

DEPARTMENT OF

Nursing

ANNUAL REPORT / 2018



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Transformational Leadership

A Letter From Cori Loescher, MM, BSN, RN, NEA-BC, Chief Nursing Officer And Vice President of Patient Care Services

Dear Nursing Colleagues,

Welcome to our 2018 Annual Report!

This year has been one of great change. We welcomed new President David O. McCready, continued to strengthen our unified identity as Brigham Health and looked to the expansion into the Rhodes Island healthcare arena. Sadly, we bid farewell to many retiring nurses and the deep institutional knowledge they held, but we also watched as emerging leaders took on new roles with greater responsibility. Through it all, you have tirelessly worked together to provide the highest quality patient- and family-centered care to our patients.

In this report, you will read about many successes. You will also read about our ongoing work toward earning Magnet Designation. “How far have we come on that journey?” you may ask. I’m pleased to say we have submitted our application and are currently awaiting word on our site visit. We expect the site visit to take place in the spring of 2019, but it’s entirely possible it may have already happened by the time this report arrives in your mailbox!

I want to thank you all for your commitment to nursing excellence, a reflection of the Magnet principles. Nurses and other staff members from all over the hospital collaborated to write the stories we needed to apply for Magnet. It was a huge feat and I am so proud of each and every one of you. I look forward to celebrating a successful site visit!

Sincerely,



Cori Loescher, MM, BSN, RN, NEA-BC
Chief Nursing Officer and Vice President of Patient Care Services

TRANSFORMATIONAL LEADERSHIP

Nursing Administration



Cori Loescher,
MM, BSN, RN, NEA-BC,
Chief Nursing Officer and
Vice President of Patient
Care Services



Lynne Morrison,
MS, RN,
Associate Chief Nurse of
Inpatient Nursing



Colleen West,
DNP, MBA, RN, CPHQ,
Executive Director of Nursing
Professional Development,
Practice and Innovation

Nurse Directors



Mary Anne Barry,
MBA, BSN, RN, 7 South



Allison Bernard,
DNP, MSN, RN, 6 South



Juliet Gleason,
MBA, MSN, RN, 7 North



Robin Kaufman,
DNP, APRN, FNP-BC,
Perioperative



Paula Knotts,
MSN, RN, NE-BC, RN-BC,
2 South



Sean McNeal,
MSN, CNS, NEA-BC, CENP,
Critical Care and Inpatient
Dialysis (Interim)



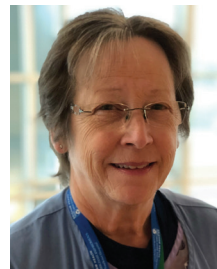
Kathleen Merrigan,
MSN, RN, Ambulatory



Robin Powell,
BSN, RN, CEN, Emergency
Department



Suzelle Saint-Eloi,
MS, RN, 6 North



Teresa Wrhen,
BSN, RN, Operating Room
(Interim)

Program Managers



Shelly Bazes,
MS, RN, WHNP-BC,
Patient Acuity



Tracy Lane,
BSN, RN-BC, Nursing
Quality and Magnet



Phil Malleson,
MSN, RN-BC,
Professional
Development (2 South,
6 South, IV Team, GI,
OPIC and Nursing
Supervisors)



Kathy McCarraher,
MHA, BSN, RN, CPAN,
ONC, Professional
Development (7 South,
CPE, Pre-Op, PACU,
Periop Float and
Interim OR)



Patti Rabbett,
MS, RN, CCRN-K,
Professional
Development (ICU, IR/
IN, Hemodialysis, Pain
Management Center
and Interim ED)



Terry Roche,
MSN, RN-BC,
Professional
Development (6 North,
7 North and Float
Pool)



Paula Wolski,
MSN, RN-BC,
Informatics for
Nursing/Patient Care
Services

Leading The Way: Unit Based Councils Meet For Annual Fall Summit

Brigham and Women’s Faulkner Hospital’s Department of Nursing recently brought together nurses from each unit for their annual Fall Unit Based Council Summit. Attended by nurse leaders and representatives from each of the Unit Based Councils, the day provided the opportunity to share ideas and best practices. The topics for the day supported ongoing leadership advancement for nurses under the American Nurses Association (ANA) leadership domains of “Leading the Way: Leading yourself, leading others, leading the organization.”

The day began with a welcome from Executive Director of Nursing Professional Development, Practice and Innovation Colleen West, DNP, MBA, RN, CPHQ, followed by an update on the Nursing Strategic Plan by Chief Nursing Officer and Vice President of Patient Care Services Cori Loescher, MM, BSN, RN, NEA-BC. Next, the group had a discussion about Shared Governance at Brigham and Women’s Faulkner Hospital, exploring best practices and ways to make the structure function even better.

Later, Performance Improvement Manager Claire Massero, MS, spoke about leadership and project management skills. And the morning wrapped up with an update on Brigham and Women’s Faulkner Hospital’s journey toward Magnet Designation from a group of nurses who recently attended the 2018 ANCC National Magnet Conference in Denver, Colorado.

After lunch, each Unit Based Council had the chance to update the group on their individual projects and learned about the Great American Cookie Experiment from PACU Educator Kathy McCarraher, MHA, BSN, RN, CPAN, ONC, and Nurse Scientist and Regis College Professor Margaret Oot-Hayes, PhD, RN.

Amie Kandalaft, RN, who was on hand to represent the Pain Management Center, says the day was a great reminder of all the work being done in the Department of Nursing. “I was impressed by the level of dedication and the overwhelming amount of knowledge and expertise I heard,” she says. “Brigham and Women’s Faulkner Hospital should be very proud of its nurses. I know I am!”

2 South Clinical Leader Kerry Parsons, BSN, RN-BC, has attended three Unit Based Council Summit meetings and says this one was by far her favorite. “The whole day just reaffirms how much the nurses in this hospital care and the lengths they are willing to go to ensure the best outcomes. The energy is great and the whole experience leaves you feeling motivated to continue the awesome work we do here at Brigham and Women’s Faulkner Hospital,” she says.

This year, participants in the Fall Unit Based Council Summit also earned nursing contact hours.

Credit Designation Statement: Up to 6.0 nursing contact hour(s) will be provided to nurse attendees. Contact hours awarded commiserate with participation. To receive contact hours, attendees must complete evaluation forms.

Disclosure Statement: The presenters and planners have no conflicts of interest relevant to this program to declare.

Approval Statement: Brigham and Women’s Faulkner Hospital is an approved provider of continuing nursing education by the American Nurses Association Massachusetts, an accredited approver by the American Nurses Credentialing Center’s Commission on Accreditation.



Fall Unit Based Council Summit attendees

Structural Empowerment

DAISY Awards

The DAISY Foundation is an international program established in memory of J. Patrick Barnes who died at the age of 33 from Idiopathic Thrombocytopenic Purpura, an auto-immune disease. The Barnes Family was inspired by the care that Patrick received and established this unique program to recognize and thank the nurses who make a profound difference in the lives of their patients and families. The DAISY Award recognizes those nurses who go above and beyond their regular job responsibilities to make Brigham and Women's Faulkner Hospital a great place to receive care.

Congratulations to Brigham and Women's Faulkner Hospital's 2018 DAISY Award Winners!



Paula Hertello, BSN, RN



Kate Feeley, BSN, RN



Maureen Holleran, MSN, RN



Kerry Parsons, BSN, RN-BC

Nurse Educator Receives 2018 DAISY Nurse Leader Award

The DAISY Nurse Leader Award annually recognizes the incredible work that nurse leaders do every day. At Brigham and Women's Faulkner Hospital nurse leaders include nurse directors, nursing supervisors, nurse educators and program managers in the Department of Nursing. During a Nursing Operations meeting, Nurse Educator Patricia Rabbett, MSN, RN, CCRN-K, received Brigham and Women's Faulkner Hospital's 2018 DAISY Nurse Leader Award.

