



A Message from CNO Lisa Colombo, DNP, MHA, RN

As I mark my first anniversary at Lahey Hospital & Medical Center, I want to take a moment to express my sincere gratitude for your extraordinary energy, efforts and dedication. In the past year, Nursing has contributed significantly to advancing organizational goals. Your sincere commitment to our patients has made a difference every day. Your boundless compassion and interdisciplinary collaboration continue to generate positive feedback and meaningful innovation. Thank you for your talent, skills and flexibility as we build on this momentum to create the very best patient care organization we can.

This issue of *Notes on Nursing* highlights Nurses Week, the annual celebration of the nursing profession and of your individual achievements. Enjoy the articles, lists of certifications, and awards. Take the time to congratulate your colleagues on their accomplishments. Can you spot yourself or a colleague in any of the pictures or in the "Happy Nurses" video? Although there is limited space in this publication, please know that each of you deserves to be recognized. Lahey Hospital & Medical Center nurses, the largest segment of our healthcare workforce, truly are the heart of the organization.

Where do we go from here? In addition to implementing the electronic health record and other organization-wide advancements, we can count on continued measures to complete the integration of Lahey Health systems and processes. Further expansion of the health system is definitely on the horizon.

Through nursing town meetings, monthly unit focused meetings and leadership rounding, I have created communication opportunities to keep you informed of nursing initiatives. I will continue to seek additional means to broaden communication. Nursing will carry on with quality

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improvement, stressing the patient experience and care rounds (one of the top strategic goals for nursing), patient safety practices and evidence-based nursing practices. The second half of 2014 will include the launch of our revised Clinical Advancement program, a new RN-to-BSN partnership and an updated professional practice model. All of these elements are part of the blueprint for our Magnet designation drive and our continuous preparation for Joint Commission.

As always, our primary focus in each specialty and at each level of practice will continue to be the delivery of the highest standards of safety and quality to our patients. Kudos and thanks for making this happen by bringing your best to Lahey Hospital & Medical Center every day.



*Lisa Colombo, DNP, MHA, RN Senior Vice President
and Chief Nursing Officer Lahey Hospital & Medical Center.*

NATIONAL NURSES WEEK 2014

Nursing Research Day

— Ann M. Dylis, PhD, RN, Nurse Research Scientist

Nurses Week activities started in Peabody on Friday, May 2, with the 11th Annual Nursing Research Day, at which nursing research and evidence-based practice at Lahey Hospital & Medical Center are recognized and celebrated through podium and poster presentations by Lahey Hospital & Medical Center nurses. Lisa M. Colombo, DNP, MHA, RN, chief nursing officer and senior vice president, Melissa Culkins Bair, RN, MS, associate chief nursing officer, Lahey Medical Center, Peabody, and Ann M. Dylis, PhD, RN, nurse research scientist, gave opening remarks.

Dr. Colombo started Research Day in Burlington on Tuesday, May 6, by announcing the two 2014 Lahey Hospital & Medical Center Nursing Research Grant winners. The first grant was awarded to Principal Investigator Lynda Rideout Wellman, MSN, RN, clinical educator, 5 West, 2008 Nursing Research Fellow, and co-investigators, Kelly Collins, BSN, RN, clinical educator for the Resource Team, 2013 Nursing Research Fellow, and Lisa Walsh, MSN, RN, Lahey Hospital & Medical Center resource team, Faculty, Lawrence Memorial/Regis College, for their study *A Teach Back Approach to Heart Failure (HF) Education*. The purposes of this study are to determine if patients receiving HF education through the “teach-back” methodology have improved knowledge retention and to



2014 Nursing Research Grant winners (L to R) Co-investigators, Kelly Collins, BSN, RN, clinical educator for the resource team, 2013 nursing research fellow, Principal Investigator Lynda Rideout Wellman, MSN, RN, Clinical Educator, 5 West, 2008 nursing research fellow, and Lisa Walsh, MSN, RN, of the resource team.

examine if there is any association with this intervention on hospital readmission rates. The second grant was awarded to Jennifer Derkazarian, MSN, RN, ANP-BC, director of Advanced Practice Nursing, for her study: *Cross Sectional Analysis of the Organizational Climate of Nurse Practitioners (NPs) and Physician Assistants (PAs)*. The purpose of this study was to determine if a valid and reliable organizational climate assessment tool for NPs in primary care is relevant to Lahey Hospital & Medical Center NPs and PAs. The interrelationships between the factors and the specifics of the NPs and PAs were also explored.

Kristen M. Swanson, PhD, RN, FAAN, dean and distinguished alumni professor, University of North Carolina, delivered the endnote presentation, *Caring as the Theoretical Basis for Professional Practice*. Dr. Swanson's caring theory serves as the theoretical framework for Lahey Hospital & Medical Center's Professional Practice Model. Dr. Colombo hosted a “Meet and Greet” reception honoring Dr. Swanson at the conclusion of Research Day in the East Lobby, where participants could also view the Research Day posters and interact with the poster authors.

Please join me in acknowledging the podium presenters (noted below). The entire Research Day program, including the complete list of all poster exhibitors, can be found on MassNet>Nursing at Lahey.

NURSING RESEARCH FELLOWS: A PROGRAM EVALUATION STUDY

Patricia B. Dardano, DNSc, RN and Ann M. Dylis, PhD, RN, Nurse Research Scientists

REDUCING URINARY TRACT INFECTIONS IN NICHE HOSPITALS (STOP CAUTI): A FEDERALLY FUNDED MULTISITE STUDY

Ann M. Dylis, PhD, RN, Nurse Research Scientist

DEVELOPING A CARDIOVASCULAR NURSE PRACTITIONER FELLOWSHIP WITHIN AN ACADEMIC MEDICAL CENTER

Kristina MacKenzie Green, MS, DNP(c), FNP-BC, Family Nurse Practitioner, Interventional Cardiology

CROSS SECTIONAL ANALYSIS OF APN/PA ORGANIZATIONAL CLIMATE

Jennifer H. Derkazarian, MSN, ANP-BC,
Director of Advanced Practice Nursing

*Jennifer DerKazarian, MSN, RN, ANP-BC,
director of Advanced Practice Nursing,
winner of the second 2014 Nursing
Research Grant*



Nurses gather to enjoy Research Poster viewing, attend Research Day programs, and chat with Dr. Kristen Swanson



Nursing Research Scientist Ann Dylis, PhD, RN, (far left) smiles following a successful series of workshops and consultations by internationally known Nurse Theorist Kristen Swanson, RN, PhD, FAAN (2nd from left), with Lahey Hospital & Medical Center CNO Lisa Colombo, DNP, MHA, RN and Gayle Gravlin, EdD, RN, NEA-BC, associate chief nursing officer for Nursing Education, Research and Professional Development.



