



# Pathways to Excellence



Dear Nursing Colleague,

It is with great pleasure that I recognize the accomplishment of Children’s Hospital of Pittsburgh of UPMC for achieving Magnet® status and UPMC Shadyside School of Nursing for its redesignation as a Center of Excellence.

Children’s Hospital of Pittsburgh joins UPMC St. Margaret and UPMC Shadyside as UPMC’s latest hospital to receive Magnet® status. The announcement came on July 18, 2012, in front of a packed room of hospital employees via a conference call with Diane Hupp, chief nursing officer of Children’s Hospital, and Patricia Reid Ponte, DNSc, RN, NEA-BC, SAAN, chair of the commission for the Magnet Recognition Program®. I encourage you to watch the video of the announcement [on Infonet](#); it was truly a momentous occasion.

The focus of the Magnet journey is to recognize hospitals, and particularly their staffs, that have achieved excellence in innovative nursing practice, cultivated shared governance, provided professional development for nursing staff, delivered outstanding patient care outcomes, and fostered evidence-based practice.

Similarly, in the realm of nursing education, the National League for Nursing (NLN) recognizes schools of nursing with the Center of Excellence designation for achieving a level of excellence in one of three categories:

- Creating Environments That Enhance Student Learning and Professional Development
- Creating Environments That Promote the Pedagogical Expertise of Faculty
- Creating Environments That Advance the Science of Nursing Education

As stated by the NLN, “This recognition is designed to distinguish those schools that: demonstrate sustained, evidence-based, and substantive innovation; conduct ongoing research to document the effectiveness of such innovation; set high standards for themselves; and are committed to continuous quality improvement.” UPMC Shadyside School of Nursing will be recognized at the NLN’s annual Education Summit in Anaheim, California, on Sept. 21.

Whether your facility has achieved Magnet status, has been designated as a Center of Excellence in nursing education, is on the journey to Magnet, or most importantly, is surrounded by these pillars of nursing excellence in your own work environment, all of us should strive to impact patient care and our professional practice every day by using the guiding principles of Magnet.

Please join me in continuing to promote the pillars of Magnet and the continuous quality improvement of nurse education at UPMC, as well as congratulating our colleagues on their outstanding achievements. This issue of *Pathways to Excellence* will highlight and honor the journey toward excellence of Children’s Hospital of Pittsburgh of UPMC and UPMC Shadyside School of Nursing.

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

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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.

# Children's Hospital of Pittsburgh of UPMC: Journey to Magnet® Designation

*Written by Diane S. Hupp, MSN, RN, Vice President, Patient Care Services, and Chief Nursing Officer*

Staff and leaders at Children's Hospital of Pittsburgh of UPMC began a journey to Magnet® designation several years ago. The plan was conceived by the chief nursing officer many years ago, and supported by the board of trustees, president, executive colleagues, and nursing leadership of Children's Hospital. The initial step of our journey was education, which occurred November 2009 through February 2010. During this time, the CNO and Magnet program director (MPD) together provided face-to-face education to nearly every employee at required Magnet educational meetings to gain support and ensure knowledge of the Magnet program, and more importantly, to promote continuing higher levels of achievement. Additionally, the CNO and MPD attended all faculty meetings to make brief presentations. The topics included why Magnet is important, including the research that has demonstrated that Magnet hospitals have better work environments, better patient and nurse outcomes, higher RN retention, lower mortality and failure-to-rescue rates, and higher emphasis on nurse advancement. In addition, the CNO's education to staff and faculty included examples of outcomes studies, the four components of the model, and a plan and timeline describing how Children's would achieve Magnet designation over the next two years.

In April 2011, Children's Hospital submitted the formal application to the American Nurses Credentialing Center. It was accepted, and Children's was given 24 months to document the 88 sources of evidence. Volunteers were solicited from across the organization to serve on councils to participate. Impressively, more than 400 members, including physicians, responded. A structure was immediately developed that included five councils led by nurse champions:

- Transformational Leadership Council
- Structural Empowerment Council
- Exemplary Professional Practice Council
- New Knowledge, Innovations, and Improvements Council
- Magnet Champions Council

All councils were interdisciplinary and included members from all areas of the hospital. Magnet champions included representatives from every department, and were instrumental in communicating the progress of the journey to their respective departments. Although

Magnet is certainly the highest honor an organization can achieve for nursing excellence, Children's executives, along with the CNO, emphasized that Magnet designation would be an organizational achievement. The CNO also stressed that Magnet is about culture and work environment; about taking empowerment of the nurses and shared governance to the next level; ensuring that collaborative, interdisciplinary relationships exist among all areas; focusing on nurse professional development; and generally setting the highest standards for our staff and our patients and families.

