



On the cover: Naomi Foster, BSN, RN,
Total Joint Center

2017 NURSING REPORT



Stormont Vail Health

1500 SW 10th Ave., Topeka, Kansas 66604 | www.stormontvail.org

MESSAGE FROM THE CHIEF NURSING OFFICER

As the world of health care transforms to new models of health, more efficient processes, new technologies, and a changing workforce, an effect on nursing at all levels and settings across the Stormont Vail Health organization can be felt.

We are affected at the bedside, in the clinic, in the development of our electronic medical record infrastructure, in the way nurses help patients access health services and in the way we educate our patients and families. From the care nurses provide to adult patients dealing with chronic medical conditions, to the support they give to new mothers learning to breastfeed their infants, the nurses of Stormont Vail are ever-changing and refining their practices to provide the best of care.

I am proud to look back over the past year and see how Stormont Vail nurses have stepped up and embraced the change and challenges, advocated for their patients, and been the care manager who ensures that safe, quality care is provided.

It is with gratitude for what our nurses do each day, around the clock, that I present the 2017 Nursing Report.

As many health care organizations grapple with and face challenges from the nationwide nursing shortages, Stormont Vail is not immune. We are working to address the shortage issue and to recruit and retain the best nurses. We want to promote and provide a healthy, supportive professional environment for nursing staff, with a Shared Governance structure that gives nurses a voice at the table.

Libby Rosen, Ph.D., RN, IBCLC, Professor of Nursing at Baker School of Nursing, said it best at the 2017 Excellence in Nursing Award ceremony. "Through shared governance, nurses now have a strong voice at the table and we have evolved from the days of 'standing up for the doctor' to 'standing beside the doctor as an integral and respected member of the health care team.'"

Shared Governance is a pivotal part of our Magnet® environment. Designated as a Magnet organization by the American Nurses Credentialing Center in 2009 and again in 2014, Stormont Vail has been preparing our Magnet document for re-designation in 2018. Much of the Magnet document centers on measuring quality outcomes and nurse and patient engagement.

At Stormont Vail, we utilize the National Database of Nursing Quality Indicators (NDNQI), which is a national database for examining relationships between nursing and patient outcomes. More than 2,000 U.S. hospitals and health systems, including 97 percent of Magnet recognized facilities, participate in the NDNQI program. With powerful, unit-level data, NDNQI reporting enables action planning and intervention for specific units needing improvement. NDNQI ensures Stormont Vail achieves the highest level of nursing performance by tracking progress and meeting data requirements for the Magnet Recognition Program.

This is an exciting time for our organization as we move forward with progressive plans to partner with our patients in their health, support our nurses and ancillary staff members to develop through educational opportunities and a professional practice environment, and collaborate with the community in making access to health services and opportunities for wellness a reality.

Thank you to all Stormont Vail nurses for your contributions to these efforts.

Carol Perry, MSM, BSN, RN, FACHE
Vice President and Chief Nursing Officer



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.

NURSING 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.

NURSING 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.

ANCC MAGNET® DESIGNATION

Stormont Vail Health is working toward its third 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 469 Magnet health care organizations worldwide.

The Magnet model is composed of five key components that place greater focus on measuring quality, patient care and performance outcomes. The principles are: Transformational Leadership, Structural Empowerment, Exemplary Professional Practice, New Knowledge, Innovation and Improvement, and Empirical Quality Results. The annual report reviews programs in each of those areas.



In the Photo: Abby Kubie, RN, Cotton O'Neil Cancer Center

TRANSFORMATIONAL LEADERSHIP

NEW PATIENT NURSE LIAISON IN CLINICS

The New Patient Nurse Liaison program at Cotton O'Neil Clinic is part of the solution to improve primary care access to patients. Getting a first appointment with a physician can sometimes take time, so new patients are now able to have a New Patient Intake Visit within seven days. A highly trained registered nurse conducts the intake visit. The RN gathers health information and finds out if the patient has urgent medical needs that need to be addressed in a timely way.

The project has expanded to include all primary care clinics and has resulted in a significant increase in health care access.

FALL LEADERSHIP

Beginning in March 2017, a Fall Leadership Committee in the hospital expanded to review all falls, not just injury falls. In the past year, injury falls decreased by 47 percent compared to the previous year. For fall prevention, the committee stresses the basics of safety: no patient is left alone in the bathroom/shower area, bed and chair alarms are used with patients, and a gait belt is to be used when patients are walking. With new beds and mattresses placed in many patient rooms, falls from beds have decreased by 90 percent. Fall reviews in specific departments are also conducted to keep staff alert to fall prevention strategies.

