

Nursing Now

A publication for Stormont Vail Health nursing staff

 Stormont Vail Health

Q4
2022



*Carol Perry, MSM,
BSN, RN, FACHE*

A message from your Chief Nursing Officer Nursing Excellence: It takes a team.

In healthcare organizations, excellence is the sum of many complex parts. The American Nurses Credentialing Center (ANCC) Magnet Recognition is awarded to organizations who distinguish themselves by improving patient care. Stormont Vail Health nurses have demonstrated nursing excellence through the last four years. During this designation period, work from August 2018 to August 2022 is recognized. Our Magnet document submission demonstrates work from before the pandemic and our nurse's commitment to the community during the pandemic. The challenge to progress from the pandemic is upon us and I share my profound gratitude and respect for all you do.

This designation document includes eighty-five stories from thirty disciplines across the health system and 627 participants. Twenty-eight of the stories are from an ambulatory setting, thirty-five from an inpatient setting, with the remainder of stories coming from throughout the organization.

We are on target for the Magnet application timeline. ANCC Magnet Program Office has accepted our application to re-designate as well as our demographic data collection and overview of the organization. The data collection and overview describe SVH nurses and the organizational practices and policies. The SVH Magnet document is currently being reviewed by the magnet analyst.

We celebrate the relationships with our interprofessional team members. Within this edition of Nursing Now you will find a list of interdisciplinary members who provided excellent care as demonstrated in our Magnet Document. We celebrate team member and department contributions to patient care. We anticipate three appraisers from the ANCC Magnet Program sometime this winter. The appraisers will be visiting the hospital and clinics and meeting with our staff. In the coming months you will be receiving more information about Magnet and how everyone plays a part in our Magnet designation.

I feel an immense sense of pride for what we accomplish every minute of every day at Stormont Vail Health. The nurses and interprofessional team in our clinics and hospital truly want the best for our communities and those who receive our care. It is a privilege and honor to work with each of you.

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

Do you have a question or comment for
Carol Perry? Please send via email to
carol.perry@stormontvail.org



Magnet Timeline



We are here!

Congratulations Contribution Ladder Recipients!

The Professional Contribution Ladder (PCL) is an interdisciplinary offering to promote and recognize the personal and professional growth of Stormont Vail Health employees. The PCL is a means to acknowledge the positive impact that staff make at Stormont Vail Health and in the Community.

The Professional Contribution Ladder Oversight Committee members are bedside clinical professionals who go above

and beyond to recognize their peers. Thank you to all PCL Oversight Committee members for making this program possible!

Check out the Professional Contribution Ladder Resource Center: https://svweb.stormontvail.org/sites/contributionladder/_layouts/15/start.aspx#/SitePages/Home.aspx

Contribution Ladder Recipients

- Allison Alexander, Registered Nurse, Level 3
- Jennifer Allen, Social Work, Level 2
- Ann Marie Arp, Medical Imaging ARRT, Level 2
- Morgan Barnes, Registered Nurse, Level 2
- DeAnna Bean, Registered Nurse, Level 3
- Meghann Boatright, Registered Nurse, Level 2
- Bambi Boedeker, Registered Nurse, Level 3
- Jamie Bowman, Medical Imaging ARRT, Level 2
- Ryan Bramhall, Registered Nurse, Level 3
- Tyler Brandon, Laboratory and Medical Technician, Level 2
- Jessica Bryant, Registered Nurse, Level 2
- Amy Cornwell, Registered Nurse, Level 2
- Jennifer Dean, Medical Imaging ARRT, Level 2

- Michele Dean, Registered Nurse, Level 2
- Carol Degenhardt, Social Work, Level 3
- Savannah Diegel, Registered Nurse, Level 2
- Shelly Dudley, Advanced Practice Provider, Level 2
- Teresa Edwards, Registered Nurse, Level 2
- Marlene Eicher, Advanced Practice Provider, Level 4
- Brooke Faria DaCunha, Advanced Practice Provider, Level 3
- Ashley Florez, Registered Nurse, Level 3
- Heather Ford, Social Work, Level 3
- Heather Fosburg, Social Work, Level 2
- Kerri Freed, Advanced Practice Provider, Level 2
- Elizabeth Freeland, Social Work, Level 2
- Crystal Funke, Physical Therapy, Level 2



Contribution Ladder Recipients (cont.)