In September 2010, five nurses were chosen from a large volunteer group to write the supporting document. Drafting took place from November 2010 through March 2011. Additional writing, outcome analysis, and editing by the MPD and CNO took place from March until mid-September, at which time the material (all 2,400 pages) was sent to the printer to be ready for an Oct. 1, 2011 submission.

Throughout the journey, the CNO had the opportunity to present at every monthly hospital leadership meeting, at which times council members and champions from different disciplines presented updates on outcomes and achievements as well. Empowerment and interdisciplinary collaboration were two essentials for raising the bar of excellence for Children's and achieving many of the outcomes.



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Whether it be quiet rooms, PRIDE parking on-site for staff as a means of recognition, enhanced visibility of our leaders, career fairs on-site to help support professional growth, or scholarships and fellowships, the voices of our staff have been heard and have made a difference in our work environment.

It was a thrilling day on July 18, 2012, when Pat Reid Ponte, chair of the Commission for the Magnet Recognition, called with the news of Children's receiving a unanimous vote for Magnet designation. Hundreds of staff and faculty gathered in the atrium of the hospital to hear the call, while others watched the webcast live. Magnet is truly about raising the bar of excellence for staff, patients, and families through leadership, empowerment, practice, and new knowledge. Children's Hospital is proud to say we have done that, and will continue to raise the bar even higher!

### **Transformational Leadership: Children's Nursing Administrative Fellowship**

Written by Heather L. Ambrose, DNP, RN, CPON, CPN, Director, Nursing Development, Service Excellence and Magnet

A Nursing Administrative Fellowship designed to provide knowledge and skills for becoming a transformational leader was implemented at Children's Hospital of Pittsburgh of UPMC as an empirical outcome of the Transformational Leadership (TL) Council. TL Council members made the recommendation to begin a fellowship for nurses interested in pursuing a leadership role. In addition, the recommendation was made to utilize the graduated fellows within the succession planning for nurse leaders within Children's. A task force of nurse leaders and TL Council members was created to develop and implement the fellowship.

The purpose of developing, implementing, and evaluating the administrative fellowship was to increase the knowledge of transformational leadership characteristics and develop leaders' style as transformational. Institutional Review Board approval was granted to measure knowledge and style transformation. Leadership style identification, transformational leadership characteristics, and methods to become a transformational leader were identified as concepts to be taught to nurses enrolled in the fellowship.

The basis of course content implemented for the fellowship utilizes the American Organization of Nurse Executives (AONE) nurse executive competencies, transformational leadership development curriculum, and outcomes data. The educational strategies include seminars, leadership training sessions, web-based education opportunities, and complementary educational opportunities. Application of the IOWA model of evidence-based practice was used to guide the development of the practice change project. Effectiveness of the fellowship is measured through the Multifactor Leadership Questionnaire™ (MLQ) and the transformational leadership knowledge assessment, which is completed both before and after the fellowship. Nurse leaders develop

skills to model the AONE nurse executive competencies and to develop transformational leadership characteristics, behaviors, and skills. The fellowship is supported through evidence demonstrating that educated and developed leaders create empowering care environments and a work culture that leads to positive patient safety outcomes.

Evaluation of the fellowship included the MLQ, from which the mean of each individual's subscales was utilized to analyze the data. Paired t-test results indicated the p-value was 0.2111 for the group of fellows, with a confidence interval of 95 percent. The Transformational Leadership Knowledge Assessment utilized a paired t-test results in which the p-value was considered statistically significant at 0.0029. The confidence interval was 95 percent. In addition, succession planning has advanced three participants to new positions at the hospital since the beginning of the fellowship.