STRUCTURAL EMPOWERMENT

SHARED GOVERNANCE

Nursing staff participate in Shared Governance councils at Stormont Vail. Shared governance provides the structure for nurses to identify and integrate best practices. It promotes a culture of nurse empowerment, providing bedside nurses with an environment that fosters autonomy, accountability and evidence-based decision-making. Shared governance is vital to the recruitment and retention of highly qualified nurses who value professional development – and mentorship of the next generation of nurses.



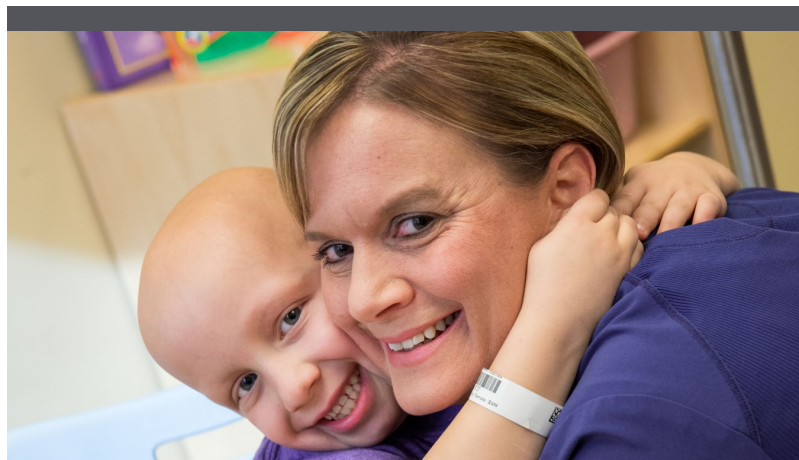
PROFESSIONAL DEVELOPMENT COUNCIL

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, and redesigned the basic preceptor program. The council recognizes and celebrates nurses' success by promoting activities for Certified Nurse's Week, Nurses' Week and assists with organizing the Nursing Symposium. The council also oversees the DAISY nurse recognition program.

The annual Nursing Symposium in May included podium and poster presentations covering nursing topics from global health experiences in Kenya to utilizing RN expertise to increase new patient access and quality. The May 5 symposium had eight podium

presentations and six poster presentations from nurses in the region.

During 2017, a subcommittee of the Professional Development Council re-designed the Professional Nursing Practice Model at Stormont Vail utilizing survey and insights from direct care nurses. A Professional Practice Model is the conceptual framework for nurses, nursing care and interdisciplinary patient care. It is a schematic description of a system, theory, or phenomenon that depicts how nurses practice, collaborate, communicate and develop professionally to provide the highest quality care for those served by the organization – the patients, families and community.



In the Photo: Tammy Corum, Pediatric Certified RN, Stormont Vail Pediatrics, PICU and Young Adult Center

The Professional Practice Model illustrates the alignment and integration of nursing practice with the mission, vision, values, and philosophy that nursing has adopted. At the organizational level, nurse leaders ensure that care is patient/family centered. The Care Delivery System is integrated within the Professional Practice Model and promotes continuous, consistent, efficient and accountable delivery of nursing care.

At Stormont Vail Health, the Nursing Professional Practice Model is a tool to ensure that all nurses have the same core understanding of what it means to practice in our organization and culture.



GOALS FOR 2018 INCLUDE:

- Enhance nurse retention efforts
- Celebrate team members at pivotal timeframes
- Collaborate on annual Nursing Symposium
- Review competency process

RESEARCH AND EVIDENCE-BASED PRACTICE COUNCIL

The Research and Evidence-Based Practice 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.

The council expanded its role to include reviewing research programs before going to Internal Review Board and all individually initiated quality improvement projects, and providing oversight for IRB-exempt research and individually initiated quality improvement projects.

In coordination with the IRB, the council updated the process for reviewing research proposals, participated in the STATS 101 research study conducted by Youngstown State University and promoted the CSI: Stormont Vail Research series headed by Ruth Ohm, Ph.D.



GOALS FOR 2018 INCLUDE:

- Update bylaws
- Improve process of reviewing research and evidence-based practice proposals
- Facilitate employee-initiated research projects within the hospital
- Expand council to include multi-disciplinary members

NURSE PRACTICE COUNCIL

The Nurse Practice Council is responsible for providing safe, high quality, and value driven care. The council reviews and updates policies and procedures to reflect current evidence-based practice. During the past year, the Practice Council reviewed and approved 43 patient care policies.



