPMC. Your dedication to patients and families, your colleagues, and the profession has been tremendous. I am so proud to be part of this amazing nursing team. Your 2012 accomplishments are so numerous that it would be impossible to mention them all. Some of the highlights include:

- UPMC was named to *U.S. News & World Report's* Honor Roll of America's Best Hospitals, ranking in the top 10 among the thousands of eligible hospitals nationwide.
- Children's Hospital of Pittsburgh of UPMC achieved Magnet® Designation.
- UPMC Shadyside School of Nursing was redesignated as a Center of Excellence by the National League for Nursing (NLN).
- The UPMC Nurse Residency Program was awarded the 2012 Achievement Award from the Hospital and Healthsystem Association of Pennsylvania.
- 96 percent of all UPMC nurses have been integrated into the **My Nursing Career**.
 - 95 nurses earned a Bachelor of Science in nursing.
 - 1,349 nurses earned promotions and/or had career ladder movement.
- The career ladder for nursing support staff, called My Career: Patient Care Support, was launched, impacting more than 2,000 employees.
- More than 750 nurses celebrated Nurses Week at the **2012 Nurses Week Conference: Nurses: Advocating, Leading, Caring**.
- Approximately 1,100 contact hours were awarded for nurses participating in continuing education at our **System Nursing Grand Rounds**.
- More than 7,000 nursing student experiences were completed at UPMC locations.
- Curriculum standardization continues at the three UPMC Schools of Nursing.
- UPMC nurses precepted 106 summer student nurse interns.
- More than 400 UPMC nurses participated in the Nursing Peer Review Series that analyzes complex patient case scenarios using best evidence.

- UPMC Nursing collaborated with Human Resources and launched a leadership pilot program.
- UPMC Academic Service Partnership Council activities were showcased nationally, including:
 - AONE 45th Annual Meeting and Exposition podium presentation
 - American Association of Colleges of Nursing Master's Education Annual Conference podium presentation
 - Keynote address for the Parson's Lecture Series at the University of South Carolina
- More than 1,500 nurses were hired, and approximately 450 of our hires were previous employees who returned to UPMC.
- UPMC nurses were selected to showcase outcomes with three podium presentations and eight poster presentations at the AONE 45th Annual Meeting and Exposition; more than any other hospital or health system at this national conference for two consecutive years.
- The eRecord PACU/Frequent Assessment Documentation Optimization Project achieved a 31 percent reduction in required documentation fields.
- Nurses reported having presented 67 podium and professional presentations at various international, national, regional, and local conferences.
- Nurses published 17 articles and two book chapters.
- Nurses volunteered at various community events and programs throughout the region.

As we begin a new year, in this issue of *Pathways to Excellence*, I thought it would be important to recognize your accomplishments and share with you the outline of our strategic plan, the roadmap for our successful future (see Strategic Plan article in this issue). This plan was developed in collaboration with the various nursing leaders across the system. Together we can make our future the best yet.

Happy New Year!

Holly L. Lorenz, MSN, RN
Chief Nurse Executive, UPMC

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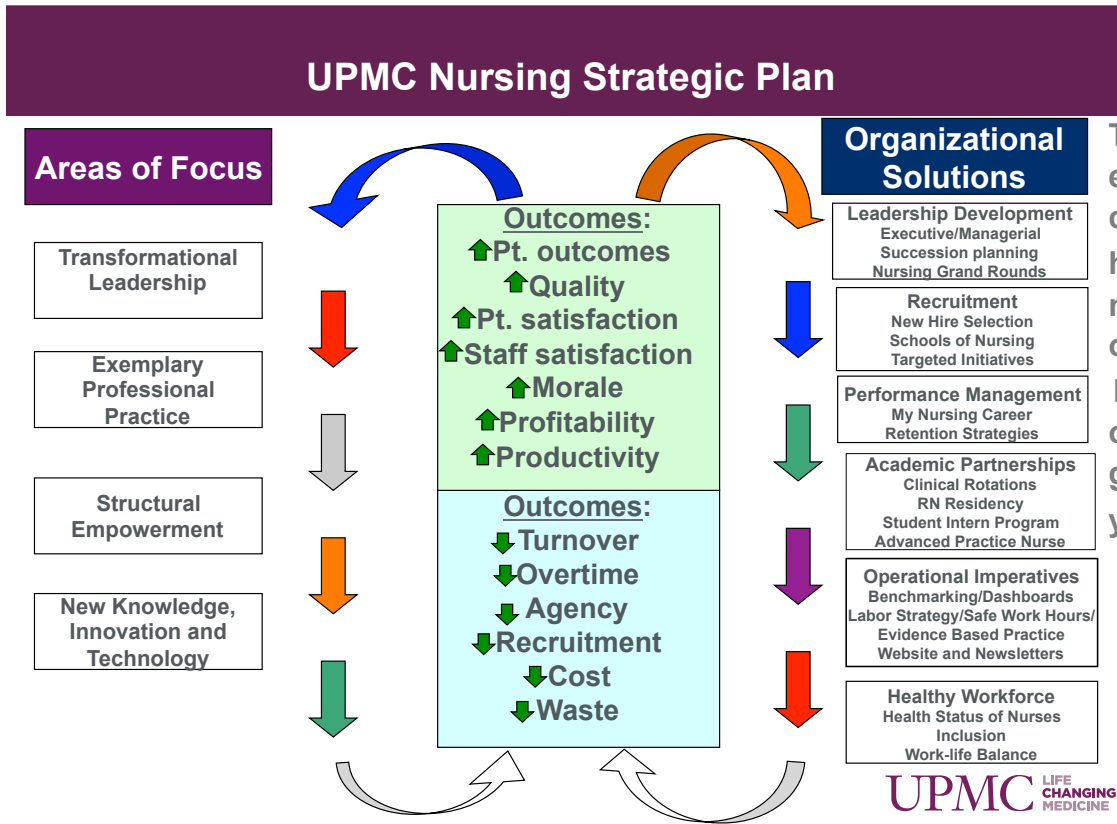
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UPMC Nursing Vision

