Southwestern Pennsylvania Organization of **NURSE LEADERS**

Celebrating 40 Years of Excellence in Nursing Leadership

Final Program



2019 Annual Conference Nemacolin Woodlands Resort August 29-30, 2019

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2019 Annual Conference | Nemacolin Woodlands Resort | August 29-30, 2019

Southwestern Pennsylvania Organization of NURSE LEADERS



Dear Colleagues:

Welcome to the 40th Annual Southwestern Pennsylvania Organization of Nurse Leaders Education Conference! The theme of our conference this year is "Celebrating 40 Years of Excellence in Nursing Leadership".

The ever-changing landscape of healthcare effects nursing leaders as they manage complex environments. While most change can be positive, it can also be challenging. With that in mind, the SWPONL Education and Membership Committees have created an outstanding agenda designed to

support your leadership, to elevate your passion for nursing excellence, quality, and to educate you in new safety practices. During the conference, there will be many opportunities to learn about how well nurse leaders thrive in challenging times, and how resilience and passion truly compliment the healthcare industry, thanks to all of you.

We are excited to present a variety of topics! From optimizing personal leadership, knowledge and passion; flourishing in times of change; patient safety and quality; to much more, you can engage in discussion with an amazing panel of expert nurse leaders who will share their best practices and learned experiences applicable to successful nursing leadership.

In addition to the conference speakers, you will not want to miss the opportunity to browse the collection of poster presentations and an impressive exhibit hall. These are always the highlights of the conference! The sponsors and exhibitors are generous in their support of this conference and we are eternally grateful. Please take some time to thank them for their support and interact with them throughout the conference.

The networking event continues to be one of the highlights of the conference, where you can connect with other nurse leaders in the region. Part of building the foundation for expert nursing leadership and resiliency is bonding with others – and this is a fantastic opportunity to connect.

Thank you for attending!

Sincerely,

Jacqueline Collavo, MA, BSN, RN, NE-BC Chair, SWPONL

SWPONL Mission

To support the professional development of nurse leaders through collaboration, advocacy and education.

SWPONL Vision

To position nurse leaders to influence the future of healthcare in Southwestern Pennsylvania.



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In Recognition and Appreciation of the 2019 SWPONL Conference Planning Committee



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Regina Davin, RN, MSN Associate Nurse Executive Washington Health System



Louise Dobbins, BSN, MHA, FACHE Director, Hospital Operations AHN Allegheny General Hospital



Jacqueline Drahos, MSN, RN Unit Director UPMC Jameson



Laura Fennimore, DNP, RN, NEA-BC Professor University of Pittsburgh



Lauren Gorman, MSN, RN Unit Director Adult ICU Magee Women's Hospital of UPMC



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Shelley Watters, DNP, RN, NE-BC Director, Cultural Excellence UPMC Presbyterian Shadyside



Robin Weaver, PhD, RN, CNE Coordinator RN-BSN Program California University of Pennsylvania



Rebecca Weiss, MSN, RN-BC, CCRN-K Programmatic Nurse Specialist UPMC Shadyside



Linda R. Mason Conference Project Manager SWPONL



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Conference Program Wednesday, August 28, 2019

3:00PM - 8:00PM Early Registration, Preview Basket Raffle, and Photos

Thursday, August 29, 2019

- 7:00AM 8:30AM Registration, Continental Breakfast, Visit Exhibitors, Posters, and Raffle
- 8:30AM 8:45AM Welcome, Opening Remarks / SWPONL Chair Welcome Deb Vehec, MSN, RN Manager of Special Programs Bone Marrow Donor Coordinator Vitalant Pittsburgh, Pennsylvania

Jacqueline Collavo, MA, BSN, RN, NE-BC SWPONL Chair Chief Nursing Officer AHN West Penn Hospital Pittsburgh, Pennsylvania





8:45AM – 10:15AM	Opening Keynote: Passionate Leadership – Soaring to New Heights
	Donna Cardillo, RN, MA, CSP, FAAN
	The Inspiration Nurse
	Author: Falling Together-How to Find Balance, Joy, and Meaningful
	Change When Your Life Seems to be Falling Apart
	Sea Girt, New Jersey
	Following the presentation by Donna Cardillo, she will facilitate a roundtable

discussion amongst all the attendees to delve into the topic more and to share specific program examples to learn from each other.