GOALS FOR 2018 INCLUDE:

- Development and Review of Nursing Practice policies and programs
- Quarterly NDNQI Data presentation
- Quarterly HCAHPS Patient Satisfaction Data presentation
- Special Project focusing on HCAHPS Patient Satisfaction Data
- Integration of Departmental Practice Council chairs and Quality Coordinators onto committee for idea and policy sharing

COMMUNICATION COUNCIL

The Communication Council develops and implements nursing communications. The committee was involved in the development of a Shared Governance Sharepoint site, created content for the Nursing Now newsletter and updated nursing information on the NursingNet intranet.



GOALS FOR 2018 INCLUDE:

- Continued movement toward use of Sharepoint as a communication tool
- Pushing nursing-sensitive communication across the organization utilizing social media and to outside audiences as an education/communication/recruiting tool.
- Continued management/production of Nursing Now newsletter and integrating into online tools in the future

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, and supported the Magnet Steering Committee in preparing the Magnet document.



GOALS FOR 2018 INCLUDE:

- Review and analyze the Nursing Strategic Plan to align with the Organizational Strategic Plan
- Review Shared Governance Council structure
- Support implementation of the new Healthy Work Environment Council
- Promote interdisciplinary collaboration within councils

EXEMPLARY PROFESSIONAL PRACTICE

ENHANCED RECOVERY PATHWAY

The Enhanced Recovery Pathway (ERP) in the Post Surgical Department was implemented to decrease hospital length of stay by improving recovery after surgery. The program at Stormont Vail, a part of a Mayo Clinic collaborative, began with patients having elective colorectal surgeries.



In the Photo: Katie Pollom, Certified Physical Therapy Assistant, in-patient rehab services

It is known that the use of high doses of narcotic pain medication after surgery can lead to complications and longer hospital stays. ERP includes the use of non-narcotic pain modalities in an effort to reduce the amount of narcotics used after surgery, as well as focus on early mobility. The program has resulted in improved pain control for patients and decreased length of hospital stays. The success of the program has resulted in the expansion to other major abdominal surgeries.

MAYO CLINIC CARE NETWORK

Stormont Vail nurses benefit from the organization's involvement in the Mayo Clinic Care Network (MCCN). Stormont Vail has been a part of the network for three years. The affiliation provides Stormont Vail clinical staff with eConsults with Mayo specialists, clinical collaboratives and leadership development. Chief Nursing Officer Carol Perry participates in nursing leadership with other CNOs in the MCCN and has also presented topics to MCCN.

Stormont Vail nurses have helped plan and attend symposiums in Topeka in the past year with topics in cardiology, stroke, oncology, immunotherapy, genomics, high-risk obstetrics, trauma and critical care. Nurses have also accessed Mayo Clinic expertise on policies, procedures and processes on a variety of topics.

Stormont Vail nurses have attended Mayo webinars on mindfulness and leadership, strategies for safe patient handling, creating a culture of evidence based practice, innovative approaches to prenatal care, palliative care, innovation in education, surgical optimization, and central line-associated blood stream infection.

NEW KNOWLEDGE, INNOVATIONS AND IMPROVEMENTS

Three Stormont Vail teams were among those presenting at the 2017 Magnetizing KC conference on Feb. 15. They included:

PODIUM PRESENTATION: *ENGAGEMENT AT THE BEDSIDE: BUILDING A FUN AND CREATIVE TEAM WITHIN CRITICAL CARE.* Jana Tenbrink, BSN, RN, Nurse Manager, Medical Critical Care, IMC, and Rapid Response; Whitney Freel, BSN, RN, Charge Nurse, Medical Critical Care; Julie Snyder, BSN, RN, Clinical Nurse, Medical Critical Care.



In the Photo: Jana Tenbrink, BSN, RN, Nurse Manager, Medical Critical Care, delivers a podium presentation at the 2017 Magnetizing KC conference.

POSTER PRESENTATION: ENHANCED RECOVERY PATHWAY: IMPROVING RECOVERY AND HEALING AFTER MAJOR ABDOMINAL SURGERY. Amy Cripe, BSN, RN, Quality Coordinator, Surgical and Post-Surgical; Tracy Duran, MSN, BSN, RN, Nurse Manager, Post-Surgical.

POSTER PRESENTATION: CRITICAL CARE 101: EQUIPPING NEW HIRES THROUGH INNOVATION EXPERIENTIAL LEARNING. Kyle Nixon, BSN, RN, Nurse Manager, Surgical Critical Care.

Angela Gamber, MBA, BSN, RN, NE-BC, FACHE, Administrative Director, Emergency Department, Trauma and Surgery, did a poster presentation for the Kansas Organization of Nurse Leaders (KONL) Spring Conference, April 27-28. The poster was entitled “Effective Management of Substance Use Disorder Patient in an Emergency Department Setting.”

