Message from the Chief Nursing Officer

When you ask a nurse why he or she chose to be a nurse, the response is often that the profession found them. Being a nurse is often a calling, to be a member of a team enhancing the health and lives of our patients and families.

At Stormont Vail Health, that sense of caring and being a part of a team is strong and vibrant for our nursing staff. Our nurses work in hospital and clinic settings, we are active members of the community, we are your friends, family and neighbors. We not only care for you when you are visiting for a clinic appointment or checking on the welfare of your hospitalized loved ones, we care for you through quality and safety projects that improve patient care, through calls from patients seeking guidance from our Health Connections’ nurses, and through the creation of programs like outpatient palliative care, providing you and your loved ones with comfort and care when chronic conditions impact your life.

We savor connections we have with patients and families. We communicate and educate about health conditions you may face. We are there to welcome new life to your families when a baby is born, and we are there to absorb your tears when a life is ending.

In all of those moments, the nurses of Stormont Vail Health provide high-quality, professional care. Being a Magnet-designated health care organization by the American Nurses Credentialing Center, we strive to be at the top of the profession, benefitting the patients and families we serve.

During the year 2015, the nurses of Stormont Vail Health rose to meet the health challenges facing our community, provided invaluable input to our system through Shared Governance, and served as advocates for our patients. I am extremely proud of them, the excellence of care they provide and the professional endeavors in which they participated. This 2015 Nursing Report details many of those accomplishments and recognitions from the year.

Carol Perry, MSM, BSN, RN, FACHE
Chief Nursing Officer and Vice President of Patient Care Services

“I take pride every time I read about Stormont Vail in the paper for winning awards or gaining recognition for our Magnet status. I love that our teamwork and the extra care we give our patients is recognized and valued. I wouldn't want to work anywhere else.”
- Jennifer Eschman, BSN, RN-BC, Critical Care Pavilion

“I love people, and I enjoy helping and comforting people more than anything. That is why I chose to become a nurse. I watched several family members and friends be cared for at Stormont Vail, so I knew I wanted to work here.”
- Haleigh Kammerer, RN, Pain Management Clinic

On the cover: Renea Wilson, MSN, RN, CEN, Emergency Department director, comforts a patient in the Emergency Department.
About Stormont Vail Health

Stormont Vail Health operates a 586-licensed bed, not-for-profit acute care regional hospital and a network of primary and specialty clinics throughout northeast Kansas. In conjunction with Baker University, Stormont Vail operates a nursing school on its Topeka campus and works closely with the Washburn University School of Nursing, as well as other nursing programs in the region.

To learn more about professional nursing at Stormont Vail, visit our web page at stormontvail.org.

Nursing by the Numbers

Registered Nurses – 1,288
Licensed Practical Nurses – 324
Patient Care Technicians/Medical Assistants – 547
Licensed Mental Health Technicians – 10
Certified Registered Nurses – 312

Stormont Vail Distinctions

- Grade “A” from The Leapfrog Group on the Hospital Safety Score
- Top 100 Hospitals by Truven Health
- Top 50 Cardiovascular Hospitals by Truven Analytics
- Re-verified as Level II Trauma Center by the Verification Review Committee of the American College of Surgeons (ACS) through April 14, 2018
- Excellence Award for Clinical Effectiveness from VHA

Philosophy of Care

Stormont Vail Health nurses are centered on key concepts of nursing: person, environment and health. They focus on providing patient-centered, high-quality care. The Stormont Vail nursing philosophy is reflective of the organization’s mission, vision and values.

Mission

The professional nurses at Stormont Vail Health are committed to providing the highest level of care and customer service to improve the health of our community.

Vision

Stormont Vail Health nurses actively support:
- Professionalism in relationships.
- Recognition for achievement beyond quality standards.
- Improving health in our community and throughout northeast Kansas.
- Distinguishing our organization above all other health care facilities.
- Excellence in service.

Values

- Nurturing the potential in ourselves, our colleagues and our patients.
- Understanding that excellence requires continuous effort.
- Respecting the unique contributions of all team members.
- Serving others compassionately in their time of need.
- Encouraging and participating in continued financial viability, innovative services, quality improvement and research.
- Sharing expertise, knowledge and resources at work and in the community.

Recognitions

ANCC Magnet Designation

Stormont Vail Health has twice achieved Magnet designation as part of the American Nurses Credentialing Center’s (ANCC) Magnet Recognition Program. The Magnet Recognition Program® recognizes health care organizations for quality patient care, nursing excellence and innovations in professional nursing practice. Stormont-Vail is one of 425 Magnet health care organizations worldwide.

“Because of the innovation and forward thinking at Stormont Vail, I am able to do the kind of work that I love, and provide the best possible care to our patients and families.”
- Robin McCay, BSN, RN, OCN, CHPN, Cancer Center
Excellence in Nursing Awards
The 2015 Excellence in Nursing Awards recognized outstanding professional work by Stormont Vail patient care staff for the eighth consecutive year. Sixteen staff members were named award winners from a large number of high-quality nominations.