Rabbett was nominated by ICU Clinical Leader Ellen McCarthy, MSN, RN, CCRN, for going above and beyond on a daily basis to make sure Brigham and Women's Faulkner Hospital's nurses have the proper resources to care for their patients and that patients receive the best possible care.

For Rabbett, being named the recipient of Brigham and Women's Faulkner Hospital's 2018 DAISY Nurse Leader Award was very meaningful. "Receiving this award in a room filled with my peers was an overwhelming experience. I am truly honored," she says.



Patricia Rabbett, MSN, RN, CCRN-K, (front, center) accepts her DAISY Nurse Leader Award

STRUCTURAL EMPOWERMENT

Nurses Give Back



Each Friday, at the Thomas Edison K8 School in Brighton, 40 children identified as food insecure receive Boost Bags. Boost Bags are filled with food to help the children and their families get through the weekend. Virginia Ryan, MSN, RN, Kathleen Leone, MSN, RN, and Colleen Liljablad, BSN, RN, from Brigham and Women's Faulkner Hospital's PACU Unit Based Council visited the school to help prepare the Boost Bags for the week and deliver supermarket gift cards donated by the staff on the unit.



The ICU gathered clothing donations for the residents at both the MainSpring House in Brockton and Father Bill's Place in Quincy. Both facilities provide emergency shelter for individuals. Pictured from left are Lena Malabug, UST, Ellen McCarthy, MSN, RN, CCRN, Beth Princiotta, RN, Emmlly Fidelia, US, Carolyn Hampshaw, RN, Tori Anderson, RN, Moe Holleran, MSN, RN, Meigan Young, BSN, RN, Jasmine Idiokitas, BSN, RN, and Liz Bersell BSN, RN.

During the holidays, staff on 6 North (left) and in both the Pain Management Center (center) and the Gregory Endoscopy Centre (right) purchased gifts to make Christmas special for the children at the Italian Home for Children. The Italian Home for Children provides an integrated network of powerful and effective programs to help children and families with emotional, behavioral and educational challenges thrive in their communities, and they are Brigham and Women's Faulkner Hospital's next-door neighbors!



6 North



Pain Management Center



Gregory Endoscopy Centre

Representatives From Brigham And Women’s Faulkner Hospital Attend 2018 ANCC National Magnet Conference

The American Nurses Credentialing Center’s (ANCC) Magnet Recognition Program® recognizes healthcare organizations for quality patient care, nursing excellence and innovations in professional nursing practice. As part of Brigham and Women’s Faulkner Hospital’s continued quest for Magnet Designation, seven delegates from Brigham and Women’s Faulkner Hospital recently attended the 2018 ANCC National Magnet Conference® held in Denver, Colorado.

On August 1, 2018, Brigham and Women’s Faulkner Hospital submitted its complete set of written documents for Magnet Designation. The hospital is currently awaiting notification of a site visit from the Magnet organization. The annual conference in October gave participants a glimpse of what’s to come, from preparing for the site visit to the work needed to maintain Magnet Designation in the years to come.

Among the Brigham and Women’s Faulkner Hospital representatives to the 2018 ANCC National Magnet Conference were Chief Nursing Officer and Vice President of Patient Care Services Cori Loescher, MM, BSN, RN, NEA-BC, Executive Director of Nursing Professional Development, Practice and Innovation Colleen West, DNP, MBA, RN, CPHQ, Quality and Magnet Program Manager Tracy Lane, BSN, RN-BC, Senior Manager of Care Continuum Management Jim Grafton, MSN, MHA, RN, Liz Vazquez, BSN, RN, from Care Continuum Management, Virginia Ryan, MSN, RN, from the PACU and Dan Rec, BSN, RN, from Pre-Op Holding.

For Grafton, the three-day conference was uplifting. “It helped reinforce the things that we do every day,” he says. “It makes you feel very proud to work in a profession where a whole team of people can come together to work toward a common goal of helping others.”

Vazquez had a similar experience. “I am so grateful to have had the opportunity to represent Brigham and Women’s Faulkner Hospital at the conference. The energy from the 10,000+ nurses that attended was infectious and reminded me how proud I was to be a nurse,” she says.

Ryan, too, is grateful for the opportunity to attend. “It was an incredible experience to be surrounded by such extraordinary nurses. The positive energy was palpable and contagious! I was proud to walk away knowing how far above the curve Brigham and Women’s Faulkner Hospital currently is... but did bring back a few new ideas to share!” she says.

Rec was also reminded of just how advanced Brigham and Women’s Faulkner Hospital is when it comes to quality patient care and how far we still have to go. “Our hospital is already doing a lot of the things to promote better patient care,” he says. “But there is always room for improvement and this convention was able to help point us in other directions we were not looking at.”



From left: Jim Grafton, MSN, MHA, RN, Tracy Lane, BSN, RN-BC, Liz Vazquez, BSN, RN, Cori Loescher, MM, BSN, RN, NEA-BC, Colleen West, DNP, MBA, RN, CPHQ, Virginia Ryan, MSN, RN, and Dan Rec, BSN, RN

Next up for Brigham and Women’s Faulkner Hospital in its quest for Magnet Designation is recruiting Magnetees. If you are interested in helping to create awareness, involvement and engagement among the clinical team in your area, contact Quality and Magnet Program Manager Tracy Lane, BSN, RN-BC, at tklane@bwh.harvard.edu.

Celebrating Our Certified Nurses

Brigham and Women's Faulkner Hospital is proud to recognize the members of our nursing staff who currently hold professional nursing certification.