### **Structural Empowerment Council: Health Care Education Career Fairs and Scholarships**

Written by Michele Carlson, MSN, RN, CPN, Unit Director, 7C Med/Surg

Children's Hospital of Pittsburgh of UPMC promotes continued formal education for nurses as a means of improving patient care and enhancing nurse retention. Children's Hospital's role in encouraging and aiding a nurse's professional development is part of the larger commitment to addressing the needs of nurses and patients.

The Structural Empowerment (SE) Council, in conjunction with the Patient Care Leadership Council, set a goal of increasing the number of nursing degrees awarded to staff by 2 percent for Fiscal Year 2011. To reach this goal, Children's has sought to improve the nursing staff's awareness of the continuing education options available to them.

In addition, the SE Council sponsored a Health Care Education Career fair in June 2010 for all employees, including nurses at all levels. Approximately 90 staff members attended and discussed education opportunities with the 15 colleges, universities, and technical schools that set up information stations. The Health Care Education Career fairs continue at Children's, with the most recent during Nurses Week in May 2012. The fairs have provided more than 250 staff members with opportunities to obtain information about additional formal education. Nurses with degrees have increased by 5 percent during our two-year journey; a total of 68 percent of Children's nurses now hold BSN or higher degrees. Nationally certified nurses have increased by 12 percent during the journey, reaching 40 percent of nurses.

The SE Council created the Nursing Excellence Scholarships to recognize and support the professional development of staff. The scholarships, funded by the Center for Nursing Excellence, are offered to encourage and support individuals pursuing or advancing a nursing career. Up to three scholarships are awarded biannually to employees entering the nursing profession, or pursuing a doctorate, master's

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degree, or bachelor's degree. Three \$500 scholarships were awarded during Nurses Week.

### Exemplary Professional Practice: Transport Ticket

Written by Margaret A. Lamouree, BSN, RN, CCN, Unit Director, Neonatal Intensive Care Unit

Children's Hospital of Pittsburgh of UPMC is committed to providing patient- and family- centered care. We believe that meeting the needs of our families helps us build better relationships and facilitates care delivery for our patients. The Exemplary Professional Practice (EPP) Committee recognized the anxiety and fear parents face when their child requires an emergent transport to Children's Hospital.

The Children's Hospital Transport Team provides outstanding clinical stabilization and care, but whether patients travel by ambulance, helicopter, or fixed-wing aircraft, the transport process often separates parents from their ill child. Our EPP committee wanted to convey to our transport families that we are anticipating their arrival, understand their anxiety and concern, and will work quickly to reunite them with their children. This multidisciplinary group carefully identified each step of the process families must go through before being reunited with their children, with a goal of removing obstacles and simplifying



the process. Working collaboratively, staff from the transport team, critical care nursing units, Welcome Desk, Hospital Police, Valet Parking, and the Patient Representative's office developed a streamlined process to expeditiously reunite families with their children.

A newly developed Transport Ticket will facilitate identification of these families as they arrive at our campus. This colorful brochure was developed to provide families with essential information, such as how to get to the hospital, where they can park, which entrance to use, which unit their child is being taken to, and hospital contact numbers. The Transport Ticket is completed by a Children's Hospital Transport Team member and hand-delivered to the parents before leaving the referral hospital. When the families arrive at Children's, they will be greeted by our parking valets and immediately directed to our hospital police officers, who will expedite the parent ID badge process and arrange for an escort to take the family to the child's location.

### New Knowledge, Innovations, and Improvements: New Knowledge Depot

Written by Kristen Straka, DNP, RN, CPN, Director, Education, Research and Professional Development

The use of best practices in patient care enables nurses to improve outcomes through evidence. To engage staff in the process of implementing practice changes, resources must be provided that enable staff to ask the right clinical questions. The New Knowledge, Innovation and Improvement (NKII) Council developed New Knowledge Depot rounds that provide these necessary tools. Members of the NKII Council round monthly on all nursing units, including inpatient, outpatient, critical care, and the Emergency Department, discussing with nursing staff their daily assignments and encouraging them to think of ways to improve practice. The team distributes items such as pens printed with the evidence-based practice and nursing research internal website link and the medical librarian's contact information. Advertising for New Knowledge Depot rounds are posted prior to the date so staff members who are not present during that time can submit questions cards that are collected during rounds. All clinical questions discussed during rounds are provided to the Advanced Practice Nurse for Evidence-Based Practice and Research, who ensures that the questions are addressed and practice changes are made, or projects begun to implement best practices.

