

UPMC  
Nursing

# Pathways to Excellence



## Message from the Chief Nurse Executive

Dear Nursing Colleague,

Happy Nurses Week! We had another successful Nurses Week conference. The program "Nurses: Caring and Compassionate in a High Tech Environment," celebrated the impact that nurses have on patients, families, and each other in today's highly technological health care environment. If you were unable to attend, I encourage you to view the presentations on the Nursing Infonet site.

The conference recognized nursing excellence at UPMC. There was a great response to the call for poster abstracts. Your response demonstrates the great pride that you have for the work that you do each and every day. It was truly a difficult decision selecting only 30 posters to display at the conference. The posters recognized were excellent examples of nursing excellence at UPMC. Please join me in congratulating all the poster presenters and the 2011 Nurses Week Poster Award recipients. Also during the conference, five of your colleagues were honored by receiving one of the 2011 Nurses Week Awards including Legacy of Nursing, Leading with Wisdom, Rising Star, Champion of Dignity and Respect, and Champion of Nursing. These awards are great representations of our values within UPMC nursing.

We have highlighted the Nurses Week Conference and listed all of the 2011 award winners in this issue of *Pathways to Excellence*. April also marks the first year anniversary of My Nursing Career, UPMC nursing's clinical ladder. I invite you to read about our progress to date and the new systemwide initiatives that are in place to support your success and professional practice at UPMC.

Please know how grateful and proud I am of every nurse at UPMC for the expertise and compassion that you share with our patients, families, and colleagues each and every day.

Again, Happy Nurses Week!

**Holly Lorenz, RN, MSN**  
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.



## My Nursing Career

It is hard to believe that it has been a year since the implementation of My Nursing Career, UPMC Nursing's inclusive clinical ladder. My Nursing Career was designed to be a vehicle for you to have a vast and lifelong nursing career at UPMC. The uniqueness of this ladder is its applicability in all areas of nursing including the bedside, home care, care management, and specialty areas as well as clinics. There has been three phases of implementation over this past year.

### Phase I, Spring 2010

- Procedural (PAP) positions integrated into inpatient (CAP) positions, renamed My Nursing Career

### Phase II, Fall 2010

- Care managers and administrator on duty/bed-flow coordinators integrated into My Nursing Career

### Phase III, 2011(In Progress)

- Infection Control, Outpatient Clinic, Wound Care, Advance Practice, and Research nurses

The following guiding principles are used when integrating a specialty into My Nursing Career:

- Collaborate with nursing and HR colleagues within each area.
- Align similar nursing positions across the system.
- Assess levels of job responsibilities.
- Determine the appropriate education/certification for the scope of responsibilities.
- Standardize system job descriptions based on duties.
- Create job descriptions based upon the ANCC's new model for Magnet® recognition and relationship-based care.
- Equip leaders with the necessary information to operationalize My Nursing Career within their area.

