



# Phelps Hospital Nursing News January 2020



## **Celebrations:**

Adele Whyte, RN Critical Care Educator graduated from Mercy College with her Family Nurse Practitioner degree.

Margaret Apostolico, HUC from MCH received her HUC certification.

Carrie Klemmens, RN of 2 Center received her Geriatric Nurse Certification.

Michael Palazzo, RN of 2 Center received his Geriatric Nurse Certification.

Nellybeth Segarra, RN of MCH became recertified as an International Board Certified Lactation Consultant.

Kara Giustino, RN MCH Educator became certified as an International Board Certified Lactation Consultant.

Kelly Murray, HUC of MCH graduated with her AS degree in Nursing.

**Nursing Promise Scholarship:** Congratulations to Karla Vallejo, MST of 5 North on being selected as a Nursing Promise Scholar for the academic year 2020.

## **Educational Opportunities:**

Northwell Conferences: To register: [Northwell.edu/NursingEvents](https://www.northwell.edu/NursingEvents). Times and contact hours are listed on the registration site.

- Organ Donor Champion Program- 3 dates in 2020 at 2 different sites in LI, register in iLearn.

## **Organizational Development Department Classes:**

- **EBP Workshop.** January 28<sup>th</sup>, 9a-1p: register in iLearn.
- **Passport to Preceptorship for RNs.** February 25<sup>th</sup>, 8:30-4:30p: register in iLearn.

**EBP Skills Series** provided by Peggy Tallier, MPA, EdD, RN, Coordinator of Evidence Based Practice and Research here at Phelps.

- “Preparing an Abstract for Presentation” to be held on February 28<sup>th</sup>, 1-4pm. C-Level Classroom.

Dr. Tallier is available for consultation on EBP and Research projects, she is at Phelps on the 2<sup>nd</sup> and 4<sup>th</sup> Friday of the month. Please contact Judy Dillworth to schedule an appointment.

## **Magnet Moments**

On January 15<sup>th</sup>, the first shared governance council day of the ‘20s was held. Thanks to all nurses who either attended, or facilitated the nurses’ attendance. The clinical nurses at every meeting were full of energy and inspired as we reviewed and updated our council charters and set goals for 2020! As usual, the minutes of the shared governance council meetings will be posted on the Phelps nursing website, but in the meantime, here are a few highlights:

### **Recruitment Retention and Recognitions Council**

Reminder that every unit/area must have an “In the Moment” Star a board to recognize your colleagues on the unit.

DAISY application forms were distributed in beautiful Lucite holders (suggestion of Elizabeth Perdomo-Benitez, RN) and should be strategically located on your units so that patients, families, colleagues can nominate a nurse who provides *extraordinary care*. Nurses can be nominated by QR code, “letsGoDAISY” email, or the paper nomination form can be mailed or given to your nurse manager or Nursing office. Hear more about DAISY on Thursday 1/23 from 7:30a-9:30a, 12noon-2p and 5p-7p.

We started to discuss ways to promote a “healthy work environment”. This concept was established by the American Association of Critical Care Nurses (AACN) and is being adopted/expanded by Northwell. If you’d like to hear more about this, ask your nurse manager to attend Northwell’s program on 1/27 or 1/29 from 8a-11a.

### **New Knowledge and Innovation Council**

All RNs interested in research are encouraged to take CITI training (a professional development activity). Peggy Tallier, EdD, presented the study, “The Effect of an Educational Intervention on Perioperative Registered Nurses Knowledge, Attitudes, and Behaviors towards Pressure Injury Prevention in Surgical Patients” and the results specific to Phelps, which was completed 12/13/19. Since this was part of a multi-site study, final aggregated results will be presented once analyzed. This was truly informative, educational and inspiring. Doreen Wall, MS, RN-BC, was invited to present her research on coloring mandalas at Northwell’s EBP/Research retreat on Friday, January 31<sup>st</sup>. If you are interested in attending this full day program, please let Cherry Fuentes know as soon as possible.

### **Professional Practice and Development Council**

We discussed incorporation of ANA’s announcement that 2020 is “the year of the nurse” as a foundation for this year’s activities. We are already planning ahead for September 14-18 is nurse professional development week. As Donisha Sledge, BSN, RN, CEN shared that the ED is initiating a “walk in my shoes” program, she emphasized the value of communication within and across the shared governance councils. Donisha brought this idea to a recent council meeting, when it was shared at the CNO advisory council that day. Helen heard about this and then reached out to Donisha with information to help Donisha launch “walk in my shoes” in the ED. As we were discussing goals, the beginnings of discussions to host Nursing Grand Rounds at Phelps evolved. Please contact your council member for more information.

### **Quality and Safety Council**

We were very fortunate to have Michelle Horvath, RN, manager, quality management, lead an exercise to help us learn more about interpretation of DATA. Every council member was engaged in “rolling the dice” to create and interpret run charts and learn new terms, such as common cause and special cause variation. All members found this information helpful and look forward to have Michelle provide more topics as we delve into more data this year. While we were discouraged to hear about an increase in our falls and HAPI rates, we know that these are opportunities for us to improve and find ways to sustain improvement.

### **CNO Advisory Council**

Council members recapped last month’s meeting and had an engaging dialogue with Mary McDermott, RN on ways to promote a healthy work environment (HWE) on every unit at Phelps. Judy shared that according to AACN, the HWE model “can affect everything in your unit, from nurse engagement and retention to patient outcomes”. AACN’s six HWE standards (Skilled communication, authentic leadership, meaningful recognition, appropriate staffing, effective decision-making and true collaboration) provide evidence-based guidelines for success. We have the opportunity to be involved in developing strategies to foster a HWE here at Phelps, also a part of a Northwell initiative.