UPMC Nursing will 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.

Overview of UPMC Nursing Strategic Plan



population management with the health plan and redesigning the coordination of care for our patients.

Exemplary Professional Practice is the essence of nursing practice. The ANCC defines exemplary professional practice as “a schematic description of a system, theory, or phenomenon that depicts how nurses practice, collaborate, communicate, and develop professionally to provide the highest quality care for those served by the organization.” In this section, the focus is on the care delivery system, staffing, scheduling, budgeting processes, the culture of safety, diversity, workplace advocacy, quality

This graphic represents the outline of the UPMC Nursing Strategic Plan.

The UPMC Nursing Strategic Plan is organized into three sections: Areas of Focus, Organizational Solutions, and Outcomes. During a retreat this past year, the chief nursing officers’ Leadership Team and more than 100 UPMC nurse leaders collaborated to build our plan for the future.

I. Areas of Focus (based upon the American Nurses Credentialing Center’s (ANCC) Magnet® Model)

Transformational leadership focuses on leading people where they need to be, which may be different from where they want to be. At UPMC, we believe that every nurse is a leader. UPMC nurses are leading patients, staff, peers, and/or colleagues each and every day. This leadership belief is instilled at orientation and then reinforced during the Nurse Residency Program for newly licensed and hired UPMC nurses. We build upon this foundation throughout the nurse’s career with our various professional development programs. Transformational leadership also centered on the knowledge and skills needed to manage the controlled destabilization and rapidly changing health care environment. Examples across the care continuum may include managing complex patient assignments for bedside nurses, managing the care for a panel of patients for ambulatory care, providing

care monitoring, and improvement. This integrates the art and science of nursing.

Structural Empowerment is the Magnet® Model component that addresses how an organization’s structures and processes support and encourage a strong professional practice, as well as innovative efforts to improve outcomes and address organizational priorities. This is demonstrated by nurses having a positive image in the community, as well as in the workplace. Building relationships and partnerships across the care continuum is essential. Examples include shared governance councils, the My Nursing Career ladder, physician partnerships, policies, and community involvement.

New Knowledge, Innovation, and Technology focus is on the integration of evidence-based practice and research into clinical and operational processes. This also includes how we leverage the use of technology to support our practice which includes, but is not limited to, the electronic health record. UPMC is fortunate to be nationally recognized for our technological advances in health care.

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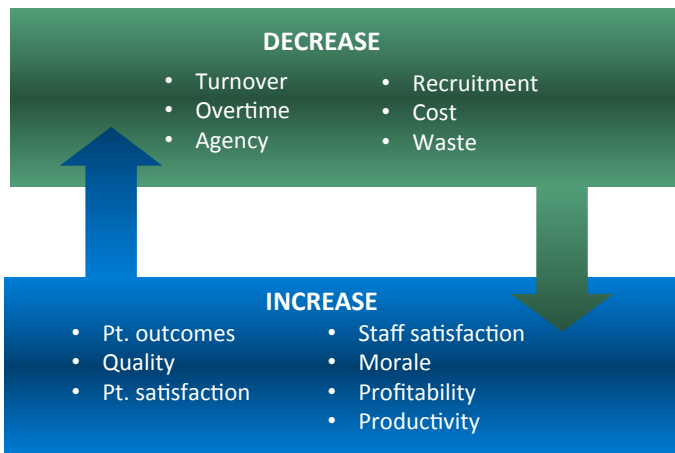
II. Organizational Solutions are the tactics we use to achieve our outcomes. The key operational imperatives listed under the organizational solutions section supports one or more areas of focus discussed earlier. These strategies are continuously being updated and evaluated to validate they are meeting the needs of our patients, employees, and the rapidly changing health care environment. The arrows represent the movement and portability of the various outcomes and programs across the system.