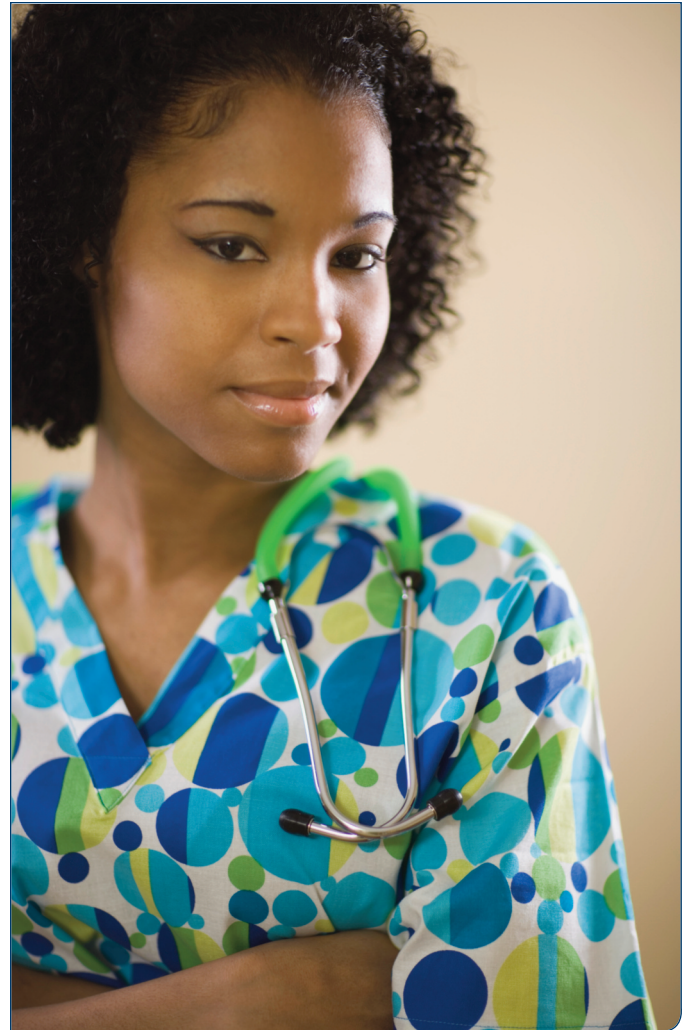
As of today, more than 80 percent of our nurses have integrated into My Nursing Career. This has created a consolidation of the many different nursing job titles used across the system. Similar positions now have standardized job titles and requirements. This allows for fluid transition among the multiple settings and roles throughout UPMC. My Nursing Career encourages and rewards professional development and contributions at every level of nursing.

## UPMC Evidence-Based Nursing Council

Evidence-based practice (EBP) has been defined as the integration of best research evidence with clinical expertise and patient values to facilitate clinical decision making (Melnyk & Fineout-Overholt, 2005). EBP has been identified as a means for improving patient outcomes, promoting safety, and improving nurse satisfaction. In February, the UPMC Evidence-Based Nursing (EBN) Council convened to serve as a forum to address EBP related topics. Hospital representatives include:

- Jan Cipkala-Gaffin, UPMC Shadyside
- Amy Clontz, UPMC Presbyterian
- Dawn Decicco, Western Psychiatric Institute and Clinic of UPMC
- Donna Flook, Children's Hospital of Pittsburgh of UPMC
- Sharyn Gesmond, UPMC McKeesport
- Cheryl Lenhart, UPMC St. Margaret
- Robin Myers, UPMC Center for Connected Medicine
- Tammie Payne, UPMC Bedford Memorial
- Colleen Reynolds, UPMC Mercy
- Karen Stein, Magee-Womens Hospital of UPMC
- Nancy Stitt, UPMC Presbyterian
- Kristen Straka, Children's Hospital of Pittsburgh of UPMC
- Amy Uhler, UPMC Northwest
- Tracy Wiley, UPMC Horizon
- Jay Wright, UPMC St. Margaret
- Sarah Ziccardi, UPMC Passavant

Academic partners from the University of Pittsburgh include Rose Hoffmann, PhD, and Kathy Magdic, PhD. Mary Lou Klem from the Health Sciences Library provides librarian support to the group. The council, co-chaired by Betsy George, PhD (UPMC Presbyterian), and Melanie Shatzer, DNP (UPMC Center for Nursing Excellence and Innovation), identified their mission and goals for 2011. The EBN Council's mission is to lead, facilitate, and inspire excellence in patient outcomes through evidence-based practice. In an effort to share best practices and facilitate EBP at UPMC hospitals, the group has begun to dedicate a portion of each meeting to showcase



evidence-based activities at the various hospitals. In March, UPMC Shadyside and Children's Hospital of Pittsburgh of UPMC shared their practices and tips for incorporating evidence-based care.

American Nursing Credentialing Center's Magnet® designation program requires that evidence is used to support care delivery, staff development, and management. The EBN Council will be reviewing the Magnet model and identifying local and system learning needs, supportive measure, and outcomes in the coming months.

Melnyk, B., and Fineout-Overholt, E., *Evidence-based practice in nursing & healthcare: A guide to best practice*. Lippincott Williams & Wilkins. 2005.