Claire Grant, Registered Nurse, Level 2
Amy Green, Physical Therapy, Level 3
Karey Heiserman, Social Work, Level 2
Kayla Herl, Registered Nurse, Level 3
Anne Hesse, Registered Nurse, Level 3
Heather Hice, Physical Therapy, Level 3
Abbie Hoffer, Licensed Practical Nurse, Level 2
Keri Horton, Advanced Practice Provider, Level 2
Christine Horton, Registered Nurse, Level 3
Kathleen Jilek, Respiratory Therapy, Level 2
Melissa Jones, Registered Nurse, Level 3
Carolyn Jones, Registered Nurse, Level 3
Jenny Kwong, Polysomnographic Technologist, Level 4
Elizabeth LaColla, Social Work, Level 2
Tiffany Lambeth, Registered Nurse, Level 3
Mary Lawhon, Registered Nurse, Level 2
Nancy Lee, Advanced Practice Provider, Level 4
Krysten Lile-Brown, Registered Nurse, Level 2
Kyrstie Lindhorst, Dietitian, Level 2
Erin Marcotte, Registered Nurse, Level 2
Lori Marteney, Registered Nurse, Level 2
Di Martinek, Registered Nurse, Level 2
Jessica McDaniel, Registered Nurse, Level 4
Carlee Meier, Registered Nurse, Level 3
Caitlin Morrow, Registered Nurse, Level 3
Kenisha Morton, Social Work, Level 2
Christie Mull, Registered Nurse, Level 2
Kimberly Munoz, Registered Nurse, Level 3
JoAnn New, Registered Nurse, Level 2
Amy Newbery, Physical Therapy, Level 2
Scott Norris, Registered Nurse, Level 2
Jennifer Perez, Registered Nurse, Level 2
Staci Petersen, Registered Nurse, Level 3
Elizabeth Pinkston, Registered Nurse, Level 3
Danielle Pitchford, Registered Nurse, Level 2
Elizabeth Puckett, Registered Nurse, Level 2
Lisa Quilling, Advanced Practice Provider, Level 2
Chelsey Rake, Registered Nurse, Level 2
Melanie Reamer, Respiratory Therapy, Level 2
Lorena Regalado, Registered Nurse, Level 2

Chase Ridder, Registered Nurse, Level 2
Heather Rohr, Registered Nurse, Level 3
Caitie Rucker, Registered Nurse, Level 2
Amber Rufener, Social Work, Level 2
Megan Sawyer, Laboratory and Medical Technician, Level 2
Kimberly Scamman, Registered Nurse, Level 3
Blake Shinn, Advanced Practice Provider, Level 3
Mara Sipe, Registered Nurse, Level 2
Chelsie Slaughter, Medical Imaging ARRT, Level 2
Tanner Speake, Advanced Practice Provider, Level 2
Julie Spring, Licensed Practical Nurse, Level 3
Danielle Strathman, Registered Nurse, Level 3
Melinda Theis, Registered Nurse, Level 3
Katherine Trejo, Registered Nurse, Level 2
Shelby Underhill, Respiratory Therapy, Level 2
Belinda Underhill, Registered Nurse, Level 3
Shelly Vollentine, Registered Nurse, Level 2
Spring Warner, Registered Nurse, Level 2
Elena Watt, Advanced Practice Provider, Level 3
Christie Wedeking, Respiratory Therapy, Level 2
Richelle Wesley, Registered Nurse, Level 2
Sarah West, Registered Nurse, Level 2
Julia Wiebler, Registered Nurse, Level 3
Megan Wiechen, Registered Nurse, Level 2
Janelle Williamson, Advanced Practice Provider, Level 2
Andrea Zoucha, Respiratory Therapy, Level 2

Magnet Document

Thank you to everyone who helped make this a success.