This graphic lists the strategies and tactics under their respective areas of focus for the UPMC Nursing Strategic Plan.

III. Outcomes

At the core or center of our strategic plan are our expected outcomes. Together we should be striving to make an impact in these areas of focus each and every day.



We will continue to highlight our various tactics and accomplishments. Your individual and collective support is essential to achieving our outcomes and realizing our strategic plan.

Save the Date

2013 UPMC Nurses Week Conference

Wednesday, May 1, through Friday, May 3, 2013

Herberman Conference Center
at UPMC Cancer Pavilion, UPMC Shadyside

**It Takes a Community:
A Nurse's Partnership to
Improve Children's Health**

By Tim Powell, RN

According to the Centers for Disease Control and Prevention, childhood obesity has more than tripled in the past 30 years. As a youth's lifestyle and approach to health becomes more intricate, it takes more than a community to raise a child. It takes the community, the scholastic system, and the health care facility to be involved in an attempt to rectify this epidemic of child obesity. As a registered nurse, I began to become more aware of the growing epidemic affecting our youth. I began presenting slide shows on healthy eating and exercise to children at summer youth camps and summer free food programs around the city. The UPMC Heart and Vascular Institute (HVI) took notice of my efforts.

The HVI has an understanding of the risk factors that underlie the development of child obesity. With the collaboration of myself, HVI cardiologists, UPMC registered dietitians and physical therapists, and registered nurses, the HVI has developed a program dedicated to encouraging children's health. The Children's Health and Nutritional Goals and Education (CHANGE) program was created to positively impact cardiovascular health in the community by reaching children. The program includes nutritional and physical education curriculum that can be implemented in schools for grades kindergarten through ninth. The program also features nutritional and physical education workshops for parents, as well as schools. Workshops include topics such as teaching the proper way to read nutritional fact labels and understanding how "Choose My Plate" works for children. The CHANGE program emphasizes collaboration among schools, communities, and health care providers to promote a healthy lifestyle, including lowering BMI in young children. The CHANGE program is a part of HVI's community outreach program called COACH or Community Outreach and Cardiovascular Health.

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Upon trying to implement the CHANGE program, it was found that some local charter schools did not have a structured curriculum of physical education and nutrition through health classes. One local charter school in particular, the Urban League of Greater Pittsburgh Charter School, had been seeking a structured curriculum similar to HVI's CHANGE program. In addition to wanting such a curriculum, the school had an issue of not having adequate equipment for the children. As an initiative to implement the CHANGE program and revitalize community efforts in the area, HVI decided to provide funding for the cost of equipment for the school and create an activity center on the school's property.

Money was raised by HVI through fundraising efforts within the hospital, as well as the Urban League of Greater Pittsburgh Charter School. More than \$10,000 was raised and the school now has a vibrant activity area with push-up bars, pull-up bars, a workout bench, balance beams, and a knee-up apparatus. The combination of the CHANGE program and the activity center has allowed the school to provide a means of health awareness for children that couldn't be done previously. A ribbon-cutting ceremony was recently held to celebrate the new activity area and the beginning of the school's ambitious efforts to decrease childhood obesity and to celebrate students' greater awareness of healthy living.

Read the *Pittsburgh Courier* article detailing this project. ■



Building Bedside Curiosity at UPMC Hamot

By Deb Hess, RN, MSN, CNS

How essential it is to build a culture of clinical curiosity in order to move the practice of nursing forward. At UPMC Hamot, we are creating an environment that fosters this kind of approach. Our efforts have resulted in the following programs:

Intro to Evidence-Based Practice (EBP)

I speak to every group of new nurse hires during our hospital-wide nursing orientation program, encouraging them to bring their curiosity to the bedside, asking them to question why an intervention is not improving the patient's condition, and coaching them to think about what could be done differently. I review the EBP model and let them know that there is a process and a place to take their clinical questions. I share examples of practice changes that nurses have made across the country and at UPMC Hamot. We have created a video that I use to show how our nurses have improved practice. This "Intro to EBP" is a crucial building block in our approach, as it conveys the message that we are the kind of organization that expects and encourages this type of behavior.

EBP Council

Prior to this year, I was the chairwoman of the hospital-wide EBP Council. This year, we transitioned to staff nurses leading the councils. Our EBP Council developed the EBP model and guidelines, created worksheets for appraisal of research and non-research articles, and developed the EBP Council members' knowledge of EBP and research processes. We count on the nurses of this council to communicate what goes on at the meetings to the nurses on their units and to bring back the concerns of the nurses to our council.

Nursing Research Workshops

I have worked with the director of Staff Development, Jean Bulmer, to develop a workshop to teach nurses about evidence-based practice and research. The course consists of two, four-hour sessions in which we clarify the differences between EBP, research, and quality improvement. We discuss the different types of research, provide coaching on how to do a literature review, and work on how to read and critique a research study. There are many group activities designed to help build skills and confidence.