2 South

Rose O'Sullivan, BSN, RN-BC*

Kerry Parsons, BSN, RN-BC*

Nadia Sullivan, BSN, RN-BC*

6 North

Bina Darai, MSN, RN, CNP

Amanda Farrell, BSN, RN, PCCN

Andrea Guarente, MSN, RN, CNP

Katie Lyons, BSN, RN, PCCN

6 South

Julia Almeida, BSN, RN-BC

Anne Marie Cecala, BSN, RN, HNB-BC

Edwige David, BSN, RN-BC

Lusy Gonzalez, BSN, RN-BC

Rose Herrera, BSN, RN-BC

Jacqueline Slattery, BSN, RN-BC

7 North

Katty Halloran, BSN, RN-BC

7 South

Timothy Gray, RN-BC

Caroline King, RN-BC

Case Management

Dianne Difonso, RN, CCM

Joanne Kelly, BSN, RN, CCM

Margaret Kelly, BSN, RN, CCM

Atiya Niles, BSN, RN, CCM

Susan Schwarz, BSN, RN, CCM

CDI/Quality

Kristen Larrabee, RN, CCDS

ED

Margaret Anastasi, MSN, APRN, CNP

Brittany Ballaron, BSN, RN, CEN*

Janet Gilleran, BSN, RN, CPHRM

Kathleen Roane, RN, CEN

Virgenes Sarin, MSN, RN, CNP*

Kathleen Shubitowski, MSN, RN, CEN

GI

Helen Driscoll, BSN, RN, CGRN

Patricia Herald, BSN, RN, CNN

Mary Hourihan, MSN, RN, CGRN

Dara Keenan, RN, CGRN

Mary Morris, BSN, RN, CGRN

ICU

Heather Crocker, MSN, APRN, CNP*

Evelyn Kelleher, BSN, RN, CCRN*

Linda Luce, BSN, RN, CCRN

Ellen McCarthy, MSN, RN, CCRN

Amy Teasdale, BSN, RN-BC

IR/IN

Bridget Hagen, BSN, RN, CCRN

Steven Loverso, MSN, APRN, CNP*

*New certification in 2018

Nursing Administration

Shelly Bazes, MS, RN, WHCNP-BC

Helene Bowen-Brady, DNP, MEd, RN-BC, NEA-BC*

Robin Kaufman, DNP, APRN, CNP

Paula Knotts, MSN, RN-BC, NE-BC

Tracy Lane, BSN, RN-BC

Cori Loescher, MM, BSN, RN, NEA-BC

Robin Powell, BSN, RN, CEN*

Colleen West, DNP, MBA, RN, CPHQ

Paula Wolski, MSN, RN-BC*

Nursing Float Pool

Lucy Wilson, BSN, RN, PCCN*

Nursing Supervisors

Aliesha Wisdom, MSN, RN, CNL

OPIC

Virginia Grace, BSN, RN, OCN

OR

Joanne Cassiani, BSN, RN, CNOR

Susan Clark, RN, CNOR

Janet Donovan, RN, CNOR

Nola Dzen, BSN, RN, CNOR

Mary Finn, RN, CNOR

Timothy Fox, BSN, RN, CNOR

Janet Killarney, BSN, RN, CNOR

Maura Lauenstein, RN, CNOR

Mira Lumahan, BSN, RN, CNOR

Mary Martin, BSN, RN, CNOR

Cora McHugh, BSN, RN, CNOR

Jennifer Morrison, MSN, APRN, CNP

Linda Sabo, MSN, RN, CNOR

Jeanne Smith, BSN, RN, CNOR

Sandra Spaulding, RN, CNOR

Jean Tremblay, RN, CNOR

PACU

Jane Shufro, MS, RN, CPAN

Pain Management Center

Sarah Robart, RN-BC

Pre-Op Holding

Diane Pessa, MSN, RN-BC*

Professional Development

Phil Malleson, MSN, RN-BC

Kathy McCarraher, MHA, BSN, RN, CPAN, ONC

Patti Rabbett, MS, RN, CCRN-K

Donna Rando, RN, CWS

Terry Roche, MSN, RN-BC

APRNs

Addiction Recovery and Inpatient Counseling

Eunice MacAllister, MSN, RN, CNP, ARP

Madeline Spinosa, MSN, RN, CNP, CNS

Elizabeth Walsh, MSN, RN, CNP, ARP

Anesthesiology

Christina Blair, MSN, RN, CRNA

Beth Brown, MSN, RN, CRNA

Arthur Dayton, MSN, RN, CRNA

Cary Endozo, MSN, RN, CRNA

William Fehder, MSN, RN, CRNA

Raya Goldenberg, MSN, RN, CRNA

Mary Iann, MS, RN, CRNA

Kimberly Kleinsorge, MSN, RN, CRNA

Krista Klopfenstein, MSN, RN, CRNA

Elizabeth Landree Parrott, MSN, RN, CRNA

Elizabeth McCann, MS, RN, CRNA

Michael McSweeney, MS, RN, CRNA

Jessica Morrissey, MS, RN, CRNA

Elizabeth O'Brien Varnum, MSN, RN, CRNA

Melanie Omojola, MSN, RN, CRNA

Olivia Stevens, MSN, RN, CRNA

Sarah Toczylowski, MS, RN, CRNA

Julia Young, MSN, RN, CRNA

Breast Center

Samantha Morrison-MA, MSN, RN, CNP

Olivia Donnelly, MSN, RN, CNP

CPE

Elaine Charbonnier, MSN, RN, CNP

Deborah Georgenes, MSN, RN, CNP

Joan Hunt, MSN, RN, CNP

Nickisha Hurlock, MS, RN, CNP

Anne Kennealey-McManus, MSN, RN, CNP

Karen Lamping, MSN, RN, CNP

Kristen McKenzie, MSN, RN, CNP

Samantha Morrison-Ma, MSN, RN, CNP

Pamela Park, MSN, RN, CNP

Anna Peterson, MSN, RN, CNP

Bindu Thomas, MS, RN, CNP

Medicine

Vonette Anglin, MSN, RN, CNP

Johanna Baldassari, MSN, RN, CNP

Nickie Burney, MSN, RN, CNP

Janice Galinsky, MSN, RN, CNP

Rebecca Mogensen, MSN, RN, CNP

Jessica Lawlor, MS, RN, CNP

Julie Vosit-Steller, DNP, RN, CNP

Occupational Health

Dinah McDonald, MSN, RN, CNP

Elaine Arnold, MSN, RN, CNP

Suzanne Young, MS, RN, CNP

Orthopedic Spine Surgery

Samantha Erikson, MSN, RN, CNP

Lindsay Bandazian, MSN, RN, CNP

Katherine Kane, MSN, RN, CNP

Katherine Killinger, MSN, RN, CNP

Jillian Martin, MSN, RN, CNP

Laurie Rieger, MSN, RN, CNP

Commitment to Education

In 2010, the Institute of Medicine recommended that the nursing profession increase the number of nurses with bachelor’s degrees in nursing (BSN) to 80 percent by the year 2020 and that nurse leaders pursue advanced degrees in nursing. As of December 2018, over 87 percent of registered nurses at Brigham and Women’s Faulkner Hospital hold a BSN or higher. Even though Brigham and Women’s Faulkner Hospital exceeds the 2020 goal, nurses in all patient care areas and within the leadership team continue to pursue additional education.

Congratulations to the following Brigham and Women’s Faulkner Hospital nurses who committed to advancing their education and graduated in 2018!

| NAME | UNIT | DEGREE | COLLEGE |
|---------------------|--|--------|-----------------------------|
| Heather Crocker | ICU | MSN | Georgetown University |
| Larissa Depina | 6 North | MSN | UMass Boston |
| Paula Hertello | Float Pool | BSN | Emmanuel College |
| Maureen Holleran | ICU | MSN | Emmanuel College |
| Faydene Small Jones | Gregory Endoscopy Centre | MHA | Framingham State University |
| Steven Loverso | Interventional Radiology/Interventional Nephrology | MSN | UMass Worcester |
| Phil Malleon | Nursing Professional Development | MSN | Emmanuel College |
| Meaghan McCarthy | ICU | MSN | Emmanuel College |
| Brenda Miele | Nursing Supervisor | MSN | Saint Joseph’s College |
| Sheila Nazaire | 2 South | MSN | Northeastern University |
| Rose O’Donnell | Weiner Center for Pre-Operative Evaluation | BSN | Emmanuel College |
| Virgenes Sarin | Emergency Department | MSN | Regis College |
| Colleen West | Nursing Leadership | DNP | Simmons College |

Community Health And Wellness Department Sponsors Nursing Job Shadow Day



This spring, Brigham and Women’s Faulkner Hospital’s Community Health and Wellness Department hosted 10 students from several Boston Public Schools on a day dedicated to exploring careers in nursing. The goal of the program is to provide students with a better understanding of the skills and education necessary to succeed in nursing.

Are You Thinking About Going Back To School Or Becoming Certified?

Brigham and Women’s Faulkner Hospital offers employees assistance through the tuition reimbursement program. Through the program, full-time employees are eligible to receive up to \$2,500 per calendar year to pay for academic courses taken for credit at an accredited educational institution. Registered nurses may also receive up to \$400 for certification-related expenses. These benefits are pro-rated for part-time employees who work 16 hours or more. For more information, call Human Resources at 617-983-7901.

Boston College Nursing Students Present Quality Improvement Project On 2 South

Recently, seven nursing students from Boston College presented their quality improvement project poster “Use of Ashton Family Terrace on 2 South” to Brigham and Women’s Faulkner Hospital’s Department of Psychiatry staff.