NURSES WEEK

Dr. Kristen Swanson Returns During Nurses Week

Dr. Swanson's return visit was a highlight of Nurses Week. She is renowned for the development of the Swanson Theory of Caring, which has been used to guide practice, education, and research in schools and healthcare settings around the world. Her theory serves as the theoretical framework for Lahey Hospital & Medical Center's Professional Practice Model. This fourth visit expands on her previous work with our nurses in 2008 and 2012. (See related article "PPM Forges Forward".)

Dr. Swanson's first presentation was her endnote address for Nursing Research Day: *Caring as the Theoretical Basis for Professional Practice*. She spoke about her caring theory in the context of today's healthcare environment, and gave examples of how it can be utilized throughout the organization, the individual work unit and in person-to-person encounters.

In her second presentation, *Engaging Colleagues in Our Work with Patients and One Another*, Dr. Swanson directed her remarks to members of Lahey Hospital & Medical Center's interdisciplinary leadership. She framed her remarks around four general areas: the ecology of human health, context of healthcare, caring and mindfulness, and leading and safety. Through the lens of these topics, she integrated her five-part Theory of Caring and its use throughout a caring institution under the general headings of caring, competence and creativity.

Her final presentation, *Alignment of Theoretical Concepts and Nurses' Practice*, was offered to direct care nurses. She talked about the knowing, belonging, doing for, being with and maintaining belief aspects of her caring theory, and aligned them to Lahey Hospital & Medical Center's Professional Practice Model. She also discussed research that looked at the most important caring behaviors from both nurses' and patients' perspectives.

Dr. Swanson ended her visit by accompanying Lisa Colombo, and Jean Cunningham, MSN, RN, nurse manager to 5 West, where she met and visited with the nursing staff.

All of Dr. Swanson's presentations were videotaped and can be viewed on MassNet, on Nursing at Lahey>Staff Education>Web Based Videos (last link, left side of page).

2014 Nursing Research Day Posters

FIGHTING CARDIOVASCULAR DISEASE: IS IT TIME TO HIIT* BACK?

Marq Bittarelli, CSCS, BS, MSC, Cardiac Rehabilitation Student
Kristen Caggiano, BSC, Cardiac Rehabilitation Student
Deborah Sullivan, MS, ANP, Cardiovascular Prevention and
Rehabilitation Nurse, 2010 Nursing Research Fellow,
Student Preceptor

BEST PRACTICE FOR MANAGING YOUR PATIENT'S NUTRITIONAL STATUS: THERE'S AN APP FOR THAT!

Holly Brassett, MS, RD, Out Patient Nutritionist, Clinical Nutrition
Services
Cindy Neels MPH, RD, LDN, Clinic Nutritionist, Clinical
Nutrition Services
Deborah Sullivan, MS, ANP, Cardiovascular Prevention and
Rehabilitation Nurse, 2010 Nursing Research Fellow

RECOGNITION & TREATMENT OF IN-HOSPITAL BRAIN ATTACK WITH FAST*, VISION √ & STANDING ORDERS

Joan Cavanaugh RN, MHA, CNRN, SCRNP, Clinical Educator,
6 West Hospital
Claudia Fitzgerald, BA, MA, Stroke Quality Measures Coordinator

DISTRACTIONS IN THE OPERATING ROOM

Marie Chalmers BSN, RN, CNOR, Staff RN, Burlington
Operating Room
Kim Wheeler MSN, RN, CNOR, Interim Nurse Manager, Operating
Room, 2008 Nursing Research Fellow

POST-VOID RESIDUAL MEASUREMENTS IN RELAPSING REMITTING MULTIPLE SCLEROSIS (RRMS) PATIENTS WITHOUT URINARY SYMPTOMS

Claudia Chaves, MD, Multiple Sclerosis Center, Lahey Outpatient
Center, Lexington
Rik Ganguly, BS, Multiple Sclerosis Center, Lahey Outpatient
Center, Lexington
Caitlin Dionne, RN, BSN, MSCN, Multiple Sclerosis Center, Lahey
Outpatient Center, Lexington, 2013 Nursing Research Fellow
Ann Camac, MD, Multiple Sclerosis Center, Lahey Outpatient Center,
Lexington
MaryAnne Muriello, MD, Multiple Sclerosis Center, Lahey Outpatient
Center, Lexington
Arthur Mourtzinis, MD, MBA, Department of Urology, Lahey Hospital
& Medical Center

THE EYES HAVE IT: A "VISIONARY" NURSING PERFORMANCE IMPROVEMENT:

Managing Pre-Operative Mydriasis in the Cataract Surgical Population
Joyce Clarke, RN, CAPA, PACU Staff Nurse
Cynthia Ruddock, RN, CAPA, Clinical Educator
Lahey Medical Center, Peabody

DEVELOPING A CARDIOVASCULAR NURSE PRACTITIONER FELLOWSHIP WITHIN AN ACADEMIC MEDICAL CENTER

Kristina MacKenzie Green, DNPc, FNP-BC, Family Nurse Practitioner,
Interventional Cardiology and
University of Massachusetts Lowell, Department of Nursing
Angela Nannini, PhD, FNP-C, FAANP, University of Massachusetts
Lowell, Department of Nursing
Valerie King, DNP, FNP-BC, University of Massachusetts Lowell,
Department of Nursing

2014 Posters

THE DAISY AWARD: RECOGNIZING EXCEPTIONAL NURSES

Kelly Heffernan BSN, RN, CNOR, Staff RN Operating Room,
Co-Chair DAISY Award Committee
Mary Ann Naughton ASN, RN, CNOR, DNC, Staff RN Operating Room,
Co-Chair DAISY Award Committee

PERIOPERATIVE NURSING CONGRESS

Ann Marie McLaughlin BSN MA RN CPAN CAPA, Clinical Educator,
Pre-Operative Center, Ambulatory Surgery, PACU, 2009 Nursing
Research Fellow
Ellen Masotta BSN RN CNOR, Assistant Clinical Educator,
Operating Room
Mary Sutton BSN RN CPAN CAPA, Nurse Manager,
Pre-Operative Center, Ambulatory Surgery, PACU
Kim Wheeler MSN RN CNOR, Interim Nurse Manager,
Operating Room, 2008 Nursing Research Fellow