Nurse Research Residency Program

We initiated the first Nurse Research Residency Program in November 2010. Nurses must submit an application with an identified area they would like to pursue, in order to be considered for the program. The residency provides bedside nurses time — eight hours every other week for 12 weeks — to work on their project with the guidance and direction of advanced practice mentors. Two of our MICU nurses

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Currently there are 270 senior nurses involved in 190 senior projects at various stages of development at UPMC Hamot. These projects cover a wide range of topics, such as prevention of pressure ulcers, early recognition of sepsis, compliance with core measures, and improving pain management.

It is an exciting time for nursing at UPMC Hamot. We are committed to providing the best care to our patients. Growing into a culture of bedside curiosity is the first step in this process.

Community Education Classes: An Important Strategy to Teach Patients After Discharge

As nurses, one of our primary responsibilities is to teach our patients to care for themselves after discharge. Because time is precious during the hospital stay, it is difficult to do extensive teaching. Consider referring your patient to a community education class after discharge. Diabetes management, healthy nutrition, and postpartum care are a few of the many classes UPMC offers to patients.

A new UPMC Classes and Events webpage was launched recently. Consumers can log in to UPMC.com/classes, search for an upcoming class or event, including support groups, and register online. If a course requires a fee, it can be paid online with a credit card. Consumers receive reminder emails and confirmation of their scheduled class. The webpage also can be found at UPMC.com under Patient & Visitor Resources.

Please encourage your patients to search the webpage to see what offerings are available. Your recommendation may influence your patient to attend a class and get the important information they need after discharge. ■

pursued a research study on improving outcomes with sepsis patients. This grew from their experiences in caring for these patients and their passion for improving their care. As a result of their efforts, survival and disposition to discharge has improved. These nurses, Kim Raines and Lisa Hurst, will present their work at the next National Teaching Institute Conference.

Nell Nipper is the nurse educator for UPMC Hamot Women's Hospital. She has been instrumental in involving her L&D and NICU nurses in implementing the latest evidence-based practices. Three evidence-based projects by this group of nurses were accepted as poster presentations at the Academy of Neonatal Nursing Mother Baby Conference in Chicago in September, and at the Obstetrics Conference in Pittsburgh in October.

Research Days

UPMC holds a two-day event to showcase our research studies and evidence-based initiatives each year in April. Posters are displayed and oral presentations are given by residents, fellows, medical students, student nurse anesthetists, and nurses. Nursing has a real presence at this event, with 14 to 20 posters each year coming from nurses in a variety of specialties.

The posters "Use of ECG Guidance to Confirm Accurate Positioning of PICCs" by the Vascular Access Nurse Team and "Minimizing Blood Waste When Drawing Blood from PICCs" by Rebecca Jeannette, MICU, are just two examples of projects presented at this year's Research Days. ■



Congratulations to our 2012 Cameos of Caring Award Recipients

UPMC has more than 12,000 nurses who are committed to compassionate care and dedicated to achieving the best possible patient outcomes. On Saturday, Nov. 3, 33 of these extraordinary nurses will be honored at the 14th Annual Cameos of Caring® Awards Gala at the David L. Lawrence Convention Center.

Sponsored by the University of Pittsburgh School of Nursing, Cameos of Caring recognizes exceptional nurses who are committed to quality patient care. This prestigious awards program serves to increase public awareness about the nursing profession and strives to encourage a new generation of nurses to meet the demand for excellence in health care.

UPMC's awardees:

- **Meg Allin**, UPMC Hamot
- **Brian Bachowski**, UPMC East
- **Helen Baker**, UPMC Senior Communities
- **Nancy Broadway**, Magee-Womens Hospital of UPMC
- **Paula Jo Calhoun**, UPMC Bedford Memorial
- **Susan DeRubis**, UPMC Presbyterian
- **David Dziamniski**, UPMC Shadyside
- **Diane Lynn Hranicky**, Western Psychiatric Institute and Clinic of UPMC
- **Maryann Hunt**, UPMC Horizon
- **Jenna Rose Jasek**, UPMC McKeesport
- **Fiona Kirwan**, UPMC Beacon Hospital
- **Denise Koch**, UPMC St. Margaret
- **Joyce Marasco**, UPMC Rehabilitation Institute
- **Teresa Mingrone**, Children's Hospital of Pittsburgh of UPMC
- **Ed Monroe**, UPMC Mercy
- **Julie Neuhart-Haught**, UPMC CancerCenter
- **Vito Ranieri**, University of Pittsburgh Physicians Department of Anesthesiology
- **Nicole Santucci**, UPMC Passavant
- **Dawn Scagline-Valentino**, UPMC Visiting Nurses Association
- **Tammy Thomas**, UPMC Northwest
- **Giusy Vaglica**, ISMETT