The project, a culmination of three semesters worth of data collection, analyzed the use of and patients’ attitudes toward the Ashton Family Terrace on 2 South, a space designed to allow inpatient psychiatric patients secure access to fresh air. The data collected aimed to describe the frequency of use and how patients feel the terrace impacts their recovery, as well as to gather patient suggestions for further use.

“The students collected data from over 60 patients on the unit to assess how and when they use the terrace,” explains Brigham and Women’s Faulkner Hospital Chief of Psychiatry Dr. John Fromson. “Almost all the patients reported benefiting from their time spent on the terrace.”

The project also resulted in some suggestions for improvement. The students recommended orienting patients that are new to the unit to the location of the terrace and the hours it is open; encouraging patients to eat outside at mealtimes if so desired; introducing plants or additional greenery to add color to the space; and the consideration of patient-safe heating options or retractable windows so the space is usable regardless of weather.

“In addition to this exercise being a great learning experience for the students, the feedback we received on the terrace is invaluable,” says Dr. Fromson. “We now have a better understanding of how our patients currently utilize the terrace and data that expresses their preferences for future improvements.”



From Left: Genevieve Dougherty, Margaret Xing, Julie Dunne, PMHNP-BC, (instructor) Austin Matus, Caroline Dorko, Djita Sidibe and Arlynes Cruz

Workplace Safety Update: Patient Safety Flagging FAQ

Brigham and Women’s Faulkner Hospital continues to keep both staff and patient safety at the forefront. The Workplace Safety Committee recently put together the follow frequently asked questions to help staff should they be confronted with a violent or threatening patient.

What is a patient safety flag?

A patient safety flag is an alert within the Epic banner that notifies staff that the patient is potentially a safety risk due to a history of violent/threatening behavior. The flag signifies that caring for the patient requires heightened safety awareness. An acute care plan will accompany any flag placed at Brigham and Women’s Faulkner Hospital and describes steps staff can take to maintain safety specific to the patient.

What does the patient safety flag do?

The flag itself is only an early alert for staff of a potential history of threats or violence. It is a “heads up” to signal to the care team that the patient has had a significant safety issue in the past. Having a flag placed in a chart will not, by itself, make staff safer. Working together on the unit or in the department to proactively plan for patient containment and for staff protection is the best way to maintain safety. Additionally, the flag does not mean that the patient must have a security 1:1. Each patient will be assessed by the local care team for current status and a plan will be made for safety. Many of the patients that we treat with safety flags placed from other hospitals have been calm and cooperative when in our care.

What are the criteria to flag a patient?

A patient that has exhibited serious escalating behavior that is intimidating, threatening, dangerous or potentially dangerous, and poses a risk of harm to others can be reported by any staff person for review by the Flagging Group.

Who evaluates and places the flag?

Appointed members from Security, Risk Management/Patient Safety, Psychiatry, Social Work, Inpatient Nursing and the Emergency Department gather to determine if a patient meets the criteria for a safety flag. Flags are also reviewed by this same group every six months to determine whether it is appropriate to remove or continue the safety flag. Flags are only removed if there is significant time and circumstance that changes the risk previously identified. Once a patient has been flagged, they are sent a formal letter by Security notifying them that there is a safety flag placed in their chart based on an event and/or the patient’s behavior.

How do I request a patient to be flagged?

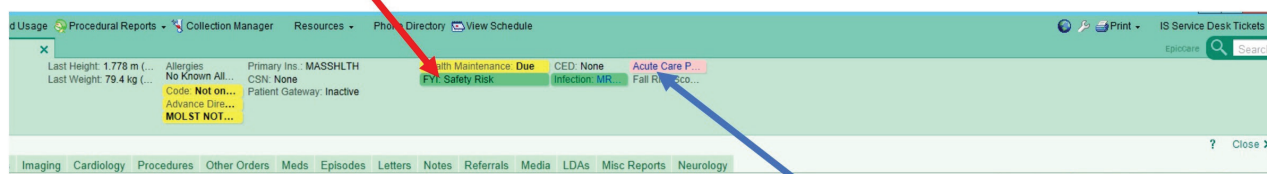
Submit a Safety Report into the online safety reporting system, RL Solutions, and describe the patient’s history of threatening or violent events and request evaluation of a safety flag. The reporter or the department reviewing the safety event can directly request that the patient should be considered for placement of a safety flag.

What is an acute care plan?

An acute care plan provides guidance about how to best manage and care for a patient who has potential for a violent/threatening event. Suggestions may include recommendation for Security presence or specifics as to triggers or treatment that apply to the patient. Psychiatry and Emergency Department physicians on the flagging group create the acute care plans based on clinical information about the patient.

Where is the flag notification and acute care plan in Epic?

Click on “FYI: Safety Risk” on the banner to see the flag description



Click on “Acute Care Plan” to see guidelines on how to best manage the patient management

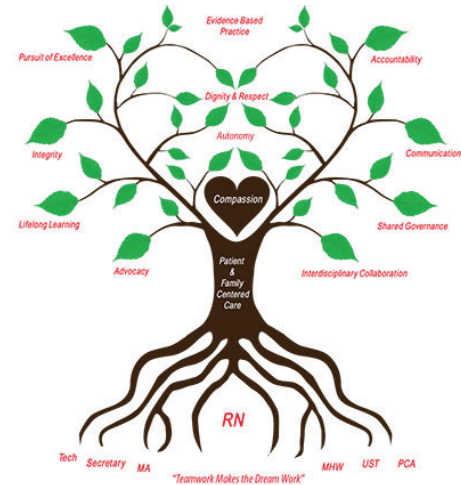
Exemplary Professional Practice

Professional Practice Model

Professional Practice Models provide the framework for nursing practice and identify the essential elements that support nursing practice within an individual organization. Professional Practice Models are usually represented by a visual image that is meaningful and easily understood by current and future nurses. At Brigham and Women's Faulkner Hospital, our Professional Practice Model guides exemplary professional practice for all nurses across the hospital and is exemplified in the stories shared in the annual report each year.

At Brigham and Women's Faulkner Hospital, we believe high-quality patient care is only possible through teamwork.

It's both nurses and support staff working together efficiently that makes it all work. Like the majestic trees in the neighboring Arnold Arboretum, our nurses flourish with the strength gained from their support system. The registered nurses, technicians, secretaries, medical assistants, mental health workers, unit service technicians and patient care assistants all come together to form the root system that allows our nurses to do their jobs properly. With this support, they are able to focus on patient- and family-centered care delivered with compassion, dignity and respect. Our nurses collaborate with a strong interdisciplinary team to support patients and families and incorporate principles of evidence-based



practice, accountability, communication, Shared Governance, advocacy, lifelong learning, integrity and pursuit of excellence into the practice of nursing.

Peer Review

Since 2015, all registered nurses at Brigham and Women's Faulkner Hospital have been participating in a formal, annual peer review process. Process improvement for the year included the development of a new policy with clear guidelines for clinical nurses and nurse directors and moving away from mandatory web based education to unit based education led by peer facilitators.