Results of the New Knowledge Depot rounds have included practice changes and an increase in professional development opportunities. One particular practice change related to temperature measurement. Staff inquired about the accuracy of axillary temperatures, and whether there is a more effective method than rectal for healthy children, or those coming for same-day surgery or into the Emergency Department. This inquiry resulted in a project that, through research in the literature and a pilot, determined that the most effective method of temperature measurement in nonfebrile children is temporal. Dissemination of the results led to a policy change through education. ■

## Center of Excellence

Written by Marci Zsamboky

The UPMC Shadyside School of Nursing has received continuing designation as a National League for Nursing Center of Excellence in Nursing Education this year. As lead faculty member in charge of the school's successful efforts for both the initial designation in 2009, and the continuing designation in 2012, I have had the privilege of working with our faculty, students, and graduates to help unite the qualities that demonstrate the school's laudable commitment to student learning and professional development. As a result of these efforts, I have been appointed a consultant by the NLN to assist other schools of nursing to coordinate and execute their own plans for excellence initiatives.

Achieving a Center of Excellence designation in the student-centered category requires evidence that the faculty is exemplary in their efforts to promote a student-centered environment. This was easily supported by the faculty's ongoing collaborations with students, as well as demonstrations of faculty scholarship through innovative teaching styles and dissemination of these innovations at the national level. The school also has modeled process improvement methodology, and the students have replicated the methodology within their clinical agencies in unit-based projects that have often been adopted by units for sustained change long after the students have graduated.

The students were very active in the Center of Excellence process. They met with an NLN consultant during a scheduled visit to provide in-depth and honest perspectives of their experience at the school. They also submitted anecdotal reports, indicating how being a student at the school has impacted them. A significant part of the excellence documentation included narratives from program graduates. These narratives had a common theme: that the students' education at the

school had provided them with the tools necessary for seamless transition into practice. These testimonies are very powerful, because the graduates are in a position to objectively reflect on their education and its ability to prepare them for successful practice.

The UPMC Shadyside School of Nursing, rich in history yet innovative and evidence-based in current teaching methodology, will continue to impact nursing education across the country as a result of this distinguished honor. ■

### Words From the Director

"Receiving redesignation from the National League for Nursing as Center of Excellence in Nursing Education is the highest form of national recognition that a school of nursing can achieve. It is also the highlight of my professional career as a nurse educator," says Linda Kmetz, PhD, RN, executive director, UPMC Schools of Nursing, and director, UPMC Shadyside School of Nursing. "It was a thrill to accept the award three years ago. It will be more meaningful to stand among my esteemed colleagues in Anaheim this fall to accept a redesignation, because we have risen to the challenge of sustaining our initiatives."

For 2012, only six schools of nursing across the country were recognized by the NLN as Centers of Excellence. Awards in the category, "Creating Environments That Enhance Student Learning and Professional Development," are based on the school's sustained commitment to student-centered learning, strong student support services, and continuous quality improvement. Schools can apply for designation in two other categories: Promoting the Pedagogical Expertise of Faculty, and Advancing the Science of Nursing Education. Although UPMC Shadyside School of Nursing is committed to excellence in all three categories, the hallmark of the school is student-centeredness. - Examples range from developing and sustaining systems and processes that support admission to the school to maintaining lifelong relationships with graduates through membership in professional organizations, such as the Alumni Association.

"Being a hospital-based school has enabled us to develop robust relationships with our service partners. Our graduates are mentored by exceptional UPMC nurses and prepared to transition into practice," says Dr. Kmetz. "Our academic affiliation with Chatham University has been a significant asset to our school. Faculty members have opportunities for interprofessional collaboration with Chatham faculty, and students are able to earn a BSN by taking an additional 26 nursing credits, offered 100 percent online".