Advanced Practice Awardees:

- **Kellie Antinori-Lent**, UPMC Shadyside
- **Mary Reilly Burgunder**, UPMC Visiting Nurses Association
- **Aaron Ostrowski**, University of Pittsburgh Physicians Department of Anesthesiology
- **Anne Pedersen**, UPMC Hamot
- **Ellen Reynolds**, Children's Hospital of Pittsburgh of UPMC
- **Lisa Simonian**, UPMC Hamot
- **Kristine Keefer Wolff**, UPMC Presbyterian

Donate Life Awardee:

- **Christine Angeletti**, Children's Hospital of Pittsburgh of UPMC

Nurse Educator Awardees:

- **MaryDee Fisher**, UPMC St. Margaret School of Nursing
- **Wendeline Grbach**, UPMC Shadyside School of Nursing
- **Mayra Toney**, Mercy Hospital School of Nursing

Case Manager Awardee:

- **Diane Stapel**, UPMC Health Plan

Proceeds from the gala support the Cameos of Caring Endowed Nursing Scholarship, which helps nurses further their education.

This year's recipients of the nursing scholarship include:

- **Robert Bauer**, UPMC McKeesport
- **Stephanie Deible**, UPMC Shadyside
- **Mandy Droppa**, UPMC Mercy
- **Angela Panos**, UPMC Presbyterian
- **Marsena Pelton**, UPMC CancerCenter
- **Carrie Pierce**, UPMC Shadyside
- **Brittany Quattrone**, UPMC Mercy
- **Laurie Ratica**, UPMC Shadyside
- **Kerry Ryan**, UPMC Presbyterian
- **Jessica Sarno**, UPMC Shadyside
- **Jessica Schaefer-Hensler**, UPMC Mercy
- **Amy Walsh**, UPMC
- **Carmen Wilson**, UPMC Shadyside

UPMC Preceptor Academy Holds Continuing Education Event on Crucial Conversations

The UPMC Preceptor Academy was initiated for the purpose of supporting and celebrating our exemplary preceptors. The mission of the academy is to develop, empower, and recognize successful preceptors through respectful communication, education, and support. The first class of the Preceptor Academy was inducted earlier this year.

Staff nurses who serve as preceptors and who perform at the superior/top performer level were nominated for membership in the Preceptor Academy early last spring. Inductees commit to participating in at least two of the three annual continuing education events. The first event, the induction celebration, was held in May 2012 with a reception at the University Club in Pittsburgh, and a continuing education offering on developing one's own professional portfolio.

The second Preceptor Academy event was held in November 2012 at the Passavant Hospital Foundation Conference Center. Susan Hoolahan, chief nursing officer and vice president of Patient Care Services at UPMC Passavant presented an overview of crucial conversations. A crucial conversation is between two or more people when the stakes are high, opinions vary, and emotions run strong (Patterson, Gremny, McMillian, & Switzler, 2002). Cathy Witsberger, advanced practice nurse, UPMC Presbyterian, discussed essential elements of giving feedback.

The most popular segment of the afternoon was a video portrayal of an orientee who is struggling with his clinical decision-making and prioritization. The video shows a conversation between his preceptor and another nurse about giving him the necessary feedback regarding his progress. The following staff starred in the video: Fred Tasota, advanced practice nurse, UPMC Presbyterian, as the orientee; Brenda Smith, instructor, UPMC Shadyside School of Nursing, as the staff nurse; and Lauren Saul, advanced practice nurse, UPMC Shadyside, as the preceptor. The video was directed by Wendy Grbach, instructor, UPMC Shadyside School of Nursing, and was filmed at UPMC Shadyside School of Nursing's Simulation Lab.

Wendy Lucas, advanced practice nurse, UPMC Shadyside, led the Preceptor Academy participants in staying vigilant in monitoring orientee progress during orientation. Participants began to draft a unit-specific orientation blueprint for their units with Wendy's guidance. Denise Petras, director, Organizational Development, Nursing Education for UPMC Presbyterian, finished the afternoon's program with a discussion of capturing performance through documentation.

The final continuing education program for this year's Preceptor Academy inductees will be held Thursday Jan. 10, 2013, and will focus on mentoring.

We are preparing for opening nominations for the 2013 Preceptor Academy. Staff who consistently perform at the superior or top performer level, and who have completed a formal preceptor or clinical coach class, may be nominated by their unit directors. Please check with your nursing education team for dates of upcoming clinical coach and preceptor classes. ■



Nurses can reduce a growing UPMC expense by placing soiled linens in blue bags

UPMC hospitals use an incredible amount of towels, sheets, washcloths, patient gowns, and other types of linens to care for patients. When linen is lost or misused, UPMC pays a shortfall charge to its linen provider. Recently, that shortfall charge has grown to become

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a significant expense totaling hundreds of thousands of dollars per quarter. “This is money that can be better spent in other ways, such as staff development, support, and education or equipment purchases,” says Holly Lorenz, chief nurse executive, UPMC.

