

We did it!

Department of Nursing

Annual Report / 2019



BRIGHAM HEALTH



BRIGHAM AND WOMEN'S
Faulkner Hospital



Table of Contents

Welcome

A Letter From Cori Loescher, MM, BSN, RN, NEA-BC, Chief Nursing Officer
 And Vice President Of Patient Care Services2

Celebrations

Brigham And Women’s Faulkner Hospital Receives Magnet Recognition -
 Plus Three Exemplars!.....3
 Our Journey To Magnet Recognition4-5
 Annual Awards Highlight The Department Of Nursing 6-7

Transformational Leadership

Nursing Administration8
 Nurse Directors8
 Program Managers8
 Professional Development Managers8
 Annual Fall Summit Brings Together Members Of Unit Based Councils9
 Brigham And Women’s Faulkner Hospital Nurse Leaders Enhance Their Skills At ONL
 Leadership Academy10

Structural Empowerment

DAISY Awards11
 DAISY Nurse Leader Award11
 Brigham And Women’s Faulkner Hospital Celebrates Magnet Recognition
 At 2019 ANCC National Magnet Conference12
 Celebrating Our Certified Nurses13
 Commitment To Education14

Exemplary Professional Practice

Professional Practice Model15
 Peer Review.....15
 Shared Governance Committees16-19
 Quality Data20-21

New Knowledge, Innovations And Improvements

Poster And Podium Presentations.....22
 Brigham And Women’s Faulkner Hospital Hosts “Evening of Inquiry”23
 New Lymphedema Precaution Guidelines Improve The Patient Experience24

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

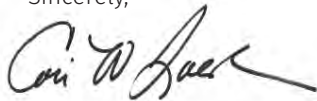
Dear Nursing Colleagues,

Welcome to our 2019 Annual Report!

Certainly the highlight of this year's report is our Magnet recognition. I cannot be more proud of the work each and every one of you have done over the past several years to help us reach this designation. It is truly an honor to be named among the best hospitals in the world for nursing care. And the fact that we were also recognized with three exemplars (something you will read more about in the pages to come) highlights just how dedicated our staff is to providing the very best care possible to our patients and their families.

In addition to celebrating this historic achievement, I also invite you to read more about the work of our Shared Governance Committees and the many other accomplishments our nurses have made this year.

Sincerely,

A handwritten signature in black ink, appearing to read "Cori Loescher". The signature is fluid and cursive, with a long horizontal stroke at the end.

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

Celebrations

Brigham And Women's Faulkner Hospital Receives Magnet Recognition - Plus Three Exemplars!

In the fall of 2019, Brigham and Women's Faulkner Hospital became the 500th hospital to receive Magnet recognition from the American Nurses Credentialing Center (ANCC)! The hospital was also recognized with three exemplars:

- **Transformation Leadership**
- **Exemplary Professional Practice**
- **New Knowledge, Innovation and Improvements**

"To be recognized with three exemplars is truly special," says Executive Director of Nursing Professional Development, Practice and Innovation Colleen West, DNP, MBA, RN, CPHQ. "It proves that Brigham and Women's Faulkner Hospital is among the best in the world for patient care. We set the standard for other hospitals to follow."



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

So how does Brigham and Women's Faulkner Hospital lead by example?

Transformation Leadership

Our model for dyad/triad leadership structure was recognized as an exemplar in the Transformation Leadership category. The goal of the dyad leadership structure is to improve operational and clinical outcomes by leveraging at first the skills and expertise of each unit's nurse director and its physician leader. Later, an Advanced Practice Registered Nurse (APRN) was added to the dyad, making them triads in units where APRNs practice. The dyads/triads now meet regularly to discuss issues such as access, throughput and pain management on the units.

Exemplary Professional Practice

Brigham and Women's Faulkner Hospital was recognized with an exemplar in the Exemplary Professional Practice category for its commitment to influenza immunization. Our organizational-level data for influenza immunization outperformed the vendor's national mean, median or other benchmark statistic for all quarters.

New Knowledge, Innovation and Improvements

Finally, Brigham and Women's Faulkner Hospital was recognized with an exemplar in the New Knowledge, Innovation and Improvements category for its clinical nurses' use of evidence-based findings to improve patient care.