Toni Wendling, BSN, RN, Director of Primary Care, and Beth Weimer, BSN, RN, Quality Improvement Manager, presented “Utilizing RN Expertise to Increase New Patient Access and Quality” at the 9th Annual Summit on Quality May 10.

EXCELLENCE IN NURSING PRACTICE



Sheri Lee, RN,
Digestive Health



Carolyn Zeller, BSN, RNC,
Neonatal Intensive Care

EXCELLENCE IN NURSING LEADERSHIP



Erica Bletscher, RN-BC,
Post Surgical

EXCELLENCE IN NURSING MENTORSHIP



Staci Petersen, BSN, RNC-NIC,
Neonatal Intensive Care

EXCELLENCE IN NURSING PRECEPTORSHIP



Jessie Koci, BSN, RN,
7-North



Jennifer Schley, BSN, RN,
IV Therapy

**EXCELLENCE IN
ADVANCE PRACTICE PROVIDER**

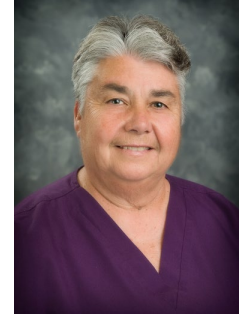


Gary Graf, APRN-C,
Diabetes & Endocrinology

**EXCELLENCE IN
LICENSED PRACTICAL NURSING**



Anna Bailey, LPN,
Osage City



Cindy Degand, LPN,
Pediatrics

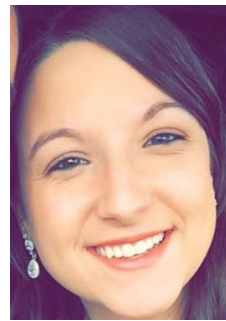
EXCELLENCE IN PATIENT CARE



Hannah Green, PCT,
Post Surgical



Isabel Marquez, PCT,
6-North



Krista Miller, PCT,
5-North



Lyle Spencer, PCT
Pavilion

RISING STAR



Emily Hartzell, LPN,
5-North



Paula Sanders, BSN, RN,
Hospitalists

**DISTINGUISHED
COMMUNITY SERVICE**



Ashley Toyne, MHCL, BSN, RN,
Pavilion

DAISY AWARD



The DAISY Award is an international recognition program that honors and celebrates the skillful, compassionate care nurses provide every day. DAISY stands for Diseases Attaching the Immune System. The DAISY Foundation was established by the family of J. Patrick Barnes after he died from complications of the auto-immune disease ITP in 1999. It was started at Stormont Vail Health in 2016 as a way for patients, families and staff to recognize care received and say “thank you” to extraordinary nurses.



DECEMBER 2016: Angela Brown, LPN, Cotton O’Neil Emporia, and Susan Huntsinger, LPN, Cotton O’Neil Emporia.

JANUARY 2017: Cherisa Lake, LPN, Pediatrics, and Ashleigh Rutherford, BSN, RN, Neonatal Intensive Care

FEBRUARY 2017: Dylan McAlexander, RN, Post Surgical, and Nancy Moser, RN, Birthplace

MARCH 2017: Sarah Krueger, BSN, RN, ExcellENT Surgery, and Jordan Christenson, RN, Hospitalists

APRIL 2017: Gale Langley, RN, Neonatal Intensive Care, and Renee Wells, LPN, Information Systems

MAY 2017: Nicholas Ahlert, RN, 7 North, and Lisa Hixsdon, RN, Charge Nurse, 7 North

JUNE 2017: Sherri Lee, RN, Digestive Health Center, and Jo Ann New, RN, Digestive Health Center

JULY 2017: Kathy Butler, RN, Neonatal Intensive Care, and Racheal Llamas, RN, Pavilion

AUGUST 2017: Valerie Davis, RN, Neonatal Intensive Care, and Jayme Newsom, RN, Heart Center

SEPTEMBER 2017: Amy Calhoun, LPN, Breastfeeding Clinic, and Kacy Brooks, RN, Hospitalists Nurse Associate

OCTOBER 2017: Casey Best, RN, Birthplace, and Courtney Barger, RN, Medical Critical Care

NOVEMBER 2017: Donnett Streeter, APRN, Wound Center, and Tristyn McFall, LPN, NICU

PERSONS OF THE MOMENT

The Stormont Vail Health Person of the Moment award is an opportunity to recognize staff at Stormont Vail Hospital and Cotton O’Neil. The recognition program is part of the “Small Moments” culture change that is occurring at the organization. Among those individuals honored as a Person of the Moment in 2017 were Case Management employees Cindy McCrary, nurse manager, Deb Swindale, case manager, and Marcy Scott, social worker. They were recognized as the September 2017 Persons of the Moment.