Thank you to our peer review facilitators for making the process such a success!

| | | | |
|----------------------------------|---------|--|----------------------------------|
| Rachel Abarbanel, BSN, RN | 2 South | Kathy Glennon, RN | GI |
| Sydney Stathes, BSN, RN* | 2 South | Judy Driscoll, BSN, RN | OPIC |
| Annika Klemperer, BSN, RN* | 6 North | Ann-Marie Bermingham, BSN, RN | PACU |
| Sowaya Lerebour, BSN, RN* | 6 North | Kathy Leone, MBA, BSN, RN | PACU |
| Joanna Butkiewicz, BSN, RN | 6 South | Virginia Ryan, MSN, RN | PACU |
| Paula Hertello, BSN, RN | 6 South | Laurie Flahive, RN | Pain Management Center |
| Lusy Gonzalez, BSN, RN-BC | 6 South | Sania O'Leary, BSN, RN | POH |
| Anh Le, BSN, RN* | 7 North | Jestin Jose, BSN, RN, CPUJ* | IV |
| Donnet Pareedon-Bryant, BSN, RN* | 7 North | Bobbi King, BSN, RN | IR/IN |
| Jessica Craver, BSN, RN | 7 North | Missy Mahoney, BSN, RN | CPE |
| Michelle Carignan, RN | 7 South | Stacy Preus, BSN, RN* | OR |
| Tim Gray, RN-BC | 7 South | AJ Valenzuela, BSN, RN | OR |
| Sara Auerbach, BSN, RN* | ED | Sandra Spaulding, RN, CNOR | OR |
| Robin Norberg, BSN, RN* | ED | Mary Catherine West, BSN, RN* | OR |
| Alicia Ciulla, BSN, RN | ICU | Susan Schwarz, BSN, RN, CCM | Case Management |
| Evelyn Kelleher, BSN, RN, CCRN | ICU | Deb Petipas, BSN, RN* | Nursing Supervisors |
| Hellen Driscoll, BSN, RN, CGRN | GI | Kathy McCarraher, MHA, BSN, RN, CPAN, ONC* | Nursing Professional Development |

*Denotes new facilitator

Peer Review Facilitator Workshop Coordinators: Jessica Craver, BSN, RN, (7 South) Phyllis Garr, BSN, RN, (Pre-Op Holding) Tracy Lane, BSN, RN-BC, Ellen McCarthy, MSN, RN, CCRN, (ICU) Kathy McCarraher, MHA, BSN, RN, CPAN, ONC (Professional Development)

BRIGHAM AND WOMEN'S FAULKNER HOSPITAL
DEPARTMENT OF NURSING



Our Mission

Our mission is to provide compassionate high-quality, evidence-based, nursing care in a learning environment that meets the diverse needs of our patients, families and communities.

Our Vision

To be the premier department of nursing in an academic community hospital in the New England area.

Our Values

All of our nurses demonstrate a commitment to the profession of nursing through the following core values:

- RESPECT**
- INQUIRY**
- COLLABORATION**
- EXCELLENCE**



Shared Governance

Nurses at Brigham and Women's Faulkner Hospital play an essential role in the delivery of high-quality, evidenced-based, cost-effective care to patients. Shared Governance is a model that provides a framework for building effective relationships between nursing and colleagues to ensure the delivery of excellent patient care. Each of the Shared Governance Committees has been hard at work this year. On the following pages, you'll read about their accomplishments.

Nursing Practice Committee

The Nursing Practice Committee is comprised of registered nurses from each unit within Brigham and Women's Faulkner Hospital. The group's purpose is to develop and evaluate standards of practice that support the delivery of patient- and family-centered nursing care at Brigham and Women's Faulkner Hospital based on current research, quality outcomes and evidence-based practices and to support professional practice through the dissemination of best practice and the implementation of changes, as necessary, to nursing practice at Brigham and Women's Faulkner Hospital.

2018 accomplishments:

- Created a new member mentorship to support new members to committee
- Supported practice changes to the nurse driven heparin protocol to minimize risk of bleeding by stopping heparin for two consecutive PTTs >100, notifying provider and receiving new order for resuming heparin drip
- Supporting practice update for urine specimen reflex order for urine culture if u/a positive
- Supported practice update for use of Continuous Virtual Monitoring for those patients that meet criteria
- Exploring evidence to support practice changes regarding lymphedema bracelets



Nursing Practice Committee

Nursing Quality Committee

The Nursing Quality Committee is an action focused committee with a defined role to disseminate information back to their respective units and Unit Based Councils. The standard is set for the membership to interpret data, such as National Database of Nursing Quality Indicators (NDNQI) graphs, and explain to their peers how the data applies to their unit.

2018 accomplishments:

Central Line Associated Bloodstream Infection (CLABSI)

- Chart Audit: Discovered documentation issues and provided feedback to all nurses on how to document correctly

Catheter Associated Urinary Tract Infection (CAUTI)

- 2018 Internal Performance Framework: Size per gender and age
- Updated urinary catheter policy
- Standardized CAUTI Prevention Plan for Inpatient Units
- Can this urinary catheter be discontinued?!
- Foley Friday: Weekly documentation audits on 6N, 6S, 7N, 7S and in the ICU to address key elements of catheter care documentation
- Discuss NDNQI quarterly data and post on all units to share
- Review status of Advisory Board Survey corrective action plans to improve nurse job satisfaction



Nursing Quality Committee

Nursing Informatics Committee

The Nursing Informatics Committee is comprised of registered nurses from each unit within Brigham and Women's Faulkner Hospital. The committee's purpose is to develop and evaluate standards of practice that support the documentation of patient- and family-centered nursing care at Brigham and Women's Faulkner Hospital based on current research, quality outcomes and evidence-based practices to support the development of professional practice with the use of Partners eCare through dissemination of best practices and changes in documentation standards whether regulatory or enterprise build to Brigham and Women's Faulkner Hospital's nursing staff.

2018 accomplishments:

- Introduction of the Massachusetts CARE Act and the associated documentation
- Early Recovery After Surgery (ERAS) pathways updated

- Introduction of index reports and how to use them:
 - > Glucose monitoring
 - > Fever/antibiotic dosing
 - > Anti-coagulation monitoring
 - > Pain monitoring
- Overall review of allergy documentation and effort to clean up the use of "other" as a type of allergy
- Heparin protocol ongoing review of documentation in the Med Administration Record (MAR) and reinforcement of education
- Yearly review on nursing-driven protocols—suggested and added two new protocols to enhance nursing workflow
- Brigham and Women's Faulkner Hospital Strategic Goals 2018
- Communication Subcommittee formed
- New communication tool selected—pilot project ongoing with the use of a phone- or computer-based application called Workplace; pilot consists of users from the Nursing Practice Committee and the Nursing Informatics Committee

Monitoring and education:

- 2018 upgrade highlights:
 - > Avatar introduction to assist with the visualization, adding and documentation of lines, drains and wounds (LDAs) all in one place
 - > Medication education on a first dose medication
 - > Pilot of the use of new functionality called the Brain on 7 South
- Feedback from committee led to automation of plans of care for pain to help improve compliance for documentation
- Mass Care Act: Nurse managers and clinical leaders given access to update contact info based on committee feedback; changes made in December 2018 to presentation of the assessment fields to mimic the actual workflow; new report for caregiver documentation made available as well; plan to audit and reeducate in January 2019



Nursing Informatics Committee

Nursing Professional Recognition And Advancement Committee

The Nursing Professional Recognition and Advancement Committee promotes values, nurtures and recognizes transformational leadership, structural empowerment, exemplary professional practice, new knowledge, innovation and research. The overarching goal is to achieve excellence in outcomes related to clinical nursing practice, patient- and family-centered care and organizational strategic goals.

2018 accomplishments:

- Clinical Ladder Advancement Proposal
- Supporting the creation of a new Department of Nursing Mission, Vision and Values statements
- Peer Review
- Annual Report
- BWFH Nurse
- DAISY Nurse and DAISY Nurse Leader Award
- Celebrating Certification
- Magnet Journey



Nursing Professional Recognition and Advancement Committee

Evidence-Based Practice/Research Committee

The purpose of the Evidence-Based Practice/Research Committee (EBPRC) is to promote evidence-based nursing practice and research. The EBPRC provides education on evidence-based practice and nursing research; oversees new and ongoing projects; provides support and mentorship to Unit Based Council members; disseminates information and advocates for the support needed to advance evidence-based practice and research to the Coordinating Council; contributes monthly to the Shared Governance newsletter; maintains a database on nursing conference and call for abstracts; and promotes professional nursing conferences and opportunities for nurses.