## UPMC Nursing Operating Room (OR) Fellowship

Today's operating room (OR) nurse works in an exciting, fast-paced environment. Every day is different, but one thing remains the same; the nurse's role in the operating room is to assure exceptional nursing care in a very high-tech environment and to act as the advocate for patients when they are least able to speak for themselves. As technology advances and new procedures are developed the OR, or perioperative, nurse has to be knowledgeable, motivated, and technically skilled. Working in this highly specialized field requires fast paced critical thinking skills.

The majority of nursing schools are no longer able to provide a multiweek surgical OR rotation. It was during those rotations that students would have the opportunity to develop a keen interest in the specialty as a career and to gain the necessary basic OR skills to assure success as a new OR nurse.

To increase interest in the specialty and to provide OR career opportunities for nursing students, UPMC has developed the UPMC Nursing Operating Room Fellowship program which is currently in the pilot phase. The fellowship is based upon the professionally recognized "Periop 101" course designed by the Association of periOperative Registered Nurses (AORN). Periop 101 is written by expert perioperative nurse-authors, peer-reviewed, and always current with the latest AORN Perioperative Standards and Recommended Practices. The curriculum is the gold standard in perioperative education.

The OR fellowship is currently a five week, full-time course consisting of classroom work, online education, and clinical observation/practice. The program accepts recent UPMC Schools of Nursing graduates on a pre-employment basis who have recently completed their diploma program. Upon successful completion the student will earn 40 CE's and receive a one year complimentary AORN membership, as well as a coveted "AORN Periop 101" certificate. This prepares them for an entry level position in peri-operative nursing, setting the stage for an outstanding career.



## Nurses Week 2011

Thank you for making 2011 Nurses Week Conference a great success!

See presentations and awards on the Nursing Infonet site.  
<http://infonet2.upmc.com/OurOrganization/Enterprise/Nursing/Pages/2011NursesWeek.aspx>

Award	Recipient
Champion of Nursing	Matt Abbas El-Kadi, MD, vice chairman and clinical professor, Department of Neurosurgery; chief of Neurosurgery, UPMC Passavant
Rising Star in Clinical Practice	Alyssa Pani, RN, BSN, professional staff nurse UPMC Presbyterian, Unit 9 North
Leading with Wisdom	Diane Hupp, RN, MSN, CNO and VP, Patient Care Services Children's Hospital of Pittsburgh of UPMC
Champion of Dignity & Respect	Tim Tuttle, RN, senior professional staff nurse, UPMC Shadyside, 4 Main
Legacy of Nursing	Colleen Dunwoody, MS, RN-BC, Retired, Pain Management, UPMC Presbyterian

Poster Award	Recipient
Patient Impact	<p><b>"Decreasing Unplanned Extubations in the Neonatal Intensive Care Unit (NICU)"</b></p> <p>Nichol Harris and Sheri Rosato, RN, BSN, Children's Hospital of Pittsburgh of UPMC</p>
Nursing Impact	<p><b>"The Implementation of Evidence-Based Practice Oncology Nursing Journal Clubs Across the UPMC Cancer Center's Network"</b></p> <p>Patricia Lasher, RN, MSN, CMSRN, OCN, and Eileen Milakovic, MA, BSN, RN, OCN, Hillman Cancer Center</p>

# UPMC East on Schedule to Open in Summer 2012

## New hospital shows UPMC's commitment to green construction and renovation

In the last year, area residents have seen major changes at the site where construction of the new UPMC East hospital is well under way. "With the steel structure in place, people can actually see that progress is being made," says Melissa Kovtun, executive director of Monroeville-based services.

On schedule for a summer 2012 opening, UPMC East will be a full-service community hospital featuring:

- 140 private medical-surgical beds
- 16 ICU rooms
- two cardiac catheterization labs
- state-of-the-art operating rooms
- full diagnostic services, including CT, MRI, and ultrasound
- Radiation Oncology
- Emergency Department
- helipad for immediate airlift of critical cases to UPMC Presbyterian, UPMC Shadyside, or UPMC Mercy

All outpatient services available at the Daugherty Drive and Oxford Drive locations will continue. "UPMC has been offering a wide range of outpatient services here for the past five years," says Ms. Kovtun.