LAHEY HOSPITAL & MEDICAL CENTER'S NURSING PROFESSIONAL PRACTICE MODEL

Professional Practice Model Steering Committee

IMPLEMENTING PROJECT BOOST: BETTER OUTCOMES OPTIMIZING SAFE TRANSITIONS

Debralee Quinn MSN, RN-BC, CNN, Ambulatory & Transitional
Case Manager, 2010 Nursing Research Fellow

DEVELOPMENT OF AMBULATORY & TRANSITIONAL CASE MANAGEMENT (ATCM) ROLE IN THE ACCOUNTABLE CARE UNIT

Kathleen T. Sheehan MS, BSN, RN-BC, CH-GCN, Director of
Ambulatory & Transitional Case Management
Debralee Quinn MSN, RN-BC, CNN, Ambulatory & Transitional Case
Manager, 2010 Nursing Research Fellow

DELIRIUM PREVENTION, MANAGEMENT, AND TREATMENT IN THE ACUTE CARE SETTING

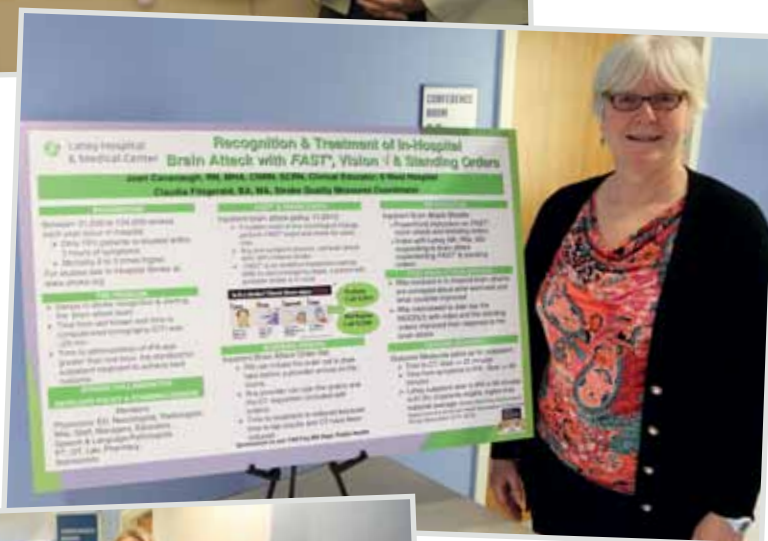
Arlene Stoller, MS, RN, GCNS, Geriatric Clinical Nurse Specialist, NICHE
Program Leader, 2008 Nursing Research Fellow
Susan Bellofatto, BSN, RN-BC, Associate Wound and Skin Innovator,
2011 Nursing Research Fellow



This poster thanking Lahey's "Exceptional Nurses" for their top notch care of our patients was proudly displayed during Nurses Week 2014



Kristina MacKenzie Green, DNP(c), FNP-BC (right) proudly displays the research poster she co-authored with Angela Nannini, PhD, FNP-C, FAANP and Valerie King, DNP, FNO-BC, to director of advanced practice nurses Jen Derkazarian (on left)



Joan Cavanaugh, RN, MHA, CNRN, SCRNP, 5 West Clinical Educator, with poster on the Recognition and Treatment of in-Hospital Brain Attack, which was displayed at both Burlington and Peabody during Nurses Week 2014



Caught admiring the new Professional Practice Model poster at the LMC Peabody Nursing Research Day are LHM Burlington and LMC Peabody nurses (right to left), Ann Dylis, Gayle Gravlin, Lisa Colombo, Jacqueline Broms, Jen Derkazarian, Diane Nikitas and Rachel Richards

Arlene Stoller, NICHE program director, stands prepared to answer questions from viewers during the poster viewing session on Nursing Research Day in Burlington



NURSES WEEK FUN



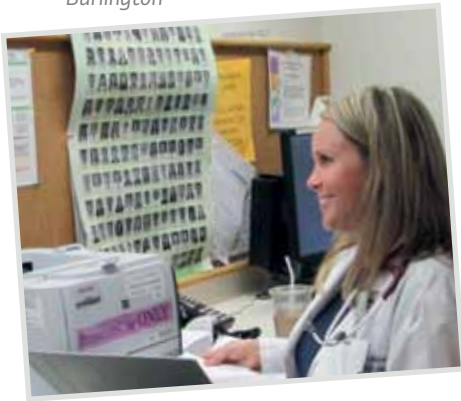
Dr. Grant looks on as nurses choose from a delicious dinner buffet in honor of Nurses Week.

NPs, APRNs in action

Nurse Anesthetists Patty Salamy, CRNA and Diane Soem, CRNA, LHMC Burlington



Shauna Holden, NP, Neurology, LHMC Burlington



Nancy O'Rourke, Hospital Medicine, LMC Peabody



Rachel Richards, NP, Breast Clinic, LMC Peabody



Advanced Practice Nurses Celebrated at Luncheon

Nurse Practitioners, Nurse Anesthetists and Clinical Nurse Specialists enjoyed a May 5 luncheon in honor of Advanced Practice Nurses (APRNs) as part of this year's Nurses Week celebrations. Keynoting the luncheon was Senior Vice President and Chief Nursing Officer Lisa Colombo, DNP, MHA, RN, who shared her vision of advanced practice nursing in the current and future Lahey Hospital & Medical Center landscape.

Dr. Colombo characterized the APRN as a hybrid of medical and nursing practice, stating that these attributes contribute to the role of the APRN, yet make the definition of that role more challenging. She emphasized the key messages of Institute of Medicine's "The Future of Nursing Report," including that nurse should:

- Practice to the fullest extent of their education and training;
- Achieve higher levels of education; and
- Be full partners with physicians and other healthcare providers in redesigning healthcare in the US.

Highlighting recent progress toward fulfillment of the APRN vision at Lahey Hospital & Medical Center, she noted the establishment of the role of Director of Advanced Practice Nursing, the use of APRNs as Primary Care Providers—which improved patient access to care—and the creation of the APRN council to bring the APRN voice forward. Marketing valuation for APRNs and APRN recognition are also ongoing work at Lahey Hospital & Medical Center, including the exploration of models of education for APRNs and a clinical advancement program that includes APRNs.