2018 accomplishments:

- Created a Literature Search Tip Sheet
- Facilitated the UBC project presentations at the May and October Unit Based Council Summits
- Presented “The Great American Cookie Experiment: Making Research Delicious”
- Supported disseminations of evidence-based practice and research



Evidence-Based Practice/Research Committee

Shared Governance Coordinating Council

On the fourth Wednesday of each month, the chair(s) and sponsors of the five Shared Governance committees meet with Chief Nursing Officer and Vice President of Patient Care Services Cori Loescher, MM, BSN, RN, NEA-BC. Each chair highlights a review of topics discussed during their meeting and addresses any potential concerns. The objective of the Shared Governance Coordinating Council is to align goals and outcomes for the Department of Nursing. Updates from the Shared Governance Coordinating Council are shared with the Nurse Executive Board and Nursing Leadership.



Shared Governance Coordinating Council

Quality Data

As nurses at Brigham and Women's Faulkner Hospital, we strive for a culture of exemplary professional practice involving quality and safety monitoring to ensure the highest delivery standards. Nurses throughout the hospital collaborate with multiple disciplines to make sure that care is efficient, effective, comprehensive and well coordinated. As a profession dedicated to assessing others, it is important to benchmark our quality by collecting and analyzing data from like-sized hospitals and units throughout the country.

Brigham and Women's Faulkner Hospital is a member of the National Database of Nursing Quality Indicators (NDNQI), which is part of the American Nurses Association's National Center for Nursing Quality. NDNQI's mission is to aid the nurse in patient safety and quality improvement efforts by providing research-based, national, comparative data on nursing care and the relationship of this care to patient outcomes. This is done by looking directly at Nursing Sensitive Indicators.

What Is A Nursing Sensitive Indicator?

A Nursing Sensitive Indicator (NSI) represents nursing practice that directly contributes to patient care. NSIs reflect the structure, process and outcomes of nursing care. The structure includes the supply of nursing staff, the clinical skill level of the nursing staff and the education and professional certification level of the staff. The process measures methods of patient assessment and nursing intervention, as well as nursing staff satisfaction. Examples of this include documenting the Braden skin assessment, Morse Fall Scale and the nursing satisfaction survey. Outcome indicators tie into patient care outcomes that depend on the quantity or quality of nursing care. Examples of outcome indicators include pressure ulcers, patient falls, central line associated bloodstream infections and catheter associated urinary tract infections.

At Brigham and Women's Faulkner Hospital, NSIs are monitored in every patient care area. Nationally benchmarked data is posted quarterly on the unit quality board. If you, your patient or your patient's family are interested in learning more about your unit's NSIs, speak to your Nursing Quality Committee representative.

ICU Celebrates 386 Days Without A Patient Fall

At Brigham and Women's Faulkner Hospital, the interdisciplinary Falls Committee continues to identify key factors and tools in fall prevention. Interventions championed by the committee, such as purposeful rounding, orange non-slip socks, laminated fall TIPS posters and fall free calendars, have proven to be effective in reducing the number of patient falls in both inpatient and outpatient settings. One area where this work has proven to be particularly effective is the ICU where the staff celebrated their 386th consecutive day without a patient fall, a new record for the unit!

At the same time, the unit also celebrated 60 days without an ICU/Emergency Department transfer, 1,600 CLABSI-free days and 314 CAUTI-free days.

CLABSI stands for central line associated bloodstream infection. At Brigham and Women's Faulkner Hospital, the overall CLABSI rates are low as Brigham and Women's Faulkner Hospital has

adopted several strategies to reduce CLABSI. These strategies include using a central line insertion checklist, documenting on intravenous sites every four hours and evaluating the need for the line on a daily basis.

CAUTI stands for catheter associated urinary tract infection. A number of different strategies can reduce the risk of CAUTI and Brigham and Women's Faulkner Hospital has adopted several of these strategies over the past several years in an effort to reduce CAUTIs. These strategies include ensuring that catheters are used only when needed and removed as soon as possible, that catheters are placed using proper aseptic technique and that the closed sterile drainage system is maintained.

"We are committed to providing safe, competent nursing care to our patients," says ICU Clinical Leader Ellen McCarthy, MSN, RN, CCRN. "I am so proud of the staff for achieving this goal. Our recent celebration (with cake!) was well deserved."



ICU staff celebrate with cake; pictured from left are Catherine Hutchison, UST, Meaghan McCarthy, MSN, RN, Muriel Pierre, RN, Daniel Fortin, BSN, RN, Ellen McCarthy, MSN, RN, CCRN, Beth Princiotta, RN, KC Santiago, BSN, RN, and Liz Bersell, BSN, RN

New Knowledge, Innovations and Improvements

Nursing Research at Brigham and Women's Faulkner Hospital

As healthcare continues to evolve and patient care needs become more complex, registered nurses are expected to play an important role to ensure that the best evidence is used in making patient care decisions. Nurses are increasingly being asked to lead and participate in nursing research to address gaps in the literature. Over the past year, nurses at Brigham and Women's Faulkner Hospital have had several Institutional Review Board (IRB) nursing research studies approved.

2018 Brigham and Women's Faulkner Hospital Nursing Research Studies

| Title of Study | Journal | Brigham and Women's Faulkner Hospital Investigators |
|--|---------------------------------------|---|
| Asking for Feedback: Clinical Nurses' Perceptions of a Peer Review Program in a Community Hospital | The Journal of Nursing Administration | Helene Bowen-Brady, DNP, RN-BC, NEA-BC, and Margaret Oot-Hayes, PhD, RN |
| Preventing Falls in Hospitalized Patients: Engage Patients and Families in a Three-Step Prevention Process to Reduce the Risk of Falls | American Nurse Today | Virginia Ryan, MSN, RN |

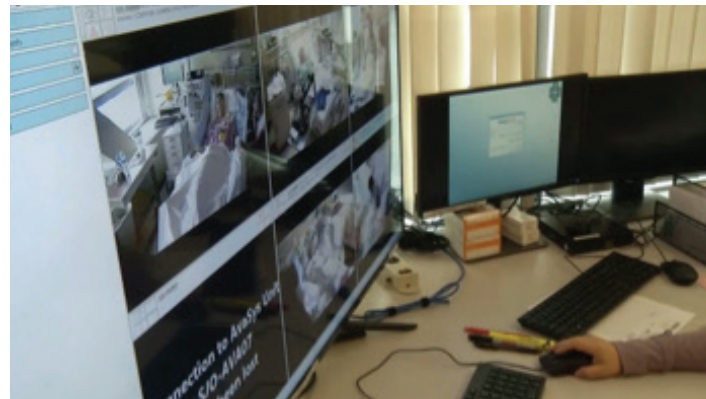
Continuous Virtual Monitoring Improves Patient Safety

This year, the nursing staff at Brigham and Women's Faulkner Hospital began using Continuous Virtual Monitoring (CVM). The new program seeks to improve patient safety by providing continuous observation to patients meeting certain criteria.

7 North Nurse Director Juliet Gleason, MBA, MSN, RN, who helped bring the program to Brigham and Women's Faulkner Hospital, says CVM will make a big impact on patient care. "This technology is used nationally as an intervention for reducing falls and reducing patient assisted device removals, such as IVs, catheters and other related devices. It can also help decrease the use of constant observation," she says. "Brigham and Women's Faulkner Hospital will be using a remote monitoring model in which our patients who meet the criteria will be observed by technicians at Brigham and Women's Hospital."