Excellence in Nursing Practice
Sue Legino, RN
Christel Massey, BSN, RN

Excellence in Nursing Mentorship
David Dean, BSN, RN
Joni Koch-Pfortmiller, RN

Excellence in Licensed Practical Nursing
Amy Karle, LPN
Tina Mosher, LPN

Excellence in Nursing Preceptorship
Nicholas Eilert, BSN, RN

Excellence in Nursing Leadership
Janet Brunner, BSN, RN

Excellence in Nursing Research
Shirley Appleton, MS, MS, RN
Excellence in Patient Care

Rising Star

Kali Arney, PCT  Jenny Beaver, PCT  Courtney Emig, PCT  Bobbie Fox, MA

Distinguished Community Service

Paul Murphy, RN  Trey Pruden, BS, RN  Tina Briggs, LPN

Noteworthy

- Carol Perry, MSM, BSN, RN, FACHE, chief nursing officer and vice president, was named a “Hero in Healthcare” by Ingram’s Magazine.

- 2015 March of Dimes Nurse of the Year Finalists from Stormont Vail included:
  Emergency/Transport: Renea Wilson, MSN, RN, CEN
  Procedural Care: Amber Judd, BSN, RN

- Theresa Tetuan, Ph.D., RN-BC, was selected to serve on the Lippincott Nursing Procedures Task Force. The project is through the American Academy of Ambulatory Care Nursing.

- Stacy Stromgren, Employee Health nurse manager, was elected to serve as the executive secretary for the Association of Occupational Health Professionals in Healthcare.
Shared Governance

Nursing staff participate in seven Nursing Shared Governance Councils at Stormont Vail. Shared governance provides the structure for nurses to share, learn and collaborate, identify and integrate best practices. The councils include Coordinating, Management, Research, Professional Development, Practice, Communications and Nursing Performance Improvement.

Shared governance promotes a culture of nurse empowerment, providing bedside nurses with an environment that fosters autonomy and evidence-based decision making. Shared governance is also vital to the recruitment and retention of highly qualified nurses who value professional development – and mentorship of the next generation of nurses.

The core belief behind a shared governance structure is that patients are best served when practice decisions are made by the health care team members closest to their side. Stormont-Vail nurses are the care managers for patients, taking the lead in advancing the interdisciplinary care process, while partnering with patients and their family members throughout the patient’s care experience. The shared governance structure supports this partnership, while fostering professional accountability and nursing autonomy.

Professional Development Council

The Professional Development Council serves as role models and facilitators for nursing education and professional development. The council reviews nursing retention, reviews and maintains the Ethics Statement, the Professional Practice Model and the Nursing Shared Governance Bylaws. The council recognizes and celebrates nurses’ success by promoting activities during National Healthcare Decision Day, Certified Nurses’ Week and assist with organizing the Nursing Symposium.

The 2015-2016 goals are:
- Development of DAISY award program for recognition of nursing excellence.
- Continue to develop preceptor program.
- Symposium growth.
- Continue support of competency classes.
- In-house Certification Review courses.

Research Council

The Research Council facilitates nursing research and findings. The council establishes nursing research priorities, serves as a resource for conducting nursing research and utilizing findings, and promotes nurses’ participation in workshop or organizations focused on nursing research.
Approved Research Studies:
• Pressure Ulcer Risk and Prevention: Examining the Inter-Rate Reliability of the National Database of Nursing Quality Indicators (NDNQI)
• The Impact of Palliative Care for Lung Cancer Patients in an Outpatient Community Oncology Clinic
• Super Utilizer Case Management Program with Baccalaureate Nursing Students
• NDNQI Workaround Study
• Qualitative Research Study: Obstructive Sleep Apnea: The Benefits of Screening in Primary Care

The 2015-2016 goals are:
• Transition from Summer Research Institute to multiple, research offerings.
• Enhance nursing research development/efforts of clinical nursing staff.
• Prepare for Magnet recertification.
• Collaborate with Kansas City research groups.

Nursing Performance Improvement Council
The Nursing Performance Improvement Council provides a coordinated system that continuously assesses and evaluates quality in patient care and nursing practices through a regular review of quality outcomes and benchmark data. The members develop, implement and evaluate performance improvement efforts identifying care issues that benefit from these efforts based on high-risk, high-volume, and problem-prone areas.
In 2015, the following improvements were implemented:
• Compiled a list of house-wide PIC action plans.
• Redefined way that NDNQI pressure ulcer data is provided to units.
• Reassessed medication reconciliation data.

The 2015-2016 goals are:
• Develop a council that includes leadership from each unit and key stakeholders from specialty and ancillary areas.
• Continuously re-evaluate current indicators to ensure they are nursing-related, actionable and address high-risk areas.
• Unit representative responsible for sharing and including front-line staff into data collection, process improvement initiatives, and idea sharing to formulate action plans.
• Streamlining data through a central data hub to increase communication and efficiency.