Dr. Colombo's critical message, articulated and heard, was that the appropriate utilization of APRNs is important to this organization and to the profession of nursing, as a component of best practices in our care delivery models for our patients.

For More Nurses Week Action

CHECK OUT OUR
2014 NURSES WEEK VIDEO AT

http://massnet/viewvideo.asp?v=NursesWeek_Happy

OR

http://www.youtube.com/watch?feature=player_detailpage&v=XLoFReKUjv4

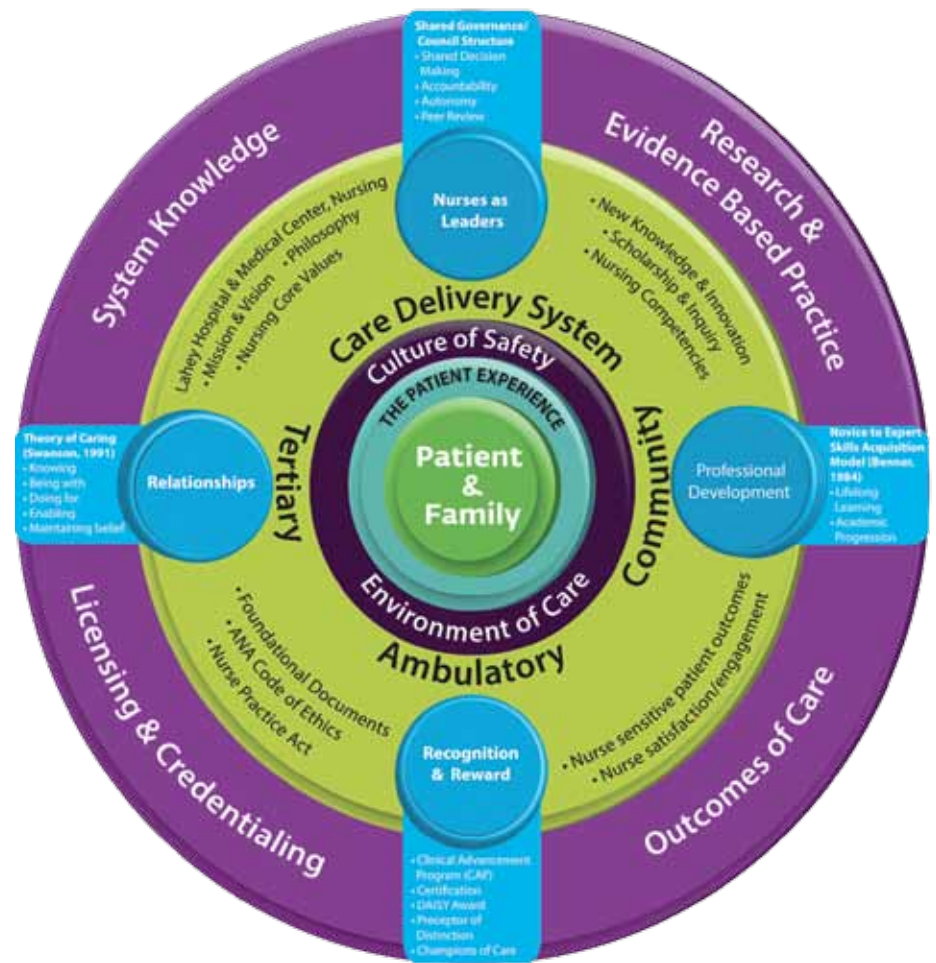
Professional Practice Model (PPM) Forges Forward

From her first visit in 2008 to her fourth in 2014, Kristen Swanson, RN, PhD, FAAN, dean and alumni distinguished professor at the University of North Carolina (UNC) Chapel Hill School of Nursing and associate chief nursing officer for Academic Affairs at UNC Hospitals, has had a profound influence on nursing practice at Lahey Hospital & Medical Center. Her guidance and collaboration have been instrumental in the evolution of our Professional Practice Model (PPM).

In a working session in 2012, she and Dr. Mary Tonges of the University of North Carolina, who created the "Carolina Care Model" to integrate Dr. Swanson's "Theory of Caring" into nursing practice, worked with Magnet Champions and members of the Nurse Practice Coordinating Council.

A subcommittee of these direct-care nurses and members of Nursing leadership have been diligently working since then to revise our PPM. The goals were to place a stronger emphasis on Dr. Swanson's Theory of Caring, account for institutional and rapid healthcare system changes and include language consistent with all levels of nursing practice.

A nursing PPM contributes a conceptual framework for the foundation of nursing practice. It is a system that supports the registered nurse's control over the delivery of nursing care. A PPM defines the components of nursing practice in a way that brings significance to our



Institutional graphic design support was critical to the model development. Many thanks to Kathy Nardini, director of Creative Services.

daily work. Our PPM is designed with the patient and family at the center. Key areas represented in our PPM include patient and family centered care and the patient experience, the culture of safety and the environment of care, and the care delivery system in tertiary, ambulatory and community settings.

Dr. Swanson also consulted with members of the PPM Steering Committee during her recent visit, and provided additional suggestions for the dissemination of the PPM throughout all

practice sites, unit-based councils and in all Nursing activities at Lahey Hospital & Medical Center.

Want to read more about Swanson's and Tonges' work? Here are two articles which can be accessed from Lahey computers through OVID. A link to OVID is located on MassNet, on Nursing@Lahey.

1. Dr. Tonges' original publication discussing Carolina Care: *Translating Caring Theory Into Practice; The Carolina Care Model*
2. Hot off the press, in the June 2014 issue of the *Journal of Nursing Administration*, Dr. Tonges has a new publication expanding on the steps of this translational Model, *Translating Caring Theory Across the Continuum From Inpatient to Ambulatory Care*



The PPM Revision Steering Committee has been fortunate to enjoy representation from nurses at all levels, from both inpatient and ambulatory settings, and from multiple practice sites in both Burlington and Peabody.

The Power of NICHE

Arlene Stoller, MS, RN, NICHE Program Leader

The “silver tsunami” is on its way! It is anticipated that by 2030, the over-65 population is expected to double in size, with the greatest growth in the 85 and older segment. This change in population trends will significantly impact all aspects of healthcare, and Lahey Hospital & Medical Center is ready to meet the challenge.