10:15AM - 10:45AM Refreshment Break, Visit Exhibits, Posters, and Raffle Poster Authors (even numbered posters) will be available at their posters for discussion, questions, and answers.

10:45AM - 11:45AM Leadership Resilience - Why Self Care is a Core Leadership Competency Brenda Nevidjon, MSN, RN, FAAN Chief Executive Officer Oncology Nursing Society

Pittsburgh, Pennsylvania





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- 11:45AM 12:45PM Anniversary Luncheon and Networking
- 12:45PM 1:30PM Activating Change: Using Motivational Interviewing and Coaching in Nurse Leadership Amanda Gabarda, EdD, MPH, NBC-HWC Director, Clinical Training and Development UPMC Health Plan Pittsburgh, Pennsylvania



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Organization of NURSE LEADERS

- 1:30PM 2:00PM Dessert Break, Visit Exhibits, Posters and Raffle Poster Authors (odd numbered posters) will be available at their posters for discussion, questions, and answers.
- 2:00PM 3:00PM The Lessons Learned from the "Patient Safety" Black Box Holly M. Hampe, D.Sc., RN, MHA, MRM Program Director Assistant Professor Health Service Administration Robert Morris University Pittsburgh, Pennsylvania



- **3:00PM 6:30PM** SWPONL attendees receive a 10% special discount on resort activities. Please make your reservations in advance to take advantage of this offer.
- 6:30PM 8:00PM Anniversary Celebration and Networking Reception Enjoy the evening with friends and colleagues featuring a new addition of a photo booth and photographer to help capture new memories. The reception is an ideal time to network and to celebrate this milestone anniversary year. This special event is included in the registration and all are welcome!

2019 Conference Objectives

- Explore passionate leadership developing solutions for leaders to soar to new heights
- Examine motivational interviewing techniques for use with patients, customers, and staff in facilitating change and effective coaching
- Exploring the past 40 years of nursing and implementing said knowledge towards the future of the profession
- Identifying resilient leadership skills that optimize personal and team performances



2019 Annual Conference | Nemacolin Woodlands Resort | August 29-30, 2019

Southwestern Pennsylvania Organization of NURSE LEADERS

Friday, August 30, 2019

- 7:15AM 8:30AM Registration, Continental Breakfast, Visit Exhibitors, Posters, and Raffle
- 8:30AM 9:00AM SWPONL Updates, Recognitions and Passing of the Gavel Jacqueline Collavo, MA, BSN, RN, NE-BC SWPONL Chair Chief Nursing Officer AHN West Penn Hospital Pittsburgh, Pennsylvania



9:00AM – 10:00AM	Keynote: Preparing for the Future - Prospering With Inclusive Work	places
	John Lasky	
	Vice President and Chief Human Resources Officer	
	Temple University Health System	Sec. 1
	Philadelphia, Pennsylvania	

10:00AM - 10:30AM Refreshment Break, Visit Exhibits, Posters and Raffle Raffle closes at 10:30AM – last chance to buy tickets!

Program Continues on Next Page

Contact Hours

The Southwestern Pennsylvania Organization of Nurse Leaders and the University of Pittsburgh School of Nursing are jointly providing this educational activity. Nurses participating in the conference and completing the evaluation tool may be awarded a maximum of 8 continuing education contact hours. The University of Pittsburgh School of Nursing is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

The evaluation link will be sent via email after the conclusion of the conference (through Survey Monkey). In order to receive your Continuing Education Credits for this conference you must complete the survey by <u>Wednesday, September 4th</u>. If you have any questions, please contact Linda Mason at swponlhq@gmail.com.

The contact hour certificate will be sent directly to attendees from the University of Pittsburgh a few weeks after the Conference..





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10:30AM - 11:45AM Expert Panel: How Leadership Development for Nurse Leaders Has Changed and What is Essential for Nurse Leaders for the Future

Moderator:

Laura Fennimore, *DNP, RN, NEA-BC* Professor University of Pittsburgh Pittsburgh, Pennsylvania

Panel:

Helen Burns, PhD, RN, NEA-BC, FAAN Senior Vice President/Chief Nursing Officer Excela Health Pittsburgh, Pennsylvania

Mary Ellen Glasgow, PhD, RN, ANEF, FAAN Dean and Professor School of Nursing Duquesne University Pittsburgh, Pennsylvania