85 STORIES	92 DEPARTMENTS OR PROGRAMS	30 DISCIPLINES	627 PARTICIPANTS	356 INDIVIDUALS
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[Click Here to view the entire list of participants >>](#)

<https://svnet.stormontvail.org/departments/nursing/PublishingImages/MagnetDoc-ParticipationList.v2.pdf>

Magnet Conference 2022

By Paula Sanders, MSN, RN
Magnet Program Manager

This October, 10 nurses from Stormont Vail Health attended the ANCC National Magnet Conference in Philadelphia, PA. The conference hosted over 11,000 nurses with the largest number of bedside nurses ever in one gathering. Patient outcomes and staff wellbeing were central themes during the conference. As professional nurses, we contribute to society, education, science, and the health of our community.



Global evidence-based practice and nursing research studies were presented in a wide range of educational and innovative sessions. One attendee, Ashley Seematter, RN, attended the Research and Evidence Based Practice Symposium. During this symposium, Seematter gathered best practices on Nursing Scientist and organizational support of nursing research. The topic of nursing research and evidence-based practice was a theme throughout the conference with several

organizations demonstrating how clinical nurses demonstrated practice changes based on evidence-based practice.

Throughout the conference, nursing workforce, retention, and recognition were discussed. SVH nurses participated in discussion about nurse mentoring, staffing resources, career development, certification, and quality nursing care. It was clear that our nation and world healthcare systems are strained; however, there were several innovative approaches that nurses used to improve the work environment.

My favorite session was on nurse recruitment and retention. This subject is a passionate one for me and many of my colleagues. The nurse presenters discussed pathways for recruiting nurses starting as students. Nursing co-ops and externships offered college students and 4th level nursing students an opportunity to work on a nursing unit for either an 8 week or 6 month period of time. With this model, the student and unit knew if it was a good placement. Both programs were facilitated by a student nurse coordinator who was able to achieve 100% retention of the students into patient care tech roles after their assignment. The nurse presenters also discussed their organization's residency and mentorship programs for retaining nurses at the bedside.

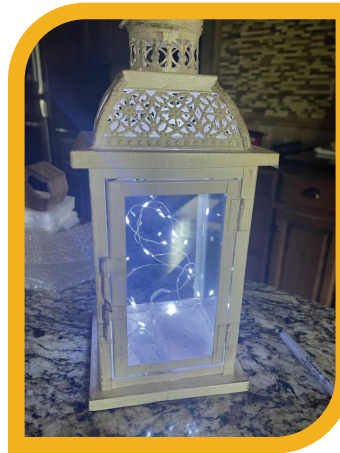
Stormont Vail Health Nurses who went to the conference have been tasked with understanding, researching, and spreading the best practices that they learned. We are excited to share and collaborate with our nursing colleagues to make nursing practice better each day.

Peace Lantern Project

By Reagan Saoirse
Chaplin

As nurses, care and compassion are part of our job. We know how much we care for the families and visitors that pass through our halls and we want to be sure to demonstrate that. Spiritual Care has introduced the Peace Lantern project, which gives staff a gentle reminder that a Code Blue is in progress.

A Lantern will be placed near the patient's room and lit with **white lights** to signal a Code is in progress. Staff will change it to **purple lights** when it is past the code. Additionally, some laminated signs will be posted with the appropriate color. Certain departments will have their own lantern such as ED, both adult ICUs, 6N, 7N, and Surgery. Spiritual Care will keep lanterns and chaplains will bring them when they come for a Code Blue in other departments during our regular coverage 0700-1830.