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## Students Share Their Stories

Joanne Vukotich, associate executive director for Recruitment, Admissions, and Student Support Services at UPMC Shadyside School of Nursing, regularly sees how being a Center of Excellence affects students. Two recent students offered heartfelt explanations of how it feels to be a student at UPMC Shadyside School of Nursing.

The first student wrote, “I feel that it is very important for the future of nursing to inform, educate, and develop well-rounded nurses to carry on such a respected profession. Support, empowerment, encouragement, and a strong structure definitely act as the glue that binds together such a well-respected nursing program.”

The second student sharing her story observed, “Nursing is not simply a field that requires knowledge; it is one that demands awareness and compassion. Care is the main foundation upon which the profession lies, and it becomes an essential ingredient in the formation of nursing educators and students. This concept is one that my school, UPMC Shadyside School of Nursing, endorses and practices daily. The curriculum is centered on professional development through evidence-based practices and diverse clinical experiences. The courses are specifically geared toward building on basics for application in acute care and specialties. This enables students to secure the fundamental knowledge first and foremost.”

Ms. Vukotich also praises the flexible nature of the school’s program. “Offering two start dates per year and a part-time option that is primarily evenings and weekends allows us to give students choices and opportunities to enter and successfully complete the program,” she says. Ms. Vukotich certainly can testify to the flexibility of the part-time program; she is a graduate of the evening/weekend program, which enabled her to become a registered nurse while employed full-time. ■

### Live United for a Greater Community

UPMC United Way Campaign 2012 kicks off Monday, Oct. 1. The campaign, which runs through Sunday, Dec. 9, gives us all a chance to make a difference in the lives of others. You can donate by cash, check, credit card, or payroll deduction, plus give up to 8 hours of PTO – all through My HUB. [Visit Infonet](#) for more information, or see your campaign manager.

## UPMC CELEBRATES DIGNITY & RESPECT MONTH

### in October

At UPMC inclusion begins with a core belief that everyone deserves dignity and respect. We hope that you will participate and support the activities throughout the month and encourage others to do the same.

- Enter the D&R Tips in Action Contest by submitting a story and a photo that shares a real life example that illustrates one of the 30 Tips. Send submissions to [inclusion@upmc.edu](mailto:inclusion@upmc.edu) and a prize for the best entry will be awarded each week in October.
- Attend a **Multicultural Food Celebration**, either by visiting a UPMC cafeteria on designated days or by hosting a celebration in your department and encouraging others to bring in a favorite dish unique to their heritage.
- Contribute to the **United Way Campaign**, either through a donation or by participating in a **Day of Caring**. Look for upcoming details in EXTRA.
- Encourage co-workers to send a **Thank You Card** to recognize fellow associates who go above and beyond to help them in a time of need.

To find out about business unit activities, contact your Human Resources Representative or your Employee Partnership Council representative.

## Make the most of your Total Rewards - Tuition Benefits Increased

Tuition assistance benefits increased for employees and their eligible dependent children starting with the fall 2012 semester. The maximum tuition assistance benefit for eligible full-time and flex full-time employees increased to \$5,000 (\$2,500 for regular part-time and job-share employees) per academic year.

The maximum tuition benefit also increased to \$6,000 for dependent children of eligible full-time and flex full-time employees (\$3,000 for regular part-time and job-share employees) attending the University

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of Pittsburgh, community colleges, or health care-related programs at technical schools.

Courses that began on or after Aug. 1, 2012 qualify for the new maximum. Benefit percentages and other components of the UPMC tuition assistance guidelines have not changed, including the maximum tuition benefit for spouses or domestic partners. Learn more about the tuition benefit and how to apply for benefits by accessing the **Tuition Assistance section of Infonet**.

Nursing is leading the way! UPMC employees completed coursework in more than 180 different majors. The top ten courses of study were:

- |                          |                         |
|--------------------------|-------------------------|
| 1. Nursing               | 6. Radiation therapy    |
| 2. Business              | 7. Biology              |
| 3. Psychology            | 8. Counseling           |
| 4. Health administration | 9. Physical therapy     |
| 5. Social work           | 10. Respiratory therapy |

## Opportunities to win \$50 gift cards await UPMC employees who get a free flu shot

This fall, there are more great reasons for all UPMC nurses and employees to get their free flu shots. “First and foremost, our patients are counting on us to be there for them,” says Holly Lorenz, chief nurse executive, UPMC. “We cannot provide the care they need if we come down with the flu, so get your annual flu shot as soon as possible.”