Maribeth McLaughlin RN, BSN, MPM Interim CNO, VP, Patient Care Services, UPMC Magee-Women's Hospital VP of Operations, UPMC Magee-Women's Hospital VP Women's Health Services, UPMC Pittsburgh, Pennsylvania

Gail A. Wolf, RN, PhD, FAAN Professor (retired) University of Pittsburgh Pittsburgh, Pennsylvania

Claire Zangerle, DNP, MSN, MBA, RN, FAONL, NEA-BC Past Chair, SWPONL Chief Nurse Executive Allegheny Health Network Pittsburgh, Pennsylvania











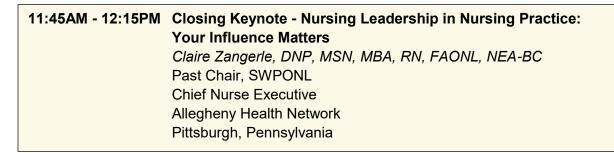


Program Continues on Next Page



2019 Annual Conference | Nemacolin Woodlands Resort | August 29-30, 2019





12:15PM – 12:45PM Announcement of Poster Winners, Gift Baskets, and Giveaways

12:45PM – 1:00PM Conference Adjournment



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Posters

EDUCATION and INNOVATION

1

Emergency Department and Express Care Partnership -Bringing the Right Care to the Patient, At the Right Time, In the Right Place

<u>Heather Ambrose</u>¹, David Rausch², Jennifer Woodring³ ¹UPMC Presbyterian Shadyside, Pittsburgh, PA, ²Children's Express Care, Pittsburgh, PA, ³UPMC Children's Hospital of Pittsburgh, Pittsburgh, PA

2

Pediatric Education Series Webinars: Targeting Pediatric Nursing Education with a Collaborative Approach

<u>Sheila Hahner</u>, Danielle Harold, Heather Anderson, Christine Divens, Anne Marie Kuchera

UPMC Children's Hospital of Pittsburgh, Pittsburgh, PA

<u>3</u>

Just a Text Away: Remote Monitoring Postpartum Hypertension

<u>Beth Quinn</u>, Maribeth McLaughlin UPMC Magee-Womens Hospital, Pittsburgh, PA

<u>4</u>

Nurse-Driven Delirium Protocol

<u>Erin Flanagan</u>¹, Stasa Tadic¹, Jusjit Lalli¹, Christine Bridge², Andrew Bilderback² ¹UPMC Mercy, Pittsburgh, PA, ²Wolff Center, Pittsburgh, PA

5

Using a Poverty Simulation as an Innovative Learning Tool to Improve Understanding of Poverty and Attitudes Towards Poverty in Care Managers and Health Coaches

<u>Amanda Gabarda</u>¹, Laura Fennimore² ¹UPMC Health Plan, Pittsburgh, PA, ²University of Pittsburgh, Pittsburgh, PA

<u>6</u>

Improving New Graduate Nurse Recruitment and Retention through a Medical-Surgical Rotation Program <u>Catherine Green</u> UPMC St. Margaret, Pittsburgh, PA

<u>8</u>

Intimate Partner Violence Program for Nurses

<u>Karen Stein</u>¹, Melanie Turk² ¹UPMC Magee-Womens Hospital, Pittsburgh, PA, ²Duquesne University, Pittsburgh, PA

9

Simulation Education to Decrease Medication Errors in a Pediatric Critical Care Setting

Todd Spencer, Emily Shawley

UPMC Children's Hospital of Pittsburgh, Pittsburgh, PA

<u>10</u>

Can You Escape a Disaster? The Gamification of MCI Training Mary Wood, Denise Abernethy UPMC St Margaret, Pittsburgh, PA

<u>11</u>

Improving Door-To-CT Times of Stroke Patients with the Use of Emergency Nurse Protocol Order Sets Laura Barczykowski UPMC St. Margaret, Pittsburgh, PA

<u>12</u>

Innovations in Screening for Suicide in the Emergency Room: Going One Step Further Peggy Furman, Kathe Dvorsak St. Clair Hospital, Pittsburgh, PA

<u>13</u>

Education Navigator: Innovation in Nurse Retention Kristine Szarejko, Deborah Lewis Excela Health, Greensburg, PA

<u>14</u>

More Than Just Numbers: Improving HCAHP Scores through Better Understanding and Communication Erin Jay, Heather Ambrose, Courtney Varadi UPMC Presbyterian Shadyside, Pittsburgh, PA