How does CVM work?

Brigham and Women's Faulkner Hospital has purchased three cameras for use with CVM. Each camera has a designated direct-dial cell phone that goes along with it. The Nursing Supervisor is responsible for deploying the equipment to the room of a patient who meets the criteria for CVM. Once the equipment is set up, the monitor technician at Brigham and Women's Hospital can watch the patient. The patient's nurse at Brigham and Women's Faulkner Hospital and the monitor technician can also communicate with each other using the direct-dial cell phone.



"Should a patient care emergency arise, the monitor technician can activate the STAT alarm which will cause the camera in the patient's room to sound," explains Gleason. "All available staff should respond to this STAT alarm."

Who qualifies for CVM?

CVM is available on all Brigham and Women's Faulkner Hospital medical and surgical inpatient units (6 South, 6 North, 7 South and 7 North), as well as the ICU.

"The program is designed for patients who need constant observation," says Gleason. "By monitoring them virtually, we can free up staff on the unit to care for our other patients."

Healthcare Providers And Patients' Perceptions Of Administration Of Narcan Kits In The Emergency Department Setting

Across the nation, the misuse of and addiction to opioids is recognized as a national public health crisis. In March 2016, the Emergency Department at Brigham and Women's Faulkner Hospital began administering Narcan (naloxone) kits to patients who arrived with an opiate overdose. A strategy found to be successful in addressing opioid-related deaths in acute care hospitals is educating individuals at risk for overdose, including how to prevent, recognize and respond to an opioid overdose. A key component of this educational strategy is the distribution of naloxone for use in an overdose.

By the fall of 2016, Brigham and Women's Faulkner Hospital's Emergency Department noted a decline in the number of Narcan kits being distributed to patients. During an Emergency Department Unit Based Council meeting, members Kristen Dolan, BSN, RN, Joanne Hallahan, BSN, RN, (co-chair) and Karen White, BSN, RN, (co-chair) addressed concerns from the clinical nurses on the unit regarding the distribution of the Narcan kits. Clinical care providers wondered if the Narcan kits that were meant to promote patient safety actually increased the use of opioids, leaving some reluctant to administer the kits.

Along with the support from Emergency Department Nurse Director Robin Powell, BSN, RN, CEN, Chief Nursing Officer and Vice President for Patient Care Services Cori Loescher, MM, BSN, RN, NEA-BC, and Nurse Scientist and Regis College Professor Margaret Oot-Hayes, PhD, RN, helped to collaborate with the Emergency Department Unit Based Council to formulate a research study. The purpose was to identify patients' and providers' perceptions of Narcan kit administration, and adequacy of education in order to address the opioid crisis. The research study was approved by the Partner's Institutional Review Board (IRB) in July 2017.

The study was conducted using a mixed-methods approach in Brigham and Women's Faulkner Hospital's Emergency Department. Three separate surveys were developed and distributed to the following groups: healthcare providers consisting of physicians and physician assistants, registered nurses and patients. The healthcare providers working in the Emergency Department at Brigham and Women's Faulkner Hospital were sent an approved electronic survey regarding their perceptions of the dispensing of Narcan kits to patients who have overdosed on opiates. The clinical nurses completed



From left: Nurse Scientist and Regis College Professor Margaret Oot-Hayes, PhD, RN, Emergency Department Nurse Director Robin Powell, BSN, RN, CEN, and Emergency Department nurses Joanne Hallahan, BSN, RN, and Kristen Dolan, BSN, RN

a paper and pencil version of the same survey. All patients coming in to the Emergency Department for an overdose, and who were administered a Narcan kit upon discharge, were eligible to participate in the study.

Study results demonstrated that the vast majority of healthcare providers (79 percent) and nurses (87 percent) had dispensed a Narcan kit to patients who came into the Emergency Department at Brigham and Women's Faulkner Hospital with an overdose on opioids. Both groups identified that they had adequate education to dispense the kits. One hundred percent of the healthcare providers felt that the practice should be continued at Brigham and Women's Faulkner Hospital and 73 percent of nurses felt it should be continued as well. The healthcare providers and nurses had similar responses as to why the practice should be continued including: it saves lives; prevention of accidental overdoses; public health safety; addresses opioid crisis; harm prevention; and good for family members/friends to have the kit. In addition to the Narcan kit, clinical nurses in the Emergency Department identified that patients and families needed additional resources on local resources. Nurses from the Emergency Department collaborated to develop a resource packet that is given to patients and families with the Narcan kit.

Dolan and Hallahan presented their findings from the Narcan Study at the May UBC Summit and Nurse's Week Nursing Grand Rounds. They also presented a poster at the American Association of Critical-Care Nurses at the Horizons Conference.

Poster Presentations

The following poster presentations were presented at conferences by Brigham and Women's Faulkner Hospital authors in 2018.

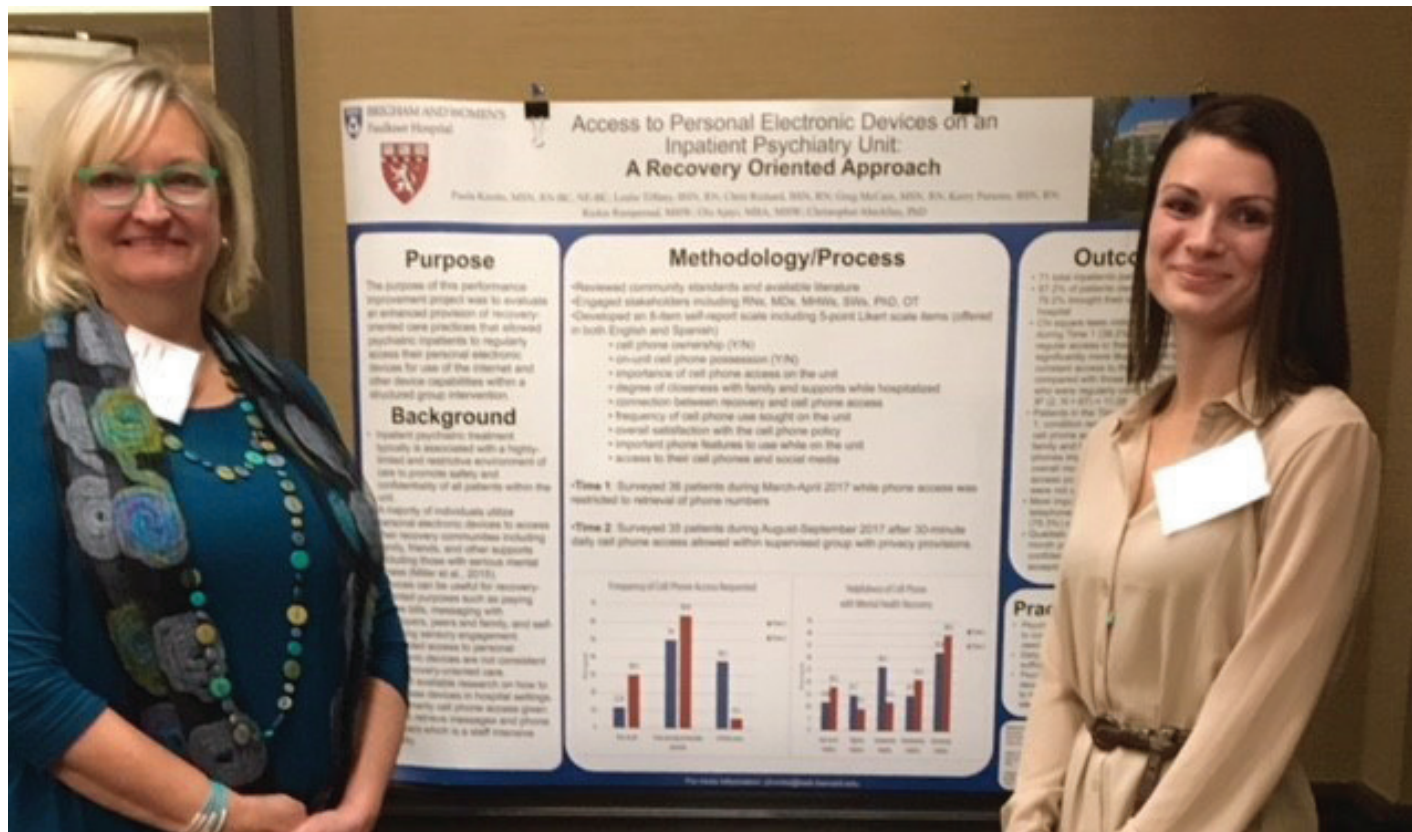
Access to Personal Electronic Devices on an Inpatient Psychiatry Unit: A Recovery Oriented Approach. Paula Knotts, MSN, RN-BC, NE-BC. Columbus, Ohio: American Psychiatric Nurses Association Conference, October 2018.