Caring for older adults requires specialized knowledge. Lahey Hospital & Medical Center is committed to providing the best care possible to this population. To this end, we achieved NICHE (Nurses Improving Care for Healthsystem Elders) designation in 2010. This nurse-led program partners with all disciplines to provide evidence-based tools and knowledge for healthcare providers.

In today's ever-changing landscape of healthcare, the NICHE program has contributed to the organization's goal of providing exemplary patient-centered care. Through an age-sensitive approach, NICHE continues to grow and become integrated into our daily nursing practice.

Lahey Hospital & Medical Center has educated more than 1,200 nursing colleagues in medical/surgical, critical care, emergency, and ambulatory areas. Geriatric Resource Nurses (GRNs) receive additional geriatric education that not only helps them to provide exemplary care, but also to serve as resources and mentors for their colleagues. The success of NICHE is attributable to the strength, dedication and passion of the GRNs who serve as the guiding force in improving care for older adults.

Nurses Improving Care for Healthsystem Elders



From a Geriatric Resource Nurse Perspective

Ann Durkin, BSN, RN and Dawn Cornish, BSN, RN, CCRN

Being a GRN is more than completing paperwork and memorizing concepts. It's about believing wholeheartedly that at the end of our shift, at least one of our patients and/or colleagues has benefitted from what we have learned.

GRNs make a difference in the care of older patients. Our growing geriatric population has unique needs, and additional knowledge helps us to better care for this population. Our participation in the NICHE program and role as GRNs has given us the confidence to incorporate this knowledge into practice. GRNs receive education from skilled professionals, and through a multidisciplinary approach, are able to recognize the particular needs and provide holistic, sensitive and exemplary care to older adults.

As GRNs we serve as a credible resource and mentors to our colleagues. Quarterly GRN meetings provide us with additional geriatric education along with evidence-based tools which strengthen our practice. These tools help with the identification and prevention of geriatric syndromes, thus improving care for our patients. In this way, we can promote the safety and satisfaction of our older patients and their families.

Lahey Hospital & Medical Center supports and fosters nurses to continue to learn and grow every day. We are proud to be GRNs, and of the progress we've made. More hard work lies ahead. If you are up to the challenge, we and our fellow geriatric resource nurses would love for you to join us, and become part of this challenging and satisfying program!

From a Staff Nurse's Perspective

Eileen Batchelor, MS, RN-BC, NP-C

It is becoming increasingly important for bedside nurses to obtain the knowledge and skills needed to identify and assess variants in an older patient's behavior, mobility and overall health. To obtain and master these skills, nursing professionals must be given the education that would enable them to deliver high-quality, age-sensitive care based on these skills. The implementation of the NICHE initiatives has provided a foundation for staff nurses. **As a bedside nurse with over 8 years of experience, I frequently employ NICHE tools in my daily practice in order to aid my patients with achieving their short term and long term goals.** This assists them to return to their baseline and back to their familiar way of life. For example, utilizing the CAM (Confusion Assessment Method (Inouye, 2003)), we are able to note the patient's baseline mental status. This helps to determine any early signs of delirium and prevent changes that may occur during hospitalization. Furthermore, the Fulmer SPICES assessment tool (*Potential Risk for Geriatric Syndromes*) helps to identify issues related to **sleep, problems eating and feeding, incontinence, confusion, evidence of falls and skin breakdown.**

For me, these tools have made quite a significant impact in my day-to-day practice. I feel more secure in knowing that these resources are available to me for geriatric patient-specific concerns. These evidence-based tools provide me with the information I need in order to create individualized care plans and realistic goals with measurable outcomes. In addition, it is reassuring to know that I am supported by the other members of the healthcare team, and I am respected for being an advocate for my patients and prioritizing their care within my scope of practice.

HONORS AND AWARDS

Congratulations to the following certified nurses whose names have been added to the Wall of Honor:

5 WEST

Nicole Duchesne, RN-BC
BC-Cardiovascular

Danielle Garcia, RN-BC
BC-Cardiovascular

Kyle Martel, RN, PCCN
Progressive Care

Jenna Sweet, RN-BC
BC-Cardiovascular

6/7 SE

Mary Walsh, RN, PCCN
PCCN – Progressive Care

6 WEST

Joan Cavanaugh, RN, SCRNP
Stroke

Laly Thomas, RN, SCRNP
Stroke

7 WEST

Sandra Areias, RN, OCN, OCN
Oncology

Cindy Climer, RN-BC, BC
Nursing Informatics

ANTICOAGULATION SERVICES

Joan Politi, RN, CACP
Anticoagulation Care

AnnMarie Zampitella, BSN, CACP
Anticoagulation Care

CARDIOLOGY

Joan Doody, RN, CHFNP
Heart Failure

Margo Mantini Flavin, RN-BC
BC- Cardiac & Vascular Nursing

Michele Rybicki, RN, CHFNP
Heart Failure

CASE MANAGEMENT

Kimberly Barry, RN, CMAA
Case Management Administrator

Jaime Bennett, RN, CCTN
Certified Clinical Transplant Nurse

M. Betsy Brouillette, RN, CCM
Case Management

Sandra Nowokunski, RN, CCM
Case Management

Therese Salame, RN, CCM
Case Management

Donna Spaulding, RN, CCM
Case Management

CATH LAB

Christopher Pope, RN, CCRN
Critical Care

Michael Sladdick, RN, CCRN
Critical Care

CRITICAL CARE – ICU/CCU

Danielle, Garcia, RN-BC
BC-Cardiovascular

ENDOCRINE

Jeanette Douglas, RN-BC,
BC – Gerontology

FLOAT POOL

Lynn Breymer, RN, CCRN
Critical Care,

Deborrah Gallegos-Petersen, RN, CWCN
Wound Care

HEMATOLOGY/ONCOLOGY CLINIC

Jo Underhill, RN, OCN
Oncology

IV THERAPY

Paula Walfield, RN, NCSN
School Nursing

MEDICAL HOME

Diane Abboud, RN, CH-GCN
Guided Care

Linda Lerner, RN-BC, CH-GCN
BC-Gerontology
Guided Care Nurse

Sue Lyons, RN, CCM
Case Management

Kathleen Sheehan, RN-BC
BC – Gerontology

Alice White, RN, CCM
Case Management

NEUROLOGY

Gail Gregg, APRN, GNP-BC
BC-Gerontological NP

Stephanie Rondeau, ACNP, CCRN
Critical Care

Janet Zani, RN, MSCN
Multiple Sclerosis

ONCOLOGY

Carolyn Krisko, RN, OCN
Oncology

PROFESSIONAL DEVELOPMENT

Edward Burch, RN, CNRN, SCRNP
Neuroscience
Stroke

Carol Corcoran, RN, CNRN
Neuroscience

RADIATION ONCOLOGY

Dale Caron, RN, OCN
Oncology

Carma Hudon, RN, OCN
Oncology

TRANSPLANTATION

Colleen Carroll, RN, CCTN
Transplantation

Sheila Coombs, RN, CCTC
Clinical Transplant Coordinator

Jill Nazzaro, RN, CCTC
Clinical Transplant Coordinator

Brenda Reed, RN, CCTC
Clinical Transplant Coordinator

WOUND CARE

Paula Gouveia, RN, WCC
Wound Care

Salute to Nurses

Salute to Nurses is a tribute published annually by the *Boston Globe* and *Boston.com* to honor exceptional nurses. Candidates are nominated by patients, patients' families or their colleagues in appreciation of their knowledge, skill and compassion. Congratulations and many thanks to the Lahey Hospital & Medical Center colleagues recognized in this year's *Salute*:

Brittany Collins, RN, 7 West, Burlington
Robert Doughtry, RN, Peabody
Kathaleen Hatfield, RN, 5 West, Burlington
Jean Hurynowicz, RN, SICU, Burlington
Kim Johanson, RN, 7 Central
Shannon Philpott O'Donoghue, RN, PACU
Natalie Theresa Yuoska, RN, 5 West

National Exposure

Poster exhibited at 2014 NICHE National meeting in San Diego, California

Delirium Prevention, Management, and Treatment in the Acute Care Setting

Presenters:

Arlene Stoller, MS, RN, GCNS,
Geriatric Clinical Nurse Specialist,
NICHE Program Leader,
2008 Nursing Research Fellow
Susan Bellofatto, BSN, RN-BC,
Associate Wound and Skin Innovator,
2011 Nursing Research Fellow

Poster exhibited at Magnet National 2013 meeting in October, Orlando, Florida

Going Green in the Operating Room: A Performance Improvement Project

Presenters:

Kim K. Wheeler, MSN, RN, CNOR,
Clinical Educator Operating Room
Patrice M. Osgood MS, BSN, RN, CNOR, NE-BC,
Nurse Manager Operating Room

Posters exhibited at the recent Consortium of Multiple Sclerosis Centers meeting in May 2014 in Dallas, Texas

The Lahey Multiple Sclerosis Center, located in Lexington, presented three research posters.

"Safety and Efficacy of Teriflunomide in Patients with Relapsing-Remitting Multiple Sclerosis in a Community Setting"

"Safety and Efficacy of Dimethyl Fumarate in Patients with Relapsing-Remitting Multiple Sclerosis in a Community Setting"

"Clinical Characteristics and Imaging Features of Late-Onset Multiple Sclerosis"

Presenters:

Claudia Chaves, MD
Caitlin Dionne, RN, BSN, MSCN
MaryAnne Muriello, MD
Rik Ganguly, BS
Ann Camac, MD



Daisy Award Winners May 2013 to April 2014

Recognizing extraordinary nurses everywhere, who make an enormous difference in the lives of so many people by the super-human work they do every day.

Betsy Brouillette, RN, CCM, Case Management
JoEllen Soule, RN, Interventional Radiology
Virginia Griffin, BSN, RN, CPAN, PACU
Patricia Kergo, BSN, RN, Rapid Response
Lorraine Kevorkian, BSN, RN, Ambulatory Surgery
Patricia Napolitana, BSN, RN, SICU
Diane Waitt, BSN, RN, Anticoagulation Clinic
Jessica Martel, ASN, RN, PACU
Anna Trunfio, BSN, RN, Ambulatory Surgery
June Figurido, BSN, RN, Hamilton Wenham CGP
Pamela Straube, BSN, RN, Cardiothoracic Surgery

Special DAISY FOUNDATION Team Award

First Responders, Boston Marathon, September 2013

Tamra Brennan, RN, MICU
Michael Charbonnier, RN, 6 West
Janet Giacchino, RN, ICHU
Timothy Harris, Tech, Cath Lab
Karen Hayward, RN, ED
Kelly Heffernan, RN, OR
Kay Horiuchi, RN, 5 West
Michelle Martin, RN, 7 West
Jennifer Michaud-Finch, MD, Cardiology
Maryann Naughton, RN, OR
Karen O'Donnell, RN, ED
Evin Parker, RN, ED
Jonathan Ring, CRNA, Anesthesia
Marychris Sopel, RN, OR
Janet Stark, RN, ED
Deborah Sullivan, RN, Cardiac Rehab
Barry Woods, MD, Cardiovascular Medicine

HONORS AND AWARDS

Congratulations to the following colleagues who earned degrees between May 2013 and May 2014

5 WEST

Jean Cunningham, MSN
Jessica Hall, BSN
Aislinn Smith, BSN

6 CENTRAL

Shama Billimoria, BSN
Laura Chornacchini, MSN
Brittany Hetnik, BSN
Erin Sanborn, BSN

6 EAST

Judi Catalano, BSN
Stephanie D'Amico, MSN
Kathleen Garabedian, MSN

6 WEST

Kara Evans, BSN
Sara Hall, BSN
Porleng Hong, MSN
Bindu Joby, BSN
Nainita Soni, MSN
Laly Thomas, BSN

6/7 SOUTHEAST

Eileen Batchelor, MSN
Beatrice Ferrara, BSN
Anny Howard, ASN
Meghan Hynes, BSN
Taylor Scott, BSN

7 EAST

Maura Finch, BSN
Carlee Yeadon, MSN

7 CENTRAL

Debbie Sciaba, BSN

7 WEST

Sandra Areias, BSN

ADVANCED PRACTICE NURSING

Jen DerKazarian, DNP

CARDIOVASCULAR MEDICINE

Kristina Green, DNP

CASE MANAGEMENT

Leann Caravaggio, BSN
Megan Frink, BSN
Sara Irvine, BSN
Elizabeth Paivia, MSN

FLOAT POOL

Janine Bettencourt, ASN
Kelly Britton, MSN
Laura Daggett, BSN
Laura Shannon, BSN
Lisa Walsh, MSN
Irene Wilkinson, BSN
Stacey Willard, MSN