The Peace Lantern speaks to our tenet, "Together we treat every patient, visitor, and team member with compassion and dignity," and to be, "Aware of our surroundings" in another. Thanks to the Stormont Vail Foundation for making this project possible. If you have questions, ask your nurse manager or the chaplains about the lanterns.

Organ Donation: A Personal Testimony

By Hannah Wiebler, RN
Care Manager

I feel beyond fortunate that I was able to not only gift my mother a longer life, but gift myself and my family more years with her. Donation is most often through of as a selfless act, someone giving of themselves, their possessions, or money to someone in need and I do not refute this fact; however, in my story donation was an equally selfish act that I am not ashamed to admit. Both the donor and recipient benefit from a living-organ donation.

Several years ago, when my siblings and I were young children, my brother was diagnosed with leukemia and was found to have a tumor in his spine. Prior to his acute

onset of hip pain, which prompted his work up and subsequent diagnosis, we had all lived very active, normal kid lives. Each member of my family was assessed for compatibility for bone marrow donation for my brother, my older sister was found to be a match, but my brother never became well enough to receive a donation and less than 3 months after his diagnosis, he was taken away from us.

As the years went by, my family maintained a strong bond and understood that bad things did not happen only to other people. At the age of twenty-four, I had never thought of my immediate future not

"There is a difference between passive goodness and active goodness."

-Sir Nicholas Winton

including my parents, until my mom was suddenly found to be ill; enough so that her liver was failing her and there was no treatment

or cure. She would need a donated organ to have quality or longevity of life. This was very shocking and upsetting for our family. Similarly to my brother, mom went from having a very healthy, routine life to quickly requiring hospital level care. Upon hearing the words "living donor", my sister and I did not have a second thought, we again stood at the ready to offer any piece of ourselves in hopes of saving our mom. I had little hope or expectation that I

would be a match as I had not been when my brother was in need... but I was! After the initial testing, I again had little hope that the additional requirements would be met as we were frequently informed these were rarely met even with familial donors... But, again, I was!

There was additional testing even after that and honestly, the psychological pieces of this were very lengthy and focused on so many things I had not thought of. How would I be affected if the organ was rejected and my mother had to be placed onto the national organ waiting list, potentially not surviving? These are difficult scenarios to place yourself in as a healthy person with a mother who, although sick, is still walking and talking and laughing and crying next to you every day at the current moment. Through open discussion with my family about our fears and my mother's feelings, we were able to work through these conflicting emotions. I feel that open discussion and sharing of most all thoughts and feelings was the best way for our family to decide together what we felt was best for all.

My mother never made me feel that this was an automatic expectation of me or that I should feel obligated to proceed with the donation. She was considerate of my feelings, the risks to my health, and hesitations and worries for my wellbeing. She expressed gratitude of my willingness to try and made clear her support for any decision I made to proceed. Although it was never a question for me if given the option, I was grateful I did not have external pressures

placed on my decision and actions. My mother is doing well now, 9 years post op, she continues on her daily medication regimen having been reduced to the minimum dosages necessary for all medications. She participates in activities with minimal alteration in her daily life. She has continued to show healthy liver function at routine testing intervals and has been released to follow up with the liver team in person every other year. I have also recovered well, I completed a painless ultrasound about 8 weeks post op which showed regeneration of my liver to nearly pre-op size. I have no long term follow up or medication requirements and I have had no concerning or abnormal routine lab work or physical exam findings. I suppose the only thing that reminds me of the experience is a fairly large abdominal scar that makes for interesting conversation during bikini season, but also gives me an opportunity to spread the word of options for organ donation and share our story. With the improved quality of life and the added years, my mom has been able to see my graduation from nursing school and obtaining my BSN. She has been able to attend my sister's wedding, see her first grandson come into this world and be the most involved Nana a boy could ask for, she has continued

to be a supportive partner for my father as well as been a part of a million smaller day-to-day moments that are priceless in so many lives. I know that this is my mother and that I was of direct benefit in my ability to donate my organ, but if given the opportunity to provide any other person or family with more moments together, there would be no hesitation.