Ms. Lorenz also points out that flu prevention is only one benefit for getting the vaccine. This year, UPMC has partnered with the Allegheny County Health Department (ACHD) to increase flu vaccination rates among all health care workers. As part of the “Flatline the Flu” campaign, UPMC physicians and staff who get a flu shot will be entered into weekly drawings to win \$50 gift cards provided by the ACHD.

The gift cards can be used at 22 leading restaurants and national retailers throughout the region, including Applebee’s, Cheesecake Factory, Dick’s Sporting Goods, Kohl’s, Lowe’s, Quaker Steak & Lube, and Toys “R” Us. Visit the **Flu site on Infonet** to review the complete list of restaurants and retailers and to see the dates of the weekly drawings. Winners will be announced in Extra and on Infonet.

The first weekly drawing will take place the week of Sept. 24. The earlier you get a flu shot, the more opportunities you will have to win a \$50 gift card.

Getting a flu shot, which UPMC provides at no charge to all physicians, nurses, staff, and volunteers, is the single most important step you can take to keep healthy during the upcoming flu season. In addition, staff with UPMC Health Plan insurance who get a flu shot by Wednesday, Nov. 14, receive \$200 Take a Healthy Step deductible credit dollars toward their 2013 MyHealth requirements.

The **list of upcoming flu shot clinics** is available on Infonet. Check it frequently for updates. For more information about the gift card incentive program, review the **Flatline the Flu FAQs**



# I SPY: Recognizing Nursing Colleagues Across UPMC

## 2012-13 SWPONL Board of Directors

Please welcome the following members who will join the board in their respective positions:

### President-Elect

**Patricia Giampa**, MPM, BSN, CPHQ

### Board of Directors

**Melissa Kolin**, DNP, RN, CRNP

**Lisa Manni**, MSN, RN

**Denise Petras**, DNP, RN-BC

**Frank Ricci**, MSN, RN, CCRN

## Children's Hospital of Pittsburgh of UPMC

### Degrees

#### MSN

**Liz Alonso-Hohmann**, MSN, RN, CPN

**Renee Bischoff**, MSN, RN

**Marianne Miller**, BS, MSN, RN, CCRN

#### Certifications

#### Certified Pediatric Hematology/Oncology Nurse Exam

**Beth Takacs**, RN, CPHON

#### Certified Pediatric Nurse

**Karen Kachinko**, RN, CCRN, CPN

**Brenda Spencer**, BS, RN, CPN

#### Certified Pediatric Emergency Nurse

**Heather Markley**, RN, CPEN

**Nancy Smith**, RN, CPEN

#### Nursing Professional Development Certification

**John Taylor**, RN-BC

#### Vascular Access Certification Exam

**Lea Ferguson**, RN, VA-BC

#### Clinical Nurse Specialist in Acute and Critical Care Pediatric Nursing

**Tracy Ann Pasek**, MSN, RN CCNS, CCRN, CIMI

## Presentations

### Platform Presentations

**Flook, D., & Vincze, D.** (2012). Keeping Infants Safe for Sleep: What Can Nursing Do? Pediatric Nursing 28th Annual Conference, Boston, Mass.

### Poster Presentations

Southwest Pennsylvania Organization of Nurse Leaders Annual Education Conference:

**Meredith Aumer**, MSN, RN, CPEN, "Matching Direct Care Staffing with ED Volume for a Positive Effect on ED Metrics."

**Patricia Giampa**, BSN, RN, MPM, CPHQ, and **Christine Cepullio**, RN, BSN, "Impacting Patient Care through the Development of a Culture of Safety: One Hospital's Journey." Received second place in clinical excellence and quality category.

**Heather Ambrose**, DNP, RN, CPON, CPN, "Empowering Nurses to Manage Professional Development through the Use of eProfile."

**Kristen L. Straka**, DNP, RN, CPN, "The Impact of Education and Simulation on Novice Nurses Response and Recognition to Deteriorating Pediatric Patients." Received third place in innovative technology for practice category.