ICU/CCU

Karen Waisnor, MSN
Laurie Young, MSN

MICU

Donna Badolato, BSN
Linda Johnson, ACNP

NURSING EDUCATION

Gilberto Gamba, MS

ORTHOPAEDIC SURGERY

Allison Richardson, BSN

RADIATION ONCOLOGY

Caroline Dudman, MSN

SICU

Derek Ilg, BSN

Certification Stats:

New Certifications Added to the Wall of Honor since May 2013: 5

CHFNI – Heart Failure
SCRNI – Stroke
CACPN – Anticoagulation
NCSNI – School Nursing
CMAC – Case Management Administrator

Number of new RNs added to the Wall of Honor: 40

Total number of nurses on the Wall: 269

Number of RNs with two specialty certifications: 27

Number of RNs with 3 Certifications: 1

Kathleen Sheehan:
RN-BC – Ambulatory Care
CH-GCN – Guided Care
RN-BC – Gerontology

Nursing Statistics:

The U.S. has 3.1 million licensed RNs, of whom 2.6 million are actively employed in nursing.

The profession has grown by 5.3 percent since 2004, a net growth of more than 150,000 RNs.

Nearly 450,000 RNs — 14.5 percent of the RN population — received their first U.S. license after 2003.

The average age of employed RNs is 45.5.

The proportion of RNs under age 40 increased for the first time since 1980 to 29.5 percent.

Source: US Health Resources and Services Administration's National Sample Survey of Registered Nurses

*“A milestone passed, new things begun,
dreams as shining as the sun, a goal achieved, a victory won!”*

—Anonymous

Awards and Appointments

Arlene Stoller Receives National Gerontological Nursing Association (NGNA) Excellence in Gerontological Nursing Award

Arlene Stoller, MS, RN, geriatric clinical nurse specialist, received the National Gerontological Nursing Association (NGNA) Excellence in Gerontological Nursing Award (APRN). This award was established to honor an advance practice registered nurse who has consistently provided outstanding care to older adults and has been an inspirational role model and mentor to other healthcare workers. Stoller received this prestigious award at the NGNA 2013 Annual Convention in Clearwater, Fla. on Saturday, October 5, 2013.

Amy Dooley, MS, RN, CPAN, Elected to the National Board of Directors

Amy Dooley, MS, RN, CPAN, Research Council co-chair and 2008 nursing research fellow, was elected to the National Board of Directors for ASPAN (American Society of PeriAnesthesia Nurses) as a regional director in April 2014.

Judith Vechmamontien, RN, Selected for ANA Committee

Judith Vechmamontien, RN, has been selected by the American Nurses Association (ANA) from over 365 applicants to serve on the Advisory Committee for the Nurse Fatigue Professional Issues Panel. The Advisory Committee was charged with providing additional information, feedback and advice to the 15-member Steering Committee for this panel.



Judith Vechmamontien at work in the CDU, LHM Burlington

Claire MacDonald Participates in NCLEX Item Review Panel

Claire MacDonald, DNP, RN, participated for the second consecutive year in the National Council of State Boards (NCSBN) Strategic Analysis Research Panel. Held in Chicago in July 2014, this panel is an integral part of the NCLEX exam development process and involves RNs from across the country.

LHMC Professional Development Specialist Elected NEONE President

Claire MacDonald, DNP, RN, was recently elected President of the North Eastern Organization of Nurse Educators (NEONE). President-elect MacDonald will assume her duties in September 2014.

Lahey Hospital & Medical Center nurses Contribute to the American Academy of Ambulatory Care Nursing's RN Care and Coordination and Transition Management Course

In addition to completing two poster presentations at national conferences, Lahey Hospital & Medical Center colleagues Carol Mannone, MSN, RN, Debralee Quinn, MSN, RN-BC, CNN, Kathy Sheehan, BSN, MS, RN-B, CH-GCN and Pattie Grady, BSN, RN, CRNS, FABC along with former colleagues Naomi Mercier and Erin Taylor, contributed to core curriculum and wrote chapters for

the AACN's RN Care and Coordination and Transition Management Course.

"We were all excited to represent Lahey Health in this endeavor," said Sheehan.

It Takes a Village: Kudos to Joyce Ranjit, RN and the Nurses of 7E

Staff Nurse Dara Blemker, RN, recently commended Joyce Ranjit and the nurses of 7 East for their professionalism and willing response to her weekend call for assistance.

Dara wrote that she reached out to 7 East colleagues for consultation about the use of specialized equipment with which the 7 East staff has significant experience. The willing and unstinting collaboration by these busy RNs contributed to excellent care for Dara's very complex patient.

"I was so impressed by the RNs on 7 East," Dara stated. She gave special thanks to Joyce Ranjit, who "provided hands on assistance and was so good with the patient. She [Joyce] explained everything she was going to do... I was so impressed with her skill, dedication and patience, especially when she came down at shift change when I'm sure she had many other things to tend to. Joyce's help no doubt increased this patient's satisfaction with her care."



7 East staff photo with Joyce Ranjit (inset)

All-Day Program Educates Nursing Staff

Nurses Week is always an exciting time, packed with both social and educational events focused on recognizing and celebrating the many contributions of Lahey Hospital & Medical Center nurses. This year, the *Nursing Practice in a Changing World* all-day continuing education program brought together local Lahey Hospital & Medical Center experts, as well as nationally and internationally known speakers. These presenters shared their expertise with an audience of more than 100.

The morning started with Lahey Hospital & Medical Center's own Drs. F.W. Nugent and Amy Barto sharing new trends in healthcare with regard to the *Human Microbiome Project and Fecal Transplant Therapy*, respectively. The program then welcomed nationally and internationally renowned speakers Christine Mitchell, RN, MS, MTS, FAAN, and Pamela Grace, RN, PhD, FAAN. Both spoke about ethics in nursing: the importance and value of ethics rounds, ethical issues encountered by nurses and the impact of ethics on nursing practice.

Mark Sugrue, RN-BC, FHIMSS, SPHIMS, Lahey Hospital & Medical Center chief nursing informatics officer, kicked off the afternoon sessions with a review of *Nursing Technology in 21st Century Nursing Practice*. Sugrue explored how the current political climate intersects with

technology and is influencing the future of healthcare.