Organ and tissue donation, whether while living or after death, is our opportunity to show our humanity and honor the importance of every single human life.

The morning of June 4th, 2013 - 6am



Post Op Day 4 - June 8th, 2013



Hospital discharge day June 12, 2013



Magnet Standard - Structural Empowerment

Using Socially Sensitive Care in Community Healthcare Outreach

By Julia Wiebler, RN

Magnet Steering Committee Member

Navigating a health system can be overwhelming for anyone. For patients with a sensory impairment, this becomes even more difficult (Reed et al., 2020). Reed et al. (2020) found patients with vision impairments are more likely to be readmitted to a hospital, have a longer length of stay, and have a higher cost of care. However, if these patients attend their visits with a support person, they process the information better (Reed et al, 2020).

Nurse Care Managers (CM) at Stormont Vail Health (SVH) provide critically-important healthcare assistance to underserved and/or ill patients. Their goals are to enhance the patient's care, improve their day-to-day wellbeing, monitor their care, and minimize healthcare cost and inconvenience. Patients are assigned a CM depending on the clinic where they are seen for primary care or specialty-care services.

Alicia Criger, BSN, RN, is a CM in the Emporia Primary Care Clinic. Criger is passionate about helping patients and often goes well beyond her role requirements to serve patients and meet their needs. She truly takes time to listen to patients and identify their needs, whatever they may be. She donates, as appropriate, to meet patients' financial and nourishment needs. She also gives back to patients to afford them fun activities, as she realizes that social care is important to a patient's overall health. Criger's regular demonstrations of generosity are an inspiration to her peers to also go beyond what is needed to provide the patient with an exceptional experience, no matter their situation.

Stormont Vail Health is committed to culturally and socially-sensitive care, and has initiated impactful education and awareness programs for SVH employees to give sensitive care to all patients. SVH developed the Inclusion, Diversity, Equity, and Access (IDEA) inter-professional team. The IDEA team has educated staff at SVH to look for the needs of our population and provide extra assistance. The IDEA team encourages staff to speak up and work to make care equitable for every patient at SVH. It is the responsibility of SVH employees to recognize when a patient needs adaptive care, and provide patients with the needed assistance.

Criger identified that a particular patient needed individualized attention to improve their quality of life. Criger was notified that a patient at the Emporia Primary Care Clinic was needing assistance after an abnormal mammogram. The patient needed a breast ultrasound for further evaluation that was not offered at the clinic. The patient would need to travel to Topeka, about 60 miles away. The patient was legally blind and diagnosed with schizophrenia and depression. She was living with a friend and was using the friend's phone as her primary communication device. Her identified barriers to healthcare services included financial needs, transportation, housing stability, social connections, depression, and stress. Criger recognized the collective significance of these barriers, and was determined to ensure that the patient had the needed support and resources.

Criger worked tirelessly toward the patient's goals while supporting her social, physical, emotional, and medical needs. The assistance that Criger provided was essential to this patient receiving timely care for her cancer diagnosis and treatment. Without Criger's extra efforts working with the transportation companies, pharmacy, providers' offices, and the social work team, the patient may have missed more appointments and treatment would have been delayed. Through Criger's efforts, the patient felt comfortable going to and from appointments, since the same people were helping her. Criger continued to follow up with the patient via phone and in person to ensure that she was getting the support she needed. Criger learned that the patient was able to achieve independence with housing and live in her own apartment. Criger's extraordinary expression of care and tremendous efforts to address the numerous complexities of this special patient, began when Criger took time to listen. Because she took the time to listen, Criger saw what many may have found invisible.