When completed, UPMC East will be the centerpiece of a plan to create a campus that links UPMC's inpatient and outpatient services. "Building a full-service hospital shows that we are committed to bringing more high quality care options into this community."

### did you know?

LEED is the nationally accepted benchmark for the design, construction, and operation of high-performance green buildings. LEED promotes a whole-building approach to sustainability by recognizing performance in five key areas of human and environmental health: sustainable site development, water savings, energy efficiency, materials selection, and indoor environmental quality.



### GOING GREEN FROM THE GROUND UP

Since the project's inception, building green has been a top priority. "Reducing energy consumption, enhancing air quality, and promoting a healthy environment were important considerations in our decision to go green," says Joseph Badalich, UPMC senior project manager. "Our goal is to become one of the first hospitals to attain Leadership in Energy and Environmental Design (LEED) certification."

Pittsburgh has long been a leader in employing energy-efficient construction. According to the *New York Times*, Pittsburgh ranks seventh nationally in the number of buildings with LEED certification. Among the city's long list of certified green buildings are the David L. Lawrence Convention Center, the first green convention center in the world, and Children's Hospital of Pittsburgh of UPMC, one of the first LEED-certified children's hospitals in the nation.

A leader in greening health care, UPMC has taken a leadership role in creating a new model for green health care — one in which health systems not only recycle medical equipment and remove mercury from their hospitals, but also educate individuals on environmental health issues and support research into the mysterious links between the environment and disease.

These wide-ranging environmental efforts have a potentially powerful impact. Working with the U.S. Department of Energy, UPMC has designed a training program to help all hospitals better manage energy in one of the most energy-intensive sectors of the economy.

## 2011 Cultural Competency Series

Dignity and Respect Tip No. 11: Treating others the way they want to be treated is respecting others' differences. As an organization, providing our patients with the dignity and respect they deserve includes making the experience meaningful to them as individuals.

This is the fourth article featuring real-life stories of how employees at UPMC put patients first by being culturally competent, recognizing each other's differences, and ensuring that those differences are taken into consideration for quality patient care.

This past fall, Children's Hospital of Pittsburgh of UPMC had the opportunity to make accommodations for families to observe a religious and cultural holiday during their long hours spent at the hospital.

The Muslim holiday of Ramadan is a 30-day period when Muslims concentrate on their faith through worship and contemplation. During this time, four families of Muslim faith were on the 7B Transplant Unit. The families hadn't previously met until their children became patients at Children's Hospital, but shared a sense of community from being of the same faith and cultural background.

During Ramadan, Muslims traditionally fast during daylight hours. At the end of the day, the fast is broken with prayer and a meal called the iftar. After the meal, it is customary for Muslims to visit family and friends. This time of community typically occurs later in the evening, often between 10 p.m. and 2 a.m. Fasting resumes the next morning.

The staff wanted to support the traditions of the Muslim families and also maintain a quiet environment for other patients and families on the unit. "The staff wanted to make this a win-win for everyone," says Heather Rommes, manager, Patient Representative Department, at Children's Hospital.

Staff provided the families with signs that could be posted on the patients' doors to let staff know that they were observing prayer time. With the assistance of Paula Eicker, unit director, staff were able to offer a conveniently located conference room to the families, along with an easy scheduling process for its use.

Following traditional custom, the families would congregate in the conference room in the evening hours and late into the night, sharing food and listening to music and recordings of the Quran.

"The success of this effort was achieved by the staff of 7B, the clinical concierge department, and support departments," says Ms. Eicker. "It was a great team effort in honoring the wishes of some of our ethnically diverse families that are treated at Children's Hospital every day."

Children's Hospital now keeps this option open for families of various faiths and cultures who may need a space for religious and cultural celebrations.