“Fortunately, there are simple steps we can take to eliminate these costly shortfall charges for linens.”

- Place all soiled linen in blue-colored soiled linen bags so it can be cleaned and reused.
- Regardless of the appearance of the linen, place it the blue soiled linen bag. Even linens soiled with blood or other bodily fluids should be placed in the blue bags.
- Do not place soiled linens in the red biohazard bags, nor in regular refuse containers. UPMC pays a separate rate to dispose of material in the red biohazard bags.

It is important to remember that Paris Companies of DuBois, Pa., which supplies linens for the majority of UPMC hospitals, charges UPMC for unreturned linens. “Nurses play a huge role in ensuring we can eliminate this shortfall charge by placing soiled linens in the blue bags. Thank you for your support for making this happen,” says Ms. Lorenz. ■

Nurses Helping Nurses: A Thank You from UPMC East

A warm holiday thank you to the many nurses who came out to UPMC East to help us open the hospital. When we opened in July 2012, we had many more patients than anticipated. Nurses from throughout the system, from almost every UPMC hospital, came to help us. Often they came without much notice which wasn't easy. They came with a smile and graciously took care of our patients and became part of our team. Thank you to all of you who came and especially those of you from Work Source and UPMC Shadyside who spent several months at UPMC East, by our side as partners during our opening. We couldn't have done it without you! ■



Nursing Research Guidance

Submitted by Jan Cipkala-Gaffin, PhD, and Betsy George, PhD, on behalf of the Nurse Research Advisory Committee

Are you involved in research or have plans to conduct a research study in the future? Do you know the first step to take? Contact the System Evidence-Based Nursing (EBN) Council. Each business unit has a representative on this council.

A subgroup of the EBN is the Nurse Research Advisory Committee. This group is composed of nurses from UPMC and nursing faculty members from academic partners. The committee's primary service is to review nursing research that will be conducted at UPMC. Prior to submission to the University Internal Review Board (IRB) research proposals must be approved by this committee. It is recommended that the nursing principal investigator submit their study at least two weeks prior to the council meetings which are held the second Tuesday of each month. If nurses are involved in any aspect of research please contact your council representative. Notification of the execution of a study requires approval by your business unit's CNO.

The ultimate goal of this process is to mentor staff in research and monitor research activities and associated resources across the organization. All members of the committee strive to uphold the ethics of research and to protect the patients and nurses involved in research studies.

Some recent examples of nurse-led research studies are:

- The Effect of Visitation in the PACU on Nurse Satisfaction.
- Sound Masking to Improve Patient Sleep.
- An Evaluation of the Effectiveness of Mindfulness-Based Stress Reduction (MBSR) on Lung Transplant Patients.

I SPY: Recognizing Nursing Colleagues Across UPMC

Children's Hospital of Pittsburgh of UPMC Awards

Congratulations to **Jessica Marson, RN**, for receiving the Richard L. Simmons, MD, Speak Up for Patient Safety Award.

Congratulations to **Evelyn Kurpiewski, RN**, for winning the Student Nurse Intern Essay Award.

Cheryl Martin, RN, BSN, CEN; Lorissa Zeli, BSN, RN; Cassandra Rennick, BSN, RN, CPEN; and Jeff Beveridge, BSN, RN, CPEN, took first place for their poster "Improving Pediatric Trauma: An Introduction to Role-Tagging and Role-Based Coordination Within the Trauma Bay" at the UPMC Trauma Nurses Conference in Pittsburgh.

Publications

Tracy Pasek, RN, MSN, CCNS, CCRN, CIMI; Jodi Licata, RN, MSN, CNL, CCRN; Julianne Balach, RN, BSN, CCRN; Marnie Burkett, RN, MSN, CCRN; Nicole Gargarella, RN, BSN, CCRN; and Coleen McSteen, RN, BSN, CCRN, authored "Showing We Care With Hugs and Kisses" in *Critical Care Nurse*, October 2012.

UPMC Hamot Awards

Nellann Nipper, BSN, RN-BC, was selected as the recipient of the Excellence in Neonatal Nursing Practice Award by the Academy of Neonatal Nursing.

Sandra Leamer-Newhouse, RN, WCC, was selected to receive the Outstanding Work in Diabetes Award at the WOW on Wounds Conference sponsored by the Wound Care Education Institute in Las Vegas, Nev.

Presentations

Debbie Hess, MSN, RN-BC, presented "Like Sands through the Hourglass — Caring for Your Patients with Aortic Stenosis" at the Heart of Matter Seminar in Erie, Pa.

Ann Dudenhofer presented "Smoking Cessation 101" at the Cardiac Rehab Forum in Erie, Pa.