<u>15</u>

Purposeful Design: A Team Approach for Patient Care and Education

<u>Meredith Aumer</u>, Zachary Allan, Patricia Jess Jefferson Hospital, Allegheny Health Network, Pittsburgh, PA

<u>16</u>

General Inpatient Hospice (GIP): An End of Life Option for Hospitalized Patients and their Families

Lauren Leigh Gorman, Lucy Ludwikowski UPMC Magee-Womens Hospital, Pittsburgh, PA

<u>17</u>

Next Level Champions: Creating an Expert RN Team for DCD Donors

<u>Kate Spiering</u>¹, Amy Weisgerber² ¹UPMC Presbyterian, Pittsburgh, PA, ²CORE, Pittsburgh, PA

NURSING LEADERSHIP

<u>19</u> Using the Patient Centered Value System to Connect Feedback with Action Jessica Carlson UPMC Innovation Center, Pittsburgh, PA

10



2019 Annual Conference | Nemacolin Woodlands Resort | August 29-30, 2019



<u>20</u>

In Acute Care Nursing, Do Retention Strategies Help Decrease Nursing Turnover?

Jill Direnzo^{1,2}, Kimberly Whiteman¹

¹Waynesburg University, Waynesburg, PA, ²Allegheny Health Network - Forbes Hospital, Monroeville, PA

21

Peripherally Inserted Central Catheter (PICC) Insertion Reduction Initiatives and the Impact on Central Line-Associated Bloodstream Infection (CLABSI)

Shawn Vietmeier

Allegheny General Hospital, Pittsburgh, PA

<u>22</u>

Predictors of Retention of Newly Licensed Registered Nurses Sandra Rader¹, Sandra Engberg²

¹UPMC Shadyside, Pittsburgh, PA, ²University of Pittsburgh School of Nursing, Pittsburgh, PA

<u>23</u>

Implementing a Hospital Wide Charge Nurse Orientation Brittany Sheets

UPMC Magee-Womens Hospital, Pittsburgh, PA

<u>24</u>

Reaching Beyond 80% BSN-prepared Nurses: One Organization's Journey to Success

Kristen Straka¹, <u>Diane Hupp</u>¹, Heather Ambrose², Lauren Christy¹ ¹UPMC Children's Hospital of Pittsburgh, Pittsburgh, PA, ²UPMC Presbyterian, Pittsburgh, PA

<u>25</u>

Promoting Excellence in Bedside Shift Report to Optimize the Patient Experience

<u>Sharon Hanchett</u>, Karen Urban, Kaite Falconi, Andrew Thomas, Sherri Jones UPMC Shadyside, Pittsburgh, PA

<u>26</u>

Senior Nursing Leadership's Role in Improving First Year Turnover

Paula Eicker, Michele Carlson UPMC Children's Hospital of Pittsburgh, Pittsburgh, PA

<u>27</u>

Alternative Work Arrangements for Nurse Managers

Dominique Ferrier, Lisa Bryan-Morris, Lisa Manni UPMC Passavant, Pittsburgh, PA

28 Independent Double Check: Heightened Vigilance on Medication Safety

<u>Jacqueline Collavo</u>, Paula Coe Allegheny Health Network, Pittsburgh, PA

<u>67</u>

Transformational Leadership and Strategic Staff Allocation Jamie Seliga, Carissa Rosselli, Carrie Jeffery, Mpande Mwape UPMC Passavant, Pittsburgh, PA

QUALITY and SAFETY

<u>29</u>

Reducing Falls in an Inpatient Rehabilitation Unit Jennifer Maley UPMC Jameson, New Castle, PA

<u>30</u>

Implementing CALF in the Emergency Department: A Sepsis Handoff Communication Tool to Increase Sepsis Bundle Compliance <u>Rebecca Weiss</u> UPMC, Pittsburgh, PA

<u>31</u>

It Only Takes 7 Minutes: Use of Dedicated Time to Reduce Falls and Fall Related Injuries on a Medical Telemetry Unit James Rossi, Salanda Fernandez UPMC Jameson, New Castle, PA