MARCH OF DIMES NURSE OF THE YEAR



Elizabeth Gerhardt, BSN, RN, CEN, CPEN, charge nurse, Emergency Department, was named the winner in the Nurse of the Year, March of Dimes’ Kansas and Greater Kansas City Chapter recognition program. Elizabeth received her award in the Emergency/Transport Category.

The awards ceremony was Nov. 11 at the Muehlebach Hotel in Kansas City.

Elizabeth was one of six Stormont Vail Health nurses who were finalists in the recognition program. The others included:

- Enedina Patch, RN, Palliative Medicine – Hospice/Home Health/Palliative Care Category
- Kim Cox, RN, Neonatal Intensive Care – Neonatology Category
- Tiffany Mendel, RN, Neonatal Intensive Care – Neonatology Category
- Josey Lust, RN, Critical Care – Rising Star Category
- Katie Martinek, RN, Surgery – Surgical Services Category

The six finalists were among 52 Stormont Vail nurses who were nominated for this annual program to recognize exceptional nurses.

Amy Kincade, MBA, BSN, RN, vice president, Population Health Management, was named a Hero in Healthcare

by Ingram's Magazine. Amy was featured in the February 2017 issue. Amy's story told how she always wanted to be a nurse, and now finds it "rewarding to collaborate with others, create networks and new partnerships that allow a focus on team-based interdisciplinary care to better support our patients and families."

Toni Wendling, Director of Primary Care, was nominated as a 2017 Woman of Excellence Award at the 29th annual YWCA Leadership Luncheon June 20.

Elizabeth Gerhardt, Sara Wilhelm and Ben Broxterman were recognized among Topeka's top "20 Under 40" award winners. Gerhardt, BSN, RN, CEN, CPEN, is a charge nurse, Emergency Department. Wilhelm, PA-C, is at Cotton O'Neil Pediatrics. Broxterman, MBA, CCLS, is supervisor, Child Life Services.

Gerhardt was also elected president of the Kansas Emergency Nurses Association (KENA). The statewide organization is affiliated with the national Emergency Nurses Association (ENA).



In the Photo: Toni Wendling, BSN, RN, Director of Primary Care, is recognized for her nomination at the 29th annual YWCA Leadership Luncheon.

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. Multiple Stormont Vail staff members serve as adjunct faculty or actively lecture at academic institutions in the region.

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.

TO LEARN MORE ABOUT PROFESSIONAL NURSING AND CAREER OPPORTUNITIES AT STORMONT VAIL, VISIT STORMONTVAIL.ORG.

STORMONT VAIL NURSING BY THE NUMBERS (FISCAL YEAR 2017)

ADVANCED PRACTICE REGISTERED NURSES	206	CERTIFIED REGISTERED NURSES	335
REGISTERED NURSES	1,254	FY2017 RN TURNOVER RATE	9.91%
LICENSED PRACTICAL NURSES	338	LPN TURNOVER RATE	11.63%
PATIENT CARE TECHNICIANS/ MEDICAL ASSISTANTS	645	FY2017 RN VACANCY AVERAGE	6.84%
LICENSED MENTAL HEALTH TECHNICIANS	6	LPN VACANCY AVERAGE	6.77%

STORMONT VAIL HEALTH BY THE NUMBERS (FISCAL YEAR 2017)

CLINIC VISITS	708,593
EXPRESS CARE VISITS	52,718
EMERGENCY DEPARTMENT VISITS	66,143
ADMISSIONS	23,827
SURGERIES	15,961
BIRTHS	1,812

In the photo: Gary Graf, APRN-C,
Diabetes & Endocrinology Center

STORMONT VAIL HEALTH DISTINCTIONS



- Accredited by The Joint Commission and has advanced certification in Advanced Total Hip and Total Knee Replacement, Perinatal Care, Primary Stroke Center and has certified programs in Chest Pain and Prematurity.
- Received Get With the Guidelines®-Stroke Gold Plus achievement award with Target: Stroke Honor Roll Elite Plus
- Received Get with the Guidelines® Heart Failure Golf Plus achievement award with Target: Heart Failure Honor Roll
- Earned an “A” in The Leapfrog Group’s national patient safety ratings program. The Leapfrog Group is an independent hospital watchdog.
- ACTION Registry Platinum Performance Achievement Award (cardiovascular care)
- Recognized in U.S. News & World Report Best Regional Hospitals rankings as 2nd Best Kansas Hospital and highest rating possible in five procedures.





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