"Having a child in the hospital is such a stressful time for parents," Ms. Rommes explains. "They may be facing so many difficulties that having the support of other families who share their faith and culture is important, and we wanted to foster this."

The best way to foster cultural competency is by example. If you or a team member recognized that a patient had special needs, created a plan to meet those needs, and implemented the plan successfully, please tell us about it. E-mail your stories to [inclusion@upmc.edu](mailto:inclusion@upmc.edu). If chosen, your story may be shared and highlighted in the cultural competency series in Extra. By treating people the way they want to be treated, we can all do our part to ensure that inclusion is at the core of what we do every day.

## WISER Offers Basic Life Support and Advanced Cardiac Life Support Courses

The Peter M. Winter Institute for Simulation, Education, and Research (WISER) offers Basic Life Support (BLS) and Advanced Cardiac Life Support (ACLS) in an interactive, computer-based format. Both BLS and ACLS initial and renewal courses are available. This self-paced, self-directed learning also encourages hands-on practice to enhance skills. Utilizing the American Heart Association's HeartCode system, participants can access the course educational component online (BLS) or from a CD (ACLS). The BLS didactic portion can be accessed at any time from any location with internet availability. The BLS course material can be completed in less than one hour, and the ACLS material can be completed in two to four hours. After finishing the course educational component, participants can schedule an appointment to perform the skills assessment at WISER, which takes approximately one hour.

Both HeartCode™ BLS and ACLS are offered on an individual or class basis. Three WISER training rooms are devoted to BLS and ACLS skill stations to accommodate individual's busy schedules. Benefits to enrolling in the courses at WISER include access to the didactic material 24 hours a day, seven days a week, and greater flexibility when participants schedule their skills assessment.

The BLS course fee is \$75. The ACLS course fee is \$200.

For more information about these courses or to schedule yourself or your program for training, contact WISER at 412-648-6073, [wiserhelp@upmc.edu](mailto:wiserhelp@upmc.edu), or visit [www.wiser.pitt.edu](http://www.wiser.pitt.edu).

## Could May 31 be your quit date?

Tuesday, May 31, is "World No Tobacco Day," an event that marks the first treaty negotiated by the World Health Organization (WHO) in 2005, including more than 170 members of the United Nations. This treaty highlights the health risks associated with tobacco use and advocates for effective policies to reduce consumption.

Tobacco use remains the leading preventable cause of death in the United States, accounting for one out of every five deaths each year. Quitting at any age can significantly reduce the risk of suffering from tobacco-related diseases. Among current U.S. adult smokers, 70 percent report that they want to quit completely. Among UPMC employees who smoke, almost 72 percent report a willingness to quit. UPMC campuses have been smoke-free since July 2007, and our current smoking prevalence is 11 percent, well below the Pennsylvania average of 21 percent. If you are a smoker today who has been struggling to quit, why not start your journey on May 31 to a smoke-free, healthier life?

When you're ready to quit, we are ready to assist you. Copayment reimbursement for tobacco cessation medication is now available year-round, at any time, to all UPMC employees who are enrolled in our medical plan options, as well as covered spouses, domestic partners, and adult dependents. To qualify, individuals must:

- register and complete the MyHealth Ready to Quit™ program
- complete a 90-day follow-up survey

The right combination of personalized support, planning, and medication can help you quit. In fact, UPMC employees who choose to work with a health coach and use tobacco cessation medication are six times more likely to quit successfully — that's more than those who use either alone.

To enroll or for more information, call a UPMC Health Plan health coach at 1-800-807-0751.

## Advance directives ensure your wishes are known

Mrs. Smith, do you have an advance directive? As nurses we ask this question all the time to our patients. But let's get personal for a moment — have you considered how you would want to be treated and who you would want to make decisions for you if you become seriously ill and unable to make decisions for yourself? Research shows that while eight out of 10 people say it is very or somewhat important to write down end of life wishes, only 36 percent actually have written instructions.