Healthcare Providers and Patients Perceptions of Narcan Kit Administration in the Emergency Department Setting. Kristen Dolan, BSN, RN; Joanne Hallahan, BSN, RN; Margaret Oot-Hayes, PhD, RN; and Robin Powell, BSN, RN, CEN. Manchester, New Hampshire. American Association of Critical Care Region 1 Horizon's Conference, October 2018.

Registered Nurses' Perceptions of a Peer Review Program In a Community Hospital. Helene Bowen-Brady, DNP, Med, RN-BC, NEA-BC. Newark, New Jersey: Eastern Nursing Research Society (ENRS), April 2018.

iPad Education to Optimize Patient Teaching and Efficiency in the Preoperative Setting. Robin Kaufman, DNP, APRN, FNP-BC and Margaret Oot-Hayes, PhD, RN. Newark, New Jersey: Eastern Nursing Research Society (ENRS), April 2018.

Brigham and Women's Faulkner Hospital's Department of Nursing was well represented at the Organization of Nurse Leaders for the Massachusetts, Rhode Island, New Hampshire and Connecticut Spring Meeting in Natick. During the conference, 2 South Nurse Director Paula Knotts, MSN, RN, NE-BC, RN-BC, and 2 South Clinical Leader Kerry Parsons, BSN, RN-BC, presented their poster "Access to Personal Electronic Devices on an Inpatient Psychiatry Unit: A Recovery Oriented Approach" during the exhibit session.



Celebrations

Annual Nursing Awards

Each year, during National Nurses Week, Brigham and Women's Faulkner Hospital celebrates its nurses with awards recognizing excellence in critical thinking, commitment to patient teaching, continuing education and outstanding delivery of patient- and family-centered care with compassion and dignity.

Congratulations to this year's winners!



Brigham And Women’s Faulkner Hospital Emergency Department Nurses Honored By Massachusetts ENA

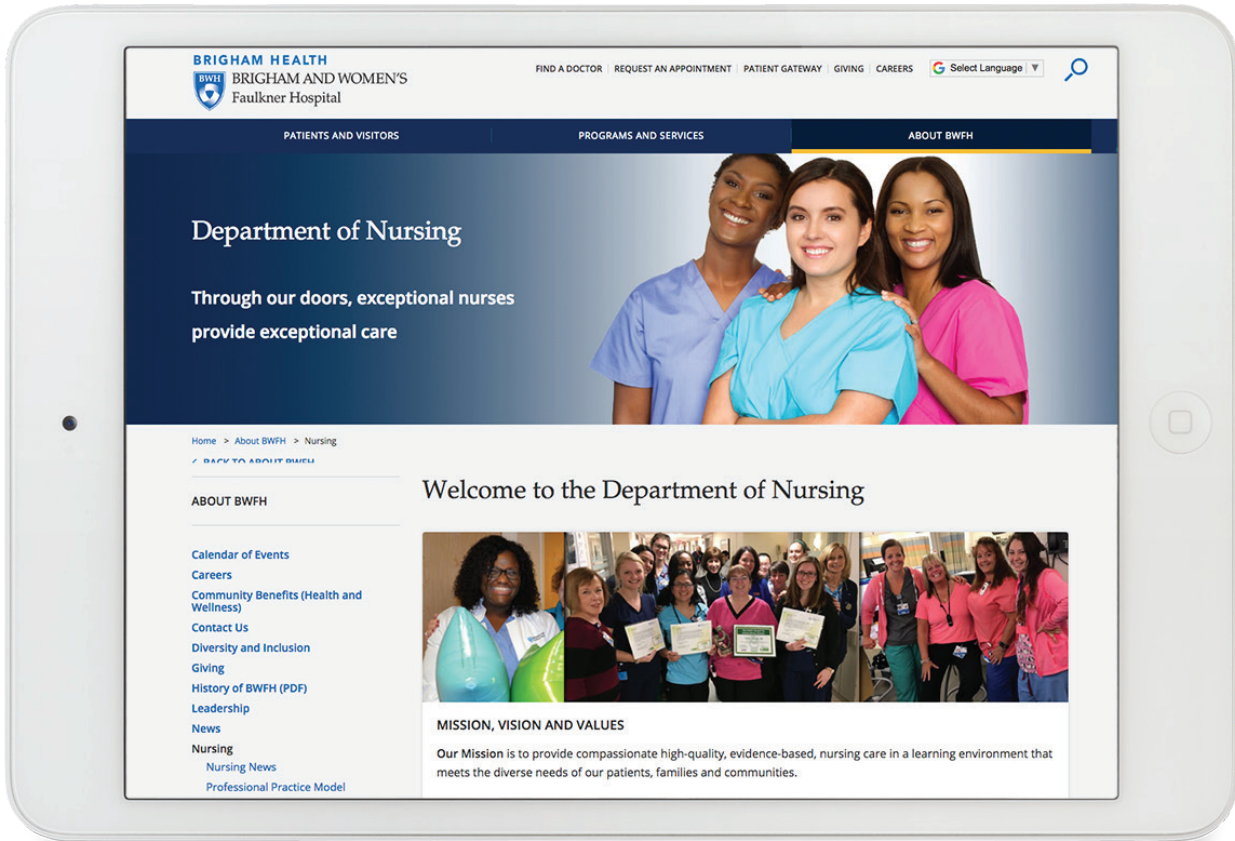
The Massachusetts Emergency Nurses Association (ENA) recently held an educational conference titled “Caring for Patients in Crisis.” Among the representatives from Brigham and Women’s Faulkner Hospital’s Emergency Department in attendance were Joanne Hallahan, BSN, RN, and Brittany Ballaron, BSN, RN, CEN, who were both honored during the awards luncheon.

Hallahan received the Behind the Scenes Award which recognizes an individual who consistently supports the Massachusetts ENA without the expectation of reward or recognition for their time, energy and effort. Hallahan was nominated for the award by her peers and ED Nurse Director Robin Powell, BSN, RN, CEN, for her commitment to emergency nursing and dedication to her profession.

Ballaron received the Rising Star Award which is for a non-member with less than five years of emergency nursing practice who exemplifies the ENA’s motto of Safe Practice, Safe Care. Ballaron was also nominated for the award by her peers and Powell for her commitment to emergency nursing. Along with the award, she was given a one-year ENA membership.



From Left: Brittany Ballaron, BSN, RN, CEN, and Joanne Hallahan, BSN, RN



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Department of Nursing, visit our website!

brighamandwomensfaulkner.org/nursing

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