**Penelope Casella**, BSN, RN, CPN, and **Gloria Slavonic**, BSN, RN, CPN, "Healthcare Application to Promote Accurate Medication Reconciliation."

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## Awards

### Beverly Sahlaney Leadership Award

**Kathy Plansinis**, RN

### 2012 Frank LeMoyne Award for Excellence in Nursing

**Teresa Mingrone**, MSN, RN, CCRN

### Center for Nursing Excellence Scholarships

**Deborah Bills**, RN, C-NPT

**Marianne Miller**, BSN, CCRN

**Tracy Ann Pasek**, MSN, RN CCNS, CCRN, CIMI

### OASIS Award

**Susie Debacko**, BSN, RN, CPN

### Outstanding Preceptor Awards

**Jan Eswein**, MSN, RN, CPN

**Leslie Snyder**, BSN, RN, CCRN

**Amy Vestovich**, BSN, RN, CCRN

### Patient Safety Award

**Abby Restano**, BSN, RN

### Rising Star Award

**Regina O'Leary**, CRNP

### UPMC Corporate Services

**Charleeda Redman**, RN, MSN, ACM, named one of the 50 Women of Excellence by the Pittsburgh Courier.

## UPMC Hamot

### Certifications

**Annette Trimble**, RN, ONC

**David Olszewski**, BSN, RN, CCRN

**Connie Garrison**, RN-BC

## Presentations

### Poster Presentations

“Focused Use of Simulation to Empower Students for NCLEX-RN Success: FUSE Method”

**Valerie Baker**, RN, ACNS, BC, and **Carolynn Masters**, PhD, RN, CARN, **Lorrie Szablewski**, BSN, RN-BC, presented at the Elite Conference held in conjunction with the WISER Institute in cooperation with the University of Pittsburgh, May 24–25, 2012.

“UPMC Hamot Stork Support Program”

**Melissa Fisher**, BSN; **Emily Hirsch**, MSN, MHA, RNC-NIC; **Rhonda Lewis**, RNC-MNN Presented at the AWHONN Conference in Washington, D.C., June 24–26, 2012, and ANN Conference, Sept. 5–8, 2012.

“Navigating the Road to Perinatal Simulation Team Training”  
**Nellann Nipper**, RNC, NNP-BC Presented Sept. 5–8, 2012, at the ANN conference in Chicago, Ill.

“Crossing Boundaries; Breastfeeding in the OB PACU”  
**Janet Moryc**, BSN, RN-NIC, IBCLC Presented Sept. 5–8, 2012, at the ANN conference in Chicago, Ill.

### Podium Presentation

**Anne Pedersen**, RN, MSN, NEA-BC, CCM, CMA, and **Angie Pound**, RN, CGN, on May 18–23 at the Society of Gastroenterology Nurses Association (SGNA) National Conference in Phoenix, Ariz.

## UPMC Northwest

### Degrees

#### DNP

**Barbara Jordan**, DNP, RN, NEA-BC

### Presentations

#### Poster Presentations

**Joanne Sorensen**, DNP, RN, FACHE, and **Barbara Jordan**, DNP, RN, NEA-BC, “Out by 2 PM: Predicting Hospital Discharges to Enhance Patient Flow,” at the 2012 PONL Symposium, Envision, Engage, Empower: Pennsylvania Nursing Leadership, Sept. 19–20, 2012.

**Trisha Rimpa**, RN, BSN, MA, and **Barbara Jordan**, DNP, RN, NEA-BC, “A Successful Patient Fall Reduction Program in an Inpatient Behavioral Health Unit,” at the 2012 PONL Symposium, Envision, Engage, Empower: Pennsylvania Nursing Leadership, Sept. 19–20, 2012.

#### Podium Presentation

**Trisha Rimpa**, **Sue Bialo**, and **Barbara Jordan**, DNP, RN, “A Successful Patient Fall Reduction Program in an Inpatient Behavioral Health Unit,” accepted for the Seventh Annual Nursing Quality Conference, Reaching the Core of Quality, scheduled for Feb. 6–8, 2013, in Atlanta, Ga.