This decision making process is called advance care planning. Advance care planning emphasizes quality of life up to and including at the end of life. Although initially it may be a difficult subject to think about, having a conversation now, before a crisis, is much easier and also much more valuable than waiting until a serious illness occurs. Having time for discussion and reflection also helps families and loved ones understand your views and will promote peace of mind.

As you begin to think about your wishes, we would encourage you to think about these questions:

- What activities are most important to you?
- What would life be like if you could no longer enjoy these activities?
- What would be important to you if you were dying?
- What do you worry about getting sick or dying?

Your answers to these questions may help you to decide what you would want your doctor to do if you become seriously ill. To document your wishes, we would encourage you to take a complimentary copy of Five Wishes, the new advance directive tool UPMC has adopted. It will be available in print as well as accessible online through our Infonet. Five Wishes is written in conversational language and addresses medical wishes but also asks you to consider your personal, emotional and spiritual needs. We encourage you to take this important step for yourself and your loved ones.

## Aging Institute Offers Scholarships for Gerontology Graduate Certificate Program

Are you currently working with the senior population? Are you looking to begin a rewarding career in the geriatric field? The Aging Institute of UPMC Senior Services and the University of Pittsburgh invites you to apply for an employee scholarship for the University of Pittsburgh's Graduate Certificate in Gerontology program.

Two \$2,500 scholarships will be awarded. Scholarships can be used simultaneously with the UPMC tuition benefit and must be applied to the 2011-2012 academic year.

The application deadline is June 1, 2011. Applications are encouraged from employees who meet the following criteria:

- A full-time employee at UPMC for a minimum of two years
- Working with the elderly or looking to begin a career in the geriatric field

- Earned a bachelor's degree
- Meet general admission criteria for the Graduate Certificate in Gerontology

The University of Pittsburgh's graduate certificate in Gerontology is a 15-16 credit program with specialization tracks in dentistry, gerontechnology, law, mental health, nursing, occupational therapy/rehabilitation, public health, and social work as well as two multidisciplinary tracks: general, and prevention and healthy aging. The general multidisciplinary track also is offered through *Pitt Online*.

To learn more about the graduate certificate in Gerontology and visit [www.online.pitt.edu](http://www.online.pitt.edu). An information session will be held on Tuesday, May 10, at 5:30 p.m. For an application, visit [www.aging.pitt.edu](http://www.aging.pitt.edu) or to register, call 412-624-6600.

The Graduate Certificate in Gerontology program is a collaboration of the Aging Institute of UPMC Senior Services and the University of Pittsburgh, the University Center for Social and Urban Research, and the College of General Studies.



## How UPMC Nurses Change Lives

As a nurse, you are constantly providing the best patient care possible and saving lives. But every once in a while, something happens on your unit that is extraordinary, inspirational, and truly exemplifies Life Changing Medicine.

UPMC Corporate Communications would like to hear from you if you have witnessed or have been a part of a Life Changing Medicine moment at work. If you or a co-worker have gone beyond the call of duty to care for a patient or their family send a short message to [corporatcomm2@upmc.edu](mailto:corporatcomm2@upmc.edu). A representative from Corporate Communications will then reach out to you to get the details. As a nurse you change lives daily, now is your opportunity to tell your story.

## I SPY- recognizing nursing colleagues across UPMC

### *American Organization of Nurses Executives' (AONE)*

UPMC Nursing proudly acknowledges the following UPMC podium and poster presenters at the American Organization of Nurses Executives' 44th Annual Meeting and Exposition:

#### • PODIUM PRESENTATIONS

**Debra Thompson**, PhD, RN, CNAA-BC, University of Pittsburgh; **Holly Lorenz**, RN, MSN, UPMC Health System, CNO/VP, Patient Care Services, UPMC Presbyterian *High Quality Nurse Leader Relationships: A Key to Patient Safety*

**Maribeth McLaughlin**, CNO/VP, Patient Care Services, Magee-Womens Hospital of UPMC; **Lisa Vertacnik**, unit director; Magee-Womens Hospital; **Amy Kowinsky**, improvement specialist, UPMC *Separating Predictable and Unpredictable Work via Role Redesign*