<u>32</u>

Decreasing Adverse Drug Events by Implementing Continuous Education

<u>Vittoria Dowds</u> UPMC Children's Hospital of Pittsburgh, Pittsburgh, PA

33 Data on the Fly

Jane Lucas, David Moore, Sandra Hlipala Washington Health System, Washington, PA

<u>34</u>

Celebrating a Decrease in Patient Falls

<u>Jill Kelley</u>, Sharon Hanchett, Amy McLaughlin UPMC Shadyside, Pittsburgh, PA

<u>35</u>

Skin Program Redesign - Investing in Frontline Staff to Reduce HAPIs Jessica Silvis, <u>Lisa Leonzio</u> UPMC St. Margaret, Pittsburgh, PA



2019 Annual Conference | Nemacolin Woodlands Resort | August 29-30, 2019



<u>36</u>

Utilization of Institute for Healthcare Improvement Tools to Develop a Mortality Review Process

<u>Shelly McGonigal</u>, Susan Leininger, Lori Laux, Darcy Shiner Allegheny General Hospital, Pittsburgh, PA

<u>37</u>

Bye, Bye Paper! Implementing an Electronic Fall Form and Database

Glenn Hasulak, <u>Lynn Kosar</u>, Katie McConnell UPMC Passavant, Pittsburgh, PA

<u>38</u>

"Walking Out" VTE Events on an Orthopaedic Unit

<u>Renee Dixson</u>, Kim Muoio, Beth Griffith, Chiara Huet, Danielle Jackson, Dennise Gitzen, Ezz-Eldin Moukamal, Paul Levy AHN Forbes, Monroeville, PA

<u>39</u>

Improving the Timeliness of PACU Transfers

Paula Sexton^{1,2}, Mary Fanning², Kimberly Stephens¹, Kimberly Whiteman¹

¹Waynesburg University, Waynesburg, PA, ²West Virginia University Medicine, Morgantown, WV

<u>40</u>

Engaging Employees to Prevent Linen Loss

Louise Dobbins¹, Kimberly Whiteman² ¹Allegheny General Hospital, Pittsburgh, PA, ²Waynesburg University, Pittsburgh, PA

<u>41</u>

Communication and Information Dissemination Team in the Surgical Intensive Care Unit

<u>Marian Longstreth</u>^{1,2}, Lya Stroupe¹, Kimberly Stephens², Kimberly Whiteman²

¹West Virginia University Medicine, Morgantown, WV, ²Waynesburg University, Waynesburg, PA

<u>42</u>

Increasing Successful PICC Insertion at UPMC Presbyterian

<u>Colleen Cochenour</u>, Jane Yutzy, Carol Scholle, Darlene Lovasik UPMC Presbyterian, Pittsburgh, PA

<u>43</u>

Using Skills Validation to Decrease Variation in Central Line Care, Improves CLABSI Rates at UPMC Children's Hospital of Pittsburgh (CHP)

<u>Heather Womeldorff</u>¹, Jeanne Brytus¹, Lisa Sheehan², Arlene Carter¹

¹UPMC Children's Hospital of Pittsburgh, Pittsburgh, PA, ²Wolff Center, Pittsburgh, PA

44 Capillary Blood Glucose Levels and Correctional Insulin: Why Timing Matters

<u>Antanette Murphy</u>, Kellie Antinori-Lent UPMC Shadyside Hospital, Pittsburgh, PA

<u>45</u>

Extended Dwell Catheter Implementation in a Pediatric Population

<u>Arlene Carter</u>, Christina Dunbar, Jonathan Rent, Diane Cancilla UPMC Children's Hospital of Pittsburgh, Pittsburgh, PA

<u>46</u>

Aromatherapy to the Rescue for Postoperative Nausea and Vomiting

<u>Ursula Mellinger</u>, Linda Lakdawala UPMC Shadyside, Pittsburgh, PA

<u>47</u>

An Evidence-Based Approach to Implementing a Needlestick Injury Prevention Program

<u>Connie Henry</u>¹, Leeanna McKibben¹, Kimberly Stephens², Kimberly Whiteman² ¹UPMC Mercy, Pittsburgh, PA, ²Waynesburg University, Waynesburg, PA

<u>48</u>

Care Team Modifications in Ambulatory Oncology Setting to Include a Collaborative Nurse Model: Impact on Patient Satisfaction Marjorie Leslie, <u>Nikki Urban</u>

Allegheny Health Network Cancer Institute, Pittsburgh, PA

<u>49</u>

Workplace Violence Prevention: Building a Reporting System Jamie Malone UPMC St. Margaret, Pittsburgh, PA