Marci Bradley, MSN, RN, and Ginny Digello, MSN, RN, presented their poster, "Nursing Morbidity and Mortality Conferences" at the Pennsylvania Organization of Nurse Leaders 2012 Annual Leadership Symposium at State College, Pa.

Certifications

Julie Hewitt, RN, BSN, CCRN, MICU
Lynn Durst, BSN, RN-BC, Cardiovascular nursing, Cardiovascular disease management
Susan Antonucci, RNC-OB/EFM
Sherri Buczynski, RNC-MNN
Mindy Clark, RNC-MNN
Lauren Martin, BSN, RNC-NIC
Heather Maus, RNC-OB
Donna Raymer, RNC-OB

UPMC Mercy Degrees

Laura McNally, RN, 8E, received her bachelor's degree in nursing from Ohio University in December 2012.

Jennifer Rom, RN, 11E, graduated with her bachelor's degree in nursing from Chamberlain College in October 2012.

Courtney Stasko, clinician, 7F, received her master's degree in nursing from Waynesburg University in October 2012.

Awards

Jonathan Rent, RN, 9E, was chosen as the 2012 UPMC Dignity & Respect Champion for UPMC Mercy.

Congratulations to the nurses who received a 2012 UPMC Mercy ACES Award:

Robert (Bob) Byers, professional staff nurse, Emergency Department
Catherine Fasnacht, professional staff nurse, 9E
Theresa Leicht, professional staff nurse, Rehab
Laura McNally, professional staff nurse, 8E
Catherine Ortoleva, professional staff nurse, SDSC
Gwen Talkish, senior professional staff nurse, Emergency Department

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Certifications, Exams, and Licenses

Danuta Clonan, RN, ICU, passed the Adult, Pediatric and Neonatal Critical Care exam and received certification in October 2012.

Kelly Frank, RN, and **Laura McNally, RN**, both from 8E, completed the UPMC chemotherapy course.

Abby Di Gaetano, RN, ICU, passed the Adult, Pediatric and Neonatal Critical Care exam and received certification in October 2012.

Melissa Gates, RN, Postpartum, received her national certification in Maternal and Low-Risk Infant Nursing in September 2012.

Jen McDermott, RN, Emergency Department, passed her Certified Emergency Nurse exam in November 2012.

Katie Small, RN, NICU, recently received her national certification in neonatal nursing.

The following registered nurses are now certified breastfeeding counselors:

Tammy Allietta, Labor and Delivery

Danielle Bassett-Hilgert, OB/GYN

Erin McKenzie, OB/GYN

Amy Milcic, Labor and Delivery

Debbie Newell, NICU

Jessie Paclawski, OB/GYN

Nancy Pettengill, Center for Nursing and Patient Education

Susan Slater, Labor and Delivery

Peggy Stein, Center for Nursing and Patient Education

Amie Teyssier, OB/GYN

Vicki Vukelich, Labor and Delivery

Dee Walter, OB/GYN

Joanne Walther, Postpartum

Stephanie Wilkinson, OB/GYN

Darlene Zuk, NICU

Presentations

Rashida Henderson, clinician, 12E; **Jason Mittenzwey**, clinician, ICU; **Kim Rogers**, unit director, 12E, and **Frank Ricci**, clinical operations fellow, UPMC Center for Nursing Excellence and Innovation, presented “Enhancing Staff Engagement and Improving Patient Outcomes Through the Development of a Unit-Based Shared Governance Model” to the directors at UPMC Senior Communities in November 2012.

Gwen Talkish, RN, Emergency Department, presented “When Critical Seconds Count,” to the Inclusion and Diversity Council in December 2012.

The following nurses presented at the UPMC St. Margaret Fall Innovation Summit: Hot Topics in Nursing in October 2012:

Toni Heinen, RN, ICU, and **Aimee Skrtich**, unit director, ICU, did a podium presentation related to ICU mobility.

Rashida Henderson, clinician, 12E, and **Jason Mittenzwey**, clinician, ICU, did a podium presentation related to unit-based shared governance.

Kathy Morouse, informatics nurse, did a podium presentation, “Use of Smart Phones in the Clinical Setting: The UPMC Mercy BlackBerry Project.”

UPMC Passavant Awards

Kathryn Fowler, MLS, RNI, received the Nightingale RN-BSN Scholarship at the Nightingale Gala in October 2012. She has been accepted to Waynesburg University’s MSN — Informatics program to begin in January 2013.

UPMC Shadyside Presentations

UPMC Shadyside staff presented at the 2012 American Nurses Credentialing Center Magnet® National Conference in October 2012:

Kellie Antinori-Lent, MSN, RN, CDE:

“Empowering Nurses: One Article at a Time”

Jennifer Choura, MSN, CPAN: “Mobile Technology Use in the Perianesthesia Area to Increase Patient and Family Satisfaction”

Lenore Costello, DNP, RN: “Critical Incident Stress Management Team Development”

Leeanna McKibben, MSN, RN: “Utilizing the Forces of Magnetism to Establish a High-Performing New Nursing Unit”

Kelly Neal, DNP, FNPBC: “The Magic of HELPing Geriatric Patients”

Lenore Costello will be presenting her abstract “Critical Incident Stress Management Team; Creating a Magnetic Environment Through Staff Support Satisfaction” at the Seventh Annual Nursing Quality Conference.