**Paula Thomas**, RN, MSN, DNP, VP, Patient Care Services/CNO, UPMC Bedford Memorial; **Michelle Luffey**, RN, MSN, NE-BC, clinical director of Neurosciences, UPMC Presbyterian; **Melissa Kolin**, DNP, RN, CRNP, VP, Patient Care Services/CNO, UPMC Horizon

*Designing a Toolkit to Navigate a Large Health Care System in Relationship-Based Care Adoption*

**Marcia McCaw**, RN, BSN, unit director, UPMC Presbyterian; **Carol Scholle**, RN, MSN, clinical director, UPMC Presbyterian

*Improving Safety, Quality and Efficiency at the Point of Care using 'Smart' Technology*

#### • POSTER PRESENTATIONS

**Dawndra Jones**, MSN, RN, director strategic initiative; **John Galley**, MBA, CEBS, vice president of HR Operations and Services; **Lorraine Brock**, MSN, RN, director of nurse recruitment; **Holly Lorenz**, MSN, RN, chief nurse executive; **Gary DuJordan**, MBA, CCP, SPHR, director compensation, UPMC, **Maribeth McLaughlin**, RN, BSN, MPH, chief nursing officer; **Susan Pedaline**, RNC, MS, BSN, program administrator of OB and Newborn Services; Magee-Womens Hospital of UPMC

*Developing a Career Ladder for the Future: A Collaboration with Nursing and Human Resource Leaders*

**Lorraine Brock**, RN, MSN, director, UPMC System Nursing Recruitment; **Dawndra Jones**, RN, MSN, director, Strategic Initiatives, Corporate Nursing *Staff Nurses Impacting a Changing Environment: My Professional Contributions*

**Melanie Shatzer**, DNP, RN, director, Academic Service Partnership, Corporate Nursing; **Rosemary Hoffmann**, PhD, RN, assistant professor, University of Pittsburgh

*A Curriculum Designed to Decrease Barriers to Scholarly Writing for Publication with Staff Nurses: Achieving Organizational & Individual Professional Development Outcomes*

**Linda Haas**, RN, BSN, MBA, clinical director, UPMC Presbyterian; **Retty Casey**, RN, BSN, MPA:HA, director of Nursing, UPMC Presbyterian; **Debra Santarelli**, RN, BSN, MS, NEA-BC, clinical director, UPMC Presbyterian

*The Impact of Health Care Reform on Hospital Readmissions*

*continued >>*

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**Debra Santarelli**, RN, BSN, MS, NEA-BC, clinical director; **Retty Casey**, RN, BSN, MPA:HA, director of nursing; UPMC Presbyterian

*Leveraging the Power of the Electronic Health Record: Enabling a New Model of Care Delivery for the Patient with Diabetes*

**Shelley Watters**, director of Organizational Development, Nursing Education and Research, UPMC Shadyside  
*Get Your Head Out of the Sand -And Take Flight!*

### ISMETT

Congratulations to **Giuseppe Arena** on the completion of his Second Level Laureate. Giuseppe is now one of three ISMETT nurses with this high level of credential.

### UPMC Cancer Centers

Congratulations to **Michaelle Hernon** on the completion of her DNP at Robert Morris University and on obtaining her CRNP.

Congratulations to **Cynthia Wiltsie**, RN, who won first place in the Art of Caring Writing Contest.

### UPMC Passavant

**Susan Hoolahan**, MSN, RN, NEA-BC, vice president, Patient Care Services/CNO was appointed to The Hospital and Health System Association of PA (HAP) CNO Advisory Committee.

### UPMC Presbyterian

**Laurie Rack**, clinical director, Patient Support Services, received her DNP in February 2011 from the University of Pittsburgh.

**Sue McCann**, MSN, RN, DNC, was the primary author of the article "Nursing Strategies for Managing Patients with T-Cell Lymphoma: Selecting a Therapy for the Treatment of Newly Diagnosed CTCL" featured in the online journal *Oncologycases.com* in December 2010.