Research Notes
*Ruth Ohm, Ph.D., and Libby Rosen, Ph.D., presented at the 2015 Stormont Vail Big Research Read and Feed, covering the topics of meta-analysis, systematic reviews and meta-synthesis.
*Theresa Tetuan, Ph.D., RN, and Toni Wendling, BSN, RN, presented at the 40th annual conference of American Academy of Ambulatory Care Nursing in Lake Buena Vista, Fla.
Nurse Practice Council

The Nurse Practice Council is tasked with providing safe, high-quality, and value-driven care. The council continues to review and analyze effectiveness of pain management process improvement, review and update policies and procedures to reflect current evidence-based practice, and evaluated and revised the Care Delivery Model.

The 2015-2016 goals are:

- Continue to review and update policies and procedures to reflect current evidence-based practice.
- Encourage PCS participation by having guest speaker discuss issues regarding patient care.
- Standardize the method in which the council’s members communicate information from council meetings.

Communication Council

The Communication Council develops and implements nursing practice programs. The members review and revise acceptable conceptual base or framework for professional practice. The committee develops plans and guidelines to include more nurse-driven articles for the Nursing Now newsletter and Stormont-Vail Facebook page.

The 2015-2016 goals are:

- Collaborate with program to develop cultural transformation.
- Assist in development of Stormont Vail Health website focus on nursing recruitment and retention.
- Follow-up, evaluate, and collaborate with Education to encourage usage of white-boards.
- Develop Stormont Vail Nursing Now newsletter to demonstrate carative behaviors.

In an effort to improve communication between patients/families and Stormont Vail Health staff, the Communications Council collaborated with Education and Organizational Development to develop individualized department whiteboards for all patients’ rooms. The photos above are examples of the Emergency Department whiteboard and the Pediatric Department whiteboard.
Management Council

The Management Council organizes and provides resources. The council provides appropriate human resources necessary to meet the standards of practice in all areas of care, carries out the fiscal responsibility, determines operational systems that support management, and ensures that decisions are communicated, implemented, and carried out.

The council reviewed and analyzed the Nursing Strategic Plan, reviewed the Shared Government structure, formed a Magnet Steering Committee and implemented review of project forms monthly.

The 2015-2016 goals are:
- Continue to review and analyze Nursing Strategic Plan to align with the organization's Strategic Plan and accomplishment of goals identified in Nursing Strategic Plan.
- Review current Shared Governance Structure and determine how other disciplines are included within the infrastructure.
- Establish a system to identify initiatives to satisfy Exemplary Outcomes for the Magnet document.
- Inform Management Council members about Magnet process and changes.

Sharde Ashraf, RN, updates electronic medical records in the Emergency and Trauma Center.
Lifelong Learning

• Nursing Symposium – Stormont Vail’s Nursing Symposium May 1 was themed on “Bringing Magnet Home.” Presentations included the Super Utilizers program, incivility, second victim experience, health care work assault legislation, improving the patient-family experience; as well as poster presentations.

• Certified Nurses – Stormont-Vail has more than 300 certified nurses who were recognized in May for Certified Nurses Day. A registered nurse (RN) license allows nurses to practice. Certification affirms advanced knowledge, skill, and practice to meet the challenges of modern nursing.

• Systems Thinking Education Program (STEP) – Stormont Vail and Cotton O’Neil received a grant from the National Council of State Board of Nursing to offer a year-long education program called Systems Thinking Education Program (STEP). Systems thinking is the ability to recognize, understand and synthesize the interactions and interdependencies in a set of components designed for a specific purpose. Front-line nurses are the key to improving patient outcomes, but for this to occur, nurses need to view problems as occurring as a part of a chain of events of a larger system, rather than independent events or events that are the result of just one individual. STEP programs and activities provided staff with real-world examples from a variety of guest speakers and presentations.

• Continuing Education Grants – The Stormont Vail Foundation and the Stormont Vail Health Auxiliary provide generous financial support to nurses through Continuing Education Grants. The Stormont Vail Foundation, through gifts it receives, also provides scholarships to students at the Stormont Vail campus of the Baker University School of Nursing for both spring and fall semesters.
Community Links

Elementary Infection Prevention

Tiffany Horsley, BSN, RN, CIC, an infection preventionist at Stormont Vail, visited Farley Elementary School to educate children on hand hygiene. She taught students about how germs can make them sick and the importance of hand hygiene. She taught the students a song called “Wash, Wash, Wash Your Hands” to the tune of “Row, Row, Row Your Boat.”

Medical Mission Trip to Kenya

Four Baker School of Nursing faculty – Ruth Ohm, Ph.D., Sue Larson, Ph.D., Kathryn Schartz and Marlene Eicher – traveled to Kenya in July for a medical mission for Streams of Hope International (SOHIM). Ephantus Kimori Mwangi and Hotensiah Kimori established SOHIM after graduating from the Baker School of Nursing in 2008. The team, along with other health care professionals and community volunteers, provided care to about 600 people in three churches in remote areas.

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Tiffany Horsley, BSN, RN, CIC, presenting on the importance of hand hygiene at Farley Elementary School in Topeka.

Members of the Baker School of Nursing faculty medical mission trip pose for the camera at the equator with a few of their guides.