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## UPMC Passavant

**Susan Hoolahan**, RN, MSN, NEA-BC, chief nursing officer/vice president Patient Services, assumed her responsibilities as the new President of the Southwestern Pennsylvania Organization of Nursing Leaders at its Annual Conference on Aug 30-31. Hoolahan will serve a 1-year term.

**Pat Campbell**, MSN, RN, co-chaired the WISER Annual Symposium for Nursing Simulation on May 24 and 25. More than 200 national and international participants attended the program. Campbell also gave a podium presentation on “Rapid Development of Hospital-Based Simulation Programs.”

**Sarah Ziccardi**, MSN, RN-BC, advanced practice nurse, chaired the first national Evidence-Based Practice (EBP) Workshop at UPMC Passavant on May 10, 2012. Experts on EBP and nursing research spoke on a variety of topics, including real-life examples of how nurses can own their practice by identifying and investigating clinical questions to make positive changes on their units.

**Melanie Heuston**, DNP, RN; **Shelley Miller**, MSN, RN, PCCN, and **Misty Leininger**, BSA were awarded first place for their poster presentation at the Southwestern Pennsylvania Organization of Nursing Leaders Annual Conference, held August 30-31 at Nemaocolin Woodlands. The poster entitled “For Every Nurse, the Right Information at the Right Time: Successfully using technology to streamline, coordinate and prioritize communication for nurses” won first place in the Innovative Technology for Practice category.

## Degrees

### MSN

**Jill Kelley**, MSN, RN, CCRN

**Lori Docherty**, MSN, RN

## Awards

### LaRoche College

#### “Outstanding Alumni in Nursing” Award

**Susan Hoolahan**, MSN, RN, NEA-BC — chief nursing officer/vice president, Patient Care Services

### Rookie of the Year

**Amanda Stang**, RN

## UPMC Presbyterian

### Presentations

#### Podium Presentation

**Robin L. Evans**, RN, MSN, and **Mary Beth Pais**, RN, MNEd, ONC: “Orthopaedic Spine Surgery Postoperative Flight Plan,” National Association of Orthopaedic Nurses (NAON) 32nd Annual Congress in New Orleans, La., May 19–22, 2012.

## UPMC Shadyside

**Nicolette Mininni**, MEd, RN, CCRN, was appointed by the American Association of Critical-Care Nurses to the position of Beacon Initial Reviewer.

## Certifications

### Certified medical-surgical registered nurse

**Sandra Babik**, RN

### Certified clinical transplant nurse

**Eileen Schmitt-Metz**, BSN, RN

## Presentations

### Poster Presentation

**Lenore Costello**, DNP, RN, poster abstract, “Critical Incident Stress Management Team: Creating a Magnetic Environment through Staff Support Satisfaction,” accepted for the Seventh Annual Nursing Quality Conference and Magnet Conference.

## UPMC St. Margaret

### Publications

**Hebda, T., Czar, P.** (2012) Contributing Editor. 5th edition. Handbook of Informatics for Nurses and Health Care Professionals. Author of the Chapters on Information Systems Training and Telehealth.

**Hebda, T., Calderone, T.** (2011). The TIGER Initiative – A Model for the Integration of Informatics Competencies. *iHealth Connections*, 1(1), 67-69.

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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 nurses that patients, families, and health care professionals look to as outstanding role models. Congratulations to these DAISY recipients:

### Children’s Hospital of Pittsburgh of UPMC

Jamie Miller, RN  
Teresa Ferguson, RN  
Pamela Kachmar, RN

### UPMC Horizon

Judy Johnson, MSN, RN

### UPMC Northwest

Ann Kline, RN

### UPMC Passavant

Ellen Duerr, BSN, RN  
Matt Marlowe, RN  
Jessica Spragg, RN

### UPMC Presbyterian

Lee Anne Auge  
Wayne Fleming  
Irene Corwin

### UPMC Shadyside

Cynthia Palumbo  
Pam Wessner

### UPMC St. Margaret

Janine Hair, BSN, RN  
Anna Kalafut, MSN, RN  
Brittany Reaghard, BSN, RN  
Donna Jean Gardner, MSN, RN, CNE  
Carol Blehi, RN  
Margaret Runco, RN, ONC  
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### Have a story idea?

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