**Lisa Painter**, DNP, RN, was the primary author of the article "Actions, Behaviors, and Characteristics of RNs involved in Compensable Injury" featured in the *Journal of Nursing Administration* in December 2010.

**Kim Whiteman**, DNP, RN, CCRN, and **Fred Tasota**, MSN, RN, co-authored the chapter "Patient Care Quality and Teamwork" in the book *Continuous Renal Replacement Therapy*, 2010.

**Cindy Bubb**, DNPc, MSN/ed, RN, QI project manager, has been appointed to the Cabinet on Nursing Practice & Professional Development for the Pennsylvania State Nurses Association.

New Evidence-Based Practice Fellows were named:  
**Jorge Azcarate**, **Jimhee Park Kim**, and **Aubrie Michel**.

### UPMC Shadyside

**Linda Lakdawala**, DNP, RN, CPAN, wrote the article "Creating a Safer Perioperative Environment with an Obstructive Sleep Apnea Screening Tool" which was published in the *Journal of PeriAnesthesia Nursing* in February 2011.

The Three Rivers Chapter of AACN won the Chapter President's Award for 2011. Members include: **Jan Lemme**, president; **James Tyler III**, president elect; **Denise Krall**, secretary; **Kim Pringle**, newsletter; **Wendy Grbach**, membership and treasurer elect; **Elizabeth Connolly**, merit & award.

**Irma D'Antonio**, MSN, RN and **Randi Weir**, BSBA, will give their presentation "The Art and Science of Healthcare Improvement" at the American Society for Quality (ASQ) World Conference on Quality Improvement.

**Beth Augustine** will give a presentation on the "Implementation of Foley Catheter Necessity Documentation at UPMC Presbyterian Shadyside and the Development of an Electronic Foley Catheter Necessity Documentation Process to Increase Staff Awareness of Unnecessary Foley Days thereby Reducing CA-UTI" at the 2011 Cerner North Atlantic Regional User Group Meeting.

**Nicolette Mininni** will give a poster presentation entitled "Combining Efforts - Two Can Do More Than One" at the National Teaching Institute and Critical Care Exposition in Chicago, IL.

### UPMC St. Margaret

**Doris Cavlovich**, MSN, RN, CCRN, wrote the article "Family Presence at the Bedside during Resuscitation" which was published in the March/April 2011 edition of *Nursing Made Incredibly Easy!*

### University of Pittsburgh School of Nursing

In the latest edition of *U.S. News & World Report* Media Group's Best Graduate Schools, Pitt has advanced in several of its graduate programs and maintained its high rankings in a number of its schools. The School of Nursing, last ranked in 2007, retained its ranking of number seven this year and did consistently well in the area of Nursing Specialties, advancing from fifth in 2007 to third

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this year in Nursing-Anesthesia; from ninth in 2007 to sixth this year in Adult Nurse Practitioner; and from sixth in 2007 to fourth this year in Pediatric Nurse Practitioner.

***DAISY Award Recipients across the system:***

The DAISY Award for Extraordinary Nurses recognizes the “super-human work nurses do every day.” DAISY nominees exemplify the kind of nurse that the patients and families, as well as the entire health care team recognize as an outstanding role model. Congratulations to these DAISY recipients:

**UPMC Passavant**

Darcie Keller  
Erica Martire  
Zach Reiser

**UPMC Presbyterian**

Carla Baxter  
Pam Kuhn  
Kathy Perdziola

**EDITORIAL ADVISORY BOARD**

**Editor and Chief Nurse Executive**

Holly Lorenz, RN, MSN

**Editor**

Dawndra Jones, RN, MSN

**Contributors**

Lorraine Brock, RN, MSN  
Christine Stanesic  
Aggie Scarton  
John Galley  
Jamie Scarano  
Melanie Shatzer, RN, DNP  
Christina Paganelli-Haas  
Anne Marie Lyons  
Daniel Battista, MBA

**Have a story idea...**

Contact Dawndra Jones at 412-647-1584 or  
jonesd1@upmc.edu