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Jody Feigel will be presenting her abstract “Expanding the Clostridium Difficile Infection Prevention Bundle to Include Patient Hand Hygiene” at the Nursing Innovation Summit Fall 2012: Hot Topics in Nursing.

Awards

Lori Massaro, clinical supervisor, Stroke Management, UPMC Presbyterian Shadyside, received the 2013 Mary Ann Scully Excellence in Nursing Award from the American Heart Association.

Linda Armstrong, BSN, RN, RIC Nurse – Resource Pool, received national recognition as a Mosby Protector Superhero, nominated and selected by her colleagues and other nurses nationwide.

Certifications

Lindsey Semler, RN, CCRN, CEN
Coretta Bentz, BSN, RN, CCRN
Tamara Moon, BSN, RN
Catherine Michael, RN, PICC
Katherine Chorik, BA, RN, OCN
Sandra Babik, BSN, RN, CMSRN
Eileen Schmitt-Metz, BSN, RN, CCTN

Congratulations to **Shelley Watters, DNP, RN, NEA-BC**, and **Trish George, BSN, MSOL, RN, NEA-BC**, for earning their NEA-BC certification.

UPMC St. Margaret Presentations

Janine Sharer, MSN, RN, presented “Theater in the Round: Using Role Playing to Improve Patient Satisfaction Scores” at the American Nurses Credentialing Center Magnet® Conference in October 2012.

Aleta Himes, RN, CMSRN, CGRN, gave a podium presentation titled “Celiac Disease: Is It Just Another Allergy?” at the Society of Gastroenterology Nurses and Associates 40th Annual Course.

Mary Barkhymer, MHA, MSN, RN, CNOR; **Lisa Lehman, MSN, RN**; and **Theresa Calderone, EdD, Med, MSN, RN-BC**, presented their poster “Nurse Communication — A Place Where Caring and Technology Meet” at the SWPONL 2012 Annual Educational Conference.

Mary Barkhymer, MHA, MSN, RN, CNOR, and **Jay Wright, MSN, RN**, presented their poster “Building a Collaborative Culture with Nursing Peer Review” at the Southwestern Pennsylvania Organization of Nurse Leaders 2012 Annual Educational Conference.

Doris Cavlovich, MSN, RN, CCRN, presented her poster “The Experience of Workplace Violence by Student Nurses” at the Professional Nurse Educator Group (PNEG) 39th Annual Conference.

Mary Dee Fisher, DNP, RN, CPN, presenter her poster “Professional Value Development in Pre-Licensure Nursing Students” at the Doctor of Nursing Practice Conference, CHP Conference, and the 39th Annual Professional Nurse Educator Group Conference.

Judith Tinelli, MSN, RN, ONC, CNL, CRRN, and **Theresa Robosson, BSN, RN**, presented their poster “Prep for the Discharge Day” at the Association of Rehabilitation Nurses National Conference.

Judith Tinelli, MSN, RN, ONC, CNL, CRRN, was elected Secretary for the Association of Rehabilitation Nurses Southwestern PA Chapter in May 2012.

Certifications

Michelle McClain, RN, CMSRN
Becky Jahn, RN, CMSRN
Megan Rupp, BSN, RN, CMSRN
Judy Giannuzzi, BSN, RN, ACM

Degrees

Sharon Fritzeley MSN, RN, received her master’s degree in nursing in August 2012.

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DAISY Award Recipients

The DAISY Award for Extraordinary Nurses recognizes the “super-human work nurses do every day.” DAISY nominees 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 DAISY recipients:

Children’s Hospital of Pittsburgh of UPMC

Mark Walter, RN: Transport
Patty Sapp, RN: 7C
Cindy Earnest, RN: 9B

UPMC Hamot

Lisa Simonian, DNP, CRNP, SANE, Emergency Department
Kristen Rowles, BSN, RN-BC, Hip and Knee Unit
Emily Griffin, BSN, 4 South
Lauren Martin, BSN, RNC-NIC, NICU

UPMC Mercy

Ruth Zabielski, RN, TBC

UPMC Shadyside

Irene Vogel, PACU
Carmen Wilson, 3 Main
Madelyn Clark, 3 Main
Kelly Nicely, 3 Main

UPMC Shadyside School of Nursing

Lori Bednarz
Susan Moore

UPMC St. Margaret

Carol Blehi, RN, Operating Room
Andrew Ruffner, RN, Emergency Department
Margaret Runco, RN, ONC, 4B

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Have a story idea?
 Contact Dawndra Jones at
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