An overview of *Cancer Treatment Efficacy and Tolerance in Older Adults* was presented by Nellee Fine, MA, RN, AOCN, clinical nurse specialist, Hematology Oncology. Fine explored how current research and best practices effect treatment for older adult cancer patients.

The program ended with an interactive discussion on *Honoring Patient Choices and Advanced Care Planning*. This interactive session, led by Nellee Fine and Arlene Stoller MS, RN, geriatric clinical nurse specialist, engaged the audience with video interviews in which audience members used "I" clicker technology to respond to questions regarding their knowledge and perceptions. This ability to track and graph "real time" audience responses, and to share them with the group allowed presenters to be fluid in adapting the focus of their discussion to build on that knowledge.

Judging by audience reactions and program evaluations, participants found this year's eclectic offering to be a hit! Kudos and thanks to all those who planned and participated in these informative and thought provoking sessions. Before we know it, it will be time to plan next year's program. Do you have ideas? Send them to Alison O'Brien at Alison.M.O'Brien@Lahey.org, with "Nurses Week 2015" in the subject line. We'd love to hear from you!

Advanced Practice Nursing Council Launched

Jen Derkazarian, MSN, RN, ANP-BC, director of Advanced Practice Nursing (APN), announced the establishment of the Advanced Practice Nursing Council on June 4, 2014. This executive level council was formed to empower, promote and advocate for APNs within the organization and community through shared governance.

The Council's vision is to optimize patient outcomes, enhance awareness, visibility and value of the APN role, foster interdisciplinary relationships across the organization and community, and facilitate leadership and knowledge to promote excellence in APRNs. This vision is to be realized through achievements in four primary goal areas: growth, visibility, financial stewardship and quality. Plans are for the Council to be led by a Chair, Past Chair and Chair Elect, with Derkazarian serving as the inaugural Chair. Terms will overlap to provide continuity as leadership roles rotate among Council members.

Membership is open to any APN who has successfully completed a formal post-basic education program, and its associated certification examination, for advanced practice nursing. This includes nurse practitioners, clinical nurse specialists and nurse anesthetists. The membership will include representation from all areas of Lahey Hospital & Medical Center, Burlington, Lahey Medical Center, Peabody, and primary care sites. Derkazarian expressed the deep appreciation of Council members for their time commitment to this work. She also was thrilled with the overwhelming support of department chairs and administrative directors, who understood the need for APNs to have a voice and pathways to leadership.

Colleagues who wish to participate in the Council, or address a specific topic or issue, are encouraged to contact Jen Derkazarian at Jennifer.Derkazarian@Lahey.org



Mark D. Sugrue, RN-BC, FHIMSS, CPHIMS, chief nursing informatics officer, Lahey Hospital & Medical Center



From left: Pamela J. Grace, RN, PhD, FAAN, associate professor of nursing and ethics, Boston College, and Christine Mitchell, RN, MS, MTS, FAAN, director, Office of Ethics, Children's Hospital Boston, associate director, Division of Medical Ethics, Harvard Medical School

Nurses Reaching Out Near and Far

AROUND THE CORNER

Each year, the caring nurses from Radiation Oncology choose a charity to support as a department during the holiday season. For the 2013 holiday season, the nurses chose "Project Bethlehem" sponsored by Lazarus House in Lawrence, Mass. as its cause. Nurse Manager Laura Kenda, BSN, BA, RN, OCN, notes that Debra Marks, RN, was an exceptional supporter of the project. Marks organized and collected donations for a family identified by Project Bethlehem as being in need of a helping hand. She then used her personal time to shop for the family. Nurses in the department gathered together to wrap the gifts for delivery, following the motto that "many hands make light work." In this case, sharing a caring purpose also made for light hearts.

AROUND THE GLOBE

Lahey Hospital & Medical Center Outreach nurses travel overseas to countries in need, volunteering their time to help others. These nurses see their hard work in action for each patient they treat.

Consider the 80-year-old woman who once struggled to walk and is now dancing, after Kathy McNamara, MS, RN, CCRN, traded her makeshift cane—a timber stick—for a brand new walker; or the discharged parents of baby Joe and baby Gilberto, two of the newborns delivered with the assistance of members of the outreach team; or the hundreds of newly-vaccinated children in the villages east of Lake Victoria in Africa.

Recently, McNamara and Gilberto Gamba, MS, BSN, RN, both veteran Outreach nurses, saw an opportunity to share their skills with a population in need in Mitala Maria, Uganda for the second year in a row. St. Anthony's



Back Row L to R : Birungi Mariam (Uganda); Pietro DiStefano (Italy), Jennifer Atkisson, BSN, RN, Pius Mpaka, RN (Uganda), Abbie Briscoe

Front Row L to R : Angela Semukutu, RN (Uganda); Sister Dorkus (Uganda), Kathy McNamara, MS, RN, CCRN; Sister Reste (Uganda), Mary Leussis, BSN, RN; Gilberto Gamba, MS, BSN, RN

Heath Center in this village serves a group of 480,000 inhabitants. "Our mission is still in its infancy. In 2013, a group of four of our nurses traveled for a week in our inaugural trip," said Gamba. "This year, our team included nurses, physicians, a physician assistant and support personnel, including interpreters. For 2015, we have a group of volunteers already planning to assist."

The focus of the mission is to provide medical services, but the organizers insisted that at the core of their services is prevention and education. Many of the problems found in this community, including malaria, STDs, fungal infections, blood pressure problems and GERD, are preventable. The mission delivers medications and medical supplies and has provided solar electricity to the Center. The group is also working to provide a reliable source of safe drinking water.

These nurses donated their skills and expertise, as well as their vacation time. So far, they have participated in missions in other countries including Nicaragua,

Haiti, Guatemala, Bolivia, Tanzania and Ethiopia, among others. Support with travel expenses was provided by the Global Outreach Program, a Lahey Hospital & Medical Center philanthropic fund created to help employees travel to developing countries to provide free medical care to people in need.





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Notes on Nursing is produced by Lahey Hospital & Medical Center nurses, in conjunction with the Institutional Advancement Office. Our goal is to communicate important information. We invite all Nursing colleagues to share stories about their professional practice, unit successes and performance improvement projects. Send an email to NotesonNursing@Lahey.org, or write to us care of Notes on Nursing, Nursing Administration, Lahey Hospital & Medical Center, 41 Mall Road, Burlington, MA 01805.