Document Central

By Aubrey Mink

Manager Clinical Education

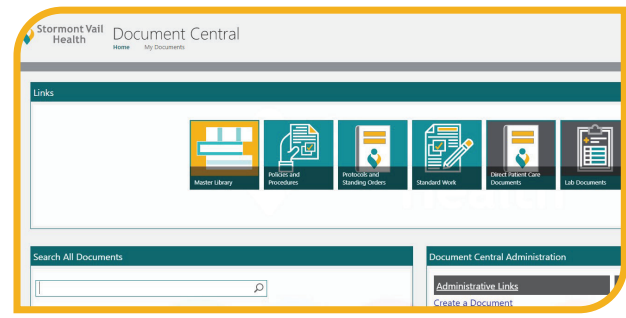
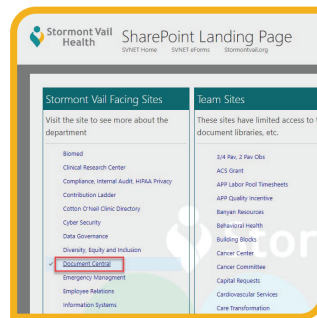
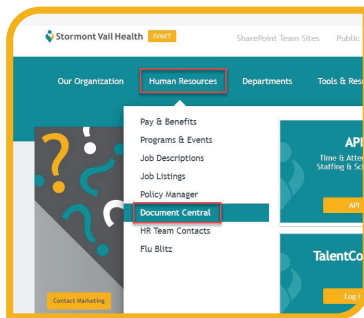
Document Central will be our new one-stop-shop for policies and documents in SVNet! Policies are currently being moved from Policy Manager to Document Central and

soon you'll be able to find all policies there, as well as protocols and standing orders and standard work.

To access Document Central, you can go to SVNet, hover over Human Resources, and then Click 'Document Central'. You can also go to the SharePoint Landing Page

and choose the 'Document Central' Stormont-Facing Site. From there, you can filter documents by type or search by name.

Look for a short walkthrough video on your TalentConnect to explore Document Central in more depth!



Wellpower

By Brian Avila

Supervisor

Care Transformation

It is that time of year again! The weather is cooling and Crockpot season is upon us. Some may have already made their first chili and cinnamon roll dinner of the fall. Halloween candy has its own aisle and holiday gatherings are right around the corner. This time of year is special for many reasons. Football is in full swing, we get to spend more time with family, and there is an abundance of good food. While we want to remain conscious about our health, we also do not want to miss out on all the delicious treats over the next few months. It really is important to allow ourselves the freedom to enjoy the foods we love, but at the same time maintain the progress we have made over the past year. Continue to add in fruits and veggies daily, drink plenty of water, and do your best to sit less and move more.

This time of year is also beautiful because all of the celebrating coincides with the end of one year and the beginning of another, which means we get to ride that New Year - New Me motivation wave after enjoying all the holiday foods and festivities. It is important to understand that we are not creating a new us, we are improving the one we are right now. For many, this ride on the motivation wave lasts two weeks to a month, which is just enough time for our healthy habits to start to take hold. What often happens is we try to do too much, too soon. To increase the likeliness of sustaining our efforts over time, we must meet ourselves where we are, start simply, and make steady sustainable changes to what we eat and how much we move. The race to optimal health is not a sprint; it is a series of marathons where sometimes we are at our best and other times life makes the decision for us to sit this one out.

Below is a link to discounts offered

by Stormont Vail Health to some local fitness centers/opportunities. If you are looking to start a new fitness routine and are not sure where to begin, please email wellpower@stormontvail.org and we will help you along your way.

<https://svnet.stormontvail.org/HR/programs-events/Pages/Purchase-Power.aspx>

Contributions to this newsletter come from our interdisciplinary staff members and leaders. We appreciate the collaboration, companionship, and support between all team members at Stormont Vail Health who share responsibility in taking care of our patients in different ways. Have an idea or communication that you would like included in next quarter's Nursing Now Newsletter? Email MollyPatt Horan at molly.horan@stormontvail.org or Chelsey Rake at chrake@stormontvail.org.