<u>50</u>

Using Lean Principles to Achieve and Sustain ZERO CLABSI for over Eighteen Months Marsha Sneddon, Irma D'Antonio

AHN Jefferson, Jefferson Hills, PA

<u>51</u>

Employing an Infusion Interventional Bundle to Reduce Intravenous Heparin Errors

<u>Ryan Rogers</u>^{1,2}, Kimberly Whiteman², Justin Mulhollen¹ ¹Canonsburg Hospital, Canonsburg, PA, ²Waynesburg University, Waynesburg, PA



2019 Annual Conference | Nemacolin Woodlands Resort | August 29-30, 2019



<u>52</u>

Enhancing Knowledge and Safe Practice regarding Insulin Pump and Continuous Glucose Monitor Management in the Hospital

<u>Kelley Szelc</u>, Christie Galcik, Lauren Detwiler, Courtney Ross, Mpande Mwape, Zach Perpetua, Sarah Ziccardi, Margaret Hayden UPMC Passavant, Pittsburgh, PA

<u>53</u>

Medical Respite – Healthcare for The Homeless

<u>Kimberly Laing</u>, Sharon Mackall UPMC Mercy Hospital, Pittsburgh, PA

<u>54</u>

Clinical Support Team - A "Real-Time" Resource for Staff in Difficult Situations

<u>Krista Pryor</u>, Peggy Jenkins St. Clair Hospital, Pittsburgh, PA

<u>55</u>

Challenging Dogma: Enhanced Recovery after Surgery (ERAS) to Improve Patient Outcomes

<u>Joanna Hughes</u>, Sharon Cropp, Denise Hanna, Thomas Natcher, Robert Kovatch, Leigh Nadler, Joseph Brula, Scott Holekamp St. Clair Hospital, Pittsburgh, PA

<u>56</u>

Use of a Targeted Solutions Tool to Decrease Falls with Injury Donna Ross

Excela Health Westmoreland Hospital, Greensburg, PA

<u>57</u>

Developing an Educational Program on Alternatives to Restraints to Reduce Restraint Usage in the Medical/Surgical ICU

Brett Mohney UPMC Mercy, Pittsburgh, PA

<u>58</u>

Increased On-Time Operating Room (OR) First Case Starts Latasha Kast

University of Pittsburgh, Pittsburgh, PA

<u>59</u>

Enhancing Patient and Nurse Satisfaction through Relationship-Based Care and Implementation of a Primary Nursing Care Delivery Model in an Inpatient Psychiatric Setting Deborah Beer^{1,2}, Dianxu Ren³, HeeYoung Lee³, Camellia Herisko¹, Laura Fennimore³

¹UPMC, Pittsburgh, PA, ²University of Pittsburgh, Pittsburgh, PA, ³University of Pittsburgh, Pittsburgh, PA

Utilizing Clinical Analytics to Develop and Implement a Hospital Readmission Program

<u>Deborah Schweitzer</u>¹, Kathleen Zell², Heather Ambrose¹, Michael Mathier²

¹UPMC Presbyterian Hospital, Pittsburgh, PA, ²UPMC Heart Vascular Institute, Pittsburgh, PA

<u>61</u>

60

The Role of the Rapid Response Team at End of Life Nicolette Mininni UPMC Shadyside, Pittsburgh, PA

<u>62</u>

Decreasing 7 Day Readmission Rates: An Interdisciplinary Collaboration between Dietary and Nursing Focusing on Patient Education

<u>Dominique Ferrier</u>, Katie Decker, Jennifer Hall UPMC Passavant, Pittsburgh, PA

<u>63</u>

Prevention of Healthcare Associated Infections in Adult Intensive Care Units through Implementation of Disposable Chlorhexidine Gluconate-Impregnated Washcloth Bathing Edward Schatz, Stephanie Yuen West Penn Hospital, Pittsburgh, PA

<u>64</u>

Standardizing Electronic Patient Discharge Instructions: A Process Improvement

Beth Savage¹, Patricia Glod¹, Bonnie Anton¹, Connie Feiler², Jess Fesz³ ¹UPMC St Margaret, Pittsburgh, PA, ²Wolff Center at UPMC, Pittsburgh, PA, ³UPMC, Pittsburgh, PA

<u>65</u>

Collaborative Quality Improvement Initiative Drives Pressure Injuries to Zero

<u>Jacqueline Collavo</u>, Shouted Hu Allegheny Health Network/West Penn Hospital, Pittsburgh, PA

<u>66</u>

Proactive Identification of Patients at High Risk of Readmission

<u>Kaitlin Shotsberger</u>, Monica Miller, Karl Bushman St. Clair Hospital, Pittsburgh, PA





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Thank You to the 2019 SWPONL Officers & Board of Directors



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Dedications



Congratulations to SWPONL on 40 Years of Excellence in Nursing Leadership.