### **Unit shared governance councils**

On January 9, 2020, I had the privilege of attending the Behavioral health shared governance unit council meeting, at the invitation of Doreen Wall, MS, RN-BC. This council, led by Crystal Moschiano, BSN, RN-BC inspired me to ask all of you to invite me to your next unit shared governance council meeting. We look forward to continuing our purpose of aligning the goals of Northwell and the Phelps' Nursing strategic plan, the shared governance council goals and all of your unit goals. I was impressed with the information shared and discussed by every member of the Behavioral health unit council team. I learned so much about the mentor-mentee program in action and sharing of new knowledge learned and disseminated at recent local and national conferences. If you chair/co-chair your unit/department council, please email me at [jdillworth@northwell.edu](mailto:jdillworth@northwell.edu) or call x3509, with the next date, time and location, so that I can attend. I am also happy to help before any meeting, with preparing an agenda, minutes etc. Judy Dillworth, PhD, RN



### **NICER Research Study:**

The NICER Research Pilot Study is Seeking Volunteers for the Patient Immersion Experience. Ever wonder what it would feel like to be on the other side of a patient encounter?

Calling all interested family medicine residents/faculty, hospitalists, and nurses/techs to participate in this innovative research project(the first of it's kind) by spending a night at Phelps "admitted" for a simulated inpatient hospital stay as a volunteer "patient".

As an IRB approved research study, NICER-P (Northwell-Phelps Immersion in Clinical Empathy and Reflection Pilot) has been designed and thoroughly reviewed to ensure your safety. Any interested Phelps employees should email Rebecca McAteer, MD: [rmcateer@northwell.edu](mailto:rmcateer@northwell.edu) or Candice Johnson, RN ([cjohnson21@northwell.edu](mailto:cjohnson21@northwell.edu)) to learn more.

### **Phelps' 2020 Aspiring Leaders Program**

Phelps Hospital Northwell Health is committed to enhancing the personal and professional excellence of our staff and encourages employee professional development. The Aspiring Leaders program is designed to enhance the knowledge and skills of individuals interested in exploring future management or leadership positions. The yearlong program includes two components:

1. Education sessions – these 2 to 3 hour sessions each month explore topics such as patient experience, employee engagement, goal development, workforce management, performance improvement, and regulations in the world of healthcare.

2. Collaborative team project- spend approximately 6-7 hours each month working with a mentor and a teammate on a project.

Any Phelps employee who has been employed for at least 1 year, is benefit eligible working at least .5, and is in good standing and compliant with HR policies including time and attendance, is eligible to apply. Your manager / supervisor must approve and sign the application. See attached overview and application for process and *Frequently Asked Questions* for more information. Applications are due to Nancy Fox in Organizational Development **by 5 pm, February 19, 2020.**

**EBP Fellow Opportunity:** please review the opportunity below if you are interested in becoming an EBP Fellow.

## Looking for an EBP Fellow!



The diagram is a circular flow model with a central orange star. The star has five points, each labeled with a number from 1 to 5. The flow is clockwise: 1. Discovery Research (top), 2. Evidence Summary (top-right), 3. Translation to Guidelines (bottom-right), 4. Practice Integration (bottom-left), 5. Process, Outcome Evaluation (top-left). The entire cycle is enclosed in a yellow oval with arrows indicating the direction of flow.

If interested please contact  
Cherry Lyn Fuentes at  
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x3179

### EBP Fellowship

- The System Nursing Research and Evidence Based Practice Council is starting an EBP Fellowship in March 2020
- Phelps is looking for a clinical nurse to participate in the fellowship
- The EBP Fellow will serve as a resource person at their respective site
- The fellowship will last for 9 months
- The fellow will need to attend a 4-day class in March and every month thereafter at Institute for Nursing in Long Island
- The fellow must complete an EBP project during the fellowship
- Eligibility:
  - Clinical Nurse
  - Working at least 0.5 FTE
  - With 2 years of experience (1 year in Northwell)
  - Endorsed by site and manager

*More details to come...*

## Improve North:

There have been some additional “specific event types” added to the Provision of Care module in improveNorth. I’ve attached a couple of PowerPoint slides that list them; they are also below. Please let nursing staff know, as they are behavioral health-related, but can apply to any patient.

- **Accidental injury** - The patient is injured but it is not self-injury because there is not intent to harm self. *Example: patient spilled hot coffee and sustained a burn.*
- **Accident** - An event that occurred and the patient did not sustain injury. *Example: Patient tripped and stumbled, did not fall, was not injured.*
- **Unexplained injury** - An injury that occurs to the patient who cannot explain the event and not witnessed. This most often occurs with patients that have dementia and/or are nonverbal. *Example: a bruise is noted on a patient that was not there before; patient has no explanation.*

- **Self-Injurious behavior** - Events where patients engage in behavior to harm themselves but no injury occurs. *Example: patient hits head against the wall before MHW intervenes; no injury.*
- **Sexual Contact** - Sexual Contact involving a patient. *Example: two patients are found together engaging in a sexual act.*
- **Destruction of hospital property/aggression toward property** Involving a patient. *Example: patient rips phone out of wall.*
- **Fight among patients/altercation**

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