- The Nurse Leaders of Allegheny Health Network

UPMC Center for Nursing Excellence celebrates the seven outstanding individuals who were recipients of the 2019 Nurses Week Awards. Kyla, Velma, Lauren, Joanne, Susan, Jennifer and Ruth were honored for making significant contributions to nursing at UPMC. Thank you for providing quality and compassionate care to our patients every day.



- Rising Star in Clinical Practice: Kyla Colcombe, BSN, Professional Staff Nurse, UPMC Presbyterian
- Champion of Nursing: Velma Dorsey, Environmental Services Associate, UPMC Presbyterian
- Leading with Wisdom: *Lauren Leigh Gorman, MSN, RN*, Unit Director, UPMC Magee-Womens Hospital
- Legacy of Nursing: *Joanne Sorensen*, *DNP*, *RN*, *FACHE*, Chief Nursing Officer and Vice President of Patient Care Services, UPMC Northwest (retired)
- Spirit of Inclusion: *Susan Bender*, *RN*, Senior Professional Staff Nurse I, UPMC Presbyterian
- Outstanding Preceptor: *Jennifer Claire Dobrzynski*, *BSN*, *RN*, *CPAN*, Senior Professional Staff Nurse, UPMC Hamot
- Outstanding Patient Advocate: *Ruth Harris, BSN, RN, ONC*, Orthopedic Navigator Coordinator, UPMC St. Margaret





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Dedications

To the Nurse Leaders of the past, present and future of Allegheny Health Network, thank you for your contribution to the practice of nursing, nursing leadership and for your commitment to SWPONL.

with Gratitude,

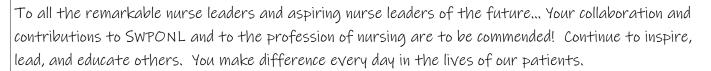
Claire M. Zangerle, DNP, MSN, MBA, RN, FAONL, NEA-BC **Chief Nurse Executive** Allegheny Health Network



AHN

Congratulations to SWPONL on 40 successful years of dedication and commitment to Excellence in Nursing Leadership!

Jacqueline Collavo, MA, BSN, RN, NE-BC 2019 Chair, SWPONL Chief Nursing Officer Allegheny Health Network/West Penn Hospital



with sincere thanks,

Jacqueline Collavo, MA, BSN, RN, NE-BC 2019 Chair, SWPONL **Chief Nursing Officer** Allegheny Health Network/West Penn Hospital



Congratulations

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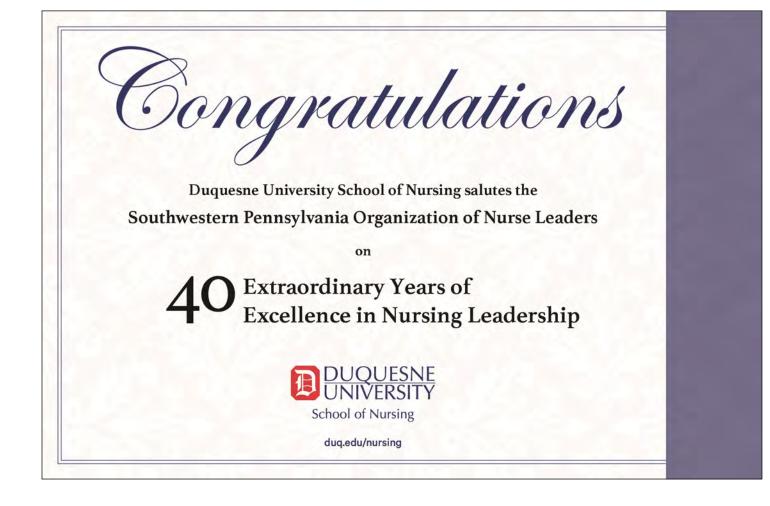
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	24



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Bronze

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