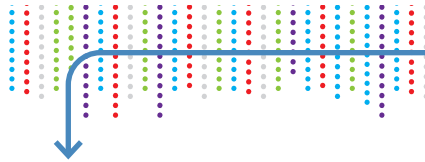
Specifically, 6 North was recognized for its work around managing hypoglycemia and hyperglycemia through better timing of point-of-care testing, insulin administration and meal starts.

The Pain Management Center was also recognized for creating an educational program to improve knowledge in patient's receiving Spinal Cord Stimulator insertions, which resulted in zero patient cancellations.

Our Journey To Magnet Recognition



October 2018: Jim Grafton, MSN, MHA, RN, CCM, Tracy Lane, MSN, RN-BC, Liz Vazquez, BSN, RN, Cori Loescher, MM, BSN, RN, NEA-BC, Colleen West, DNP, MBA, RN, CPHQ, Ginny Ryan, MSN, RN, and Dan Rec, BSN, RN, attend the 2018 ANCC National Magnet Conference



June 2019: Colleen West, DNP, MBA, RN, CPHQ, Executive Director of Nursing Professional Development, Practice and Innovation, leads a game of Magnet Memory Match during the hospital-wide readiness event



In 2006, Brigham and Women's Faulkner Hospital conducted the first analysis to seek Magnet recognition. In August of 2018, we submitted our formal written application. Since then, we have been hard at work preparing for the site visit, which took place in July of 2019. Let's take a look back at some of the fun we have had along the way!



January 2019: Magneteeers Kelly Mastroianni, BSN, RN, Ginny Ryan, MSN, RN, and Sarah Moran, BSN, RN, engage Christine Anderson, RN, and Monica Sibert, BSN, RN, in the Super Bowl square game with a Magnet Q&A



July 2019: Magneteeer ambassadors Ginny Ryan, MSN, RN, Judy Driscoll, BSN, RN, Anh Le, BSN, RN, Phyllis Garr, BSN, RN, Ellen McCarthy, MSN, RN, CCRN, Liz Vazquez, BSN, RN, Meigan Young, MSN, RN, and Kelly Mastroianni, BSN, RN, huddle during our Magnet site visit



September 2019: Balloons fall on the Magneteeer members as they learn the news that Brigham and Women's Faulkner Hospital received Magnet recognition



Fall 2019: During a hospital-wide celebration, Magnet-themed shirts and lanyards were gifted to all staff members



October 2019: Brigham and Women's Faulkner Hospital celebrates Magnet recognition at the 2019 ANCC National Magnet Conference in Orlando

Annual Awards Highlight The Department of Nursing

Each year, as part of its National Nurses Week celebration, 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. This year's winners are just a few examples of the amazing work being done within the Department of Nursing on a daily basis.

On hand at the Nurse Recognition Awards ceremony was Chief Nursing Officer and Vice President of Patient Care Services Cori Loescher, MM, BSN, RN, NEA-BC, who thanked members of the Department of Nursing for the work they do to care for our patients and their families each and every day. "Honestly, the work that you do is exceptional," she said.

To this year's Nurse Recognition Awards winners who were nominated by their peers, she said, "It truly is an honor to be chosen by your colleagues who recognize that the work you do makes their practice special."

Brigham and Women's Faulkner Hospital President David O. McCready, MBA, MHA, also spoke, reflecting on his mother's career as a hospice nurse. "It was emotionally challenging for her, but also very meaningful for her," he said. "Seeing that forever sealed my admiration for your profession. I am one of your biggest fans and I appreciate the work that you do every day."



Amie Kandalraft, RN

During the presentation, Amie Kandalraft, RN, from the Pain Management Center was presented with the Mary Devane Award by Mary Devane's daughter. The award was established in 1998 to be given to any member of Brigham and Women's Faulkner Hospital Department of Nursing (RN, PCA, UST, MHW, Secretary) in recognition of their commitment to delivering patient care with compassion, kindness and humor.



Faydene Small-Jones, MSN, MHA, RN

Faydene Small-Jones, MSN, MHA, RN, from the Gregory Endoscopy Centre received the Elaine Hazelton Memorial Scholarship Award. Elaine Hazelton's family established this award in 2009 to be given to a nurse who demonstrates a dedication to Brigham and Women's Faulkner Hospital within the practice and advance of nursing. This recipient should be continuing his or her nursing education.



John Welch, RN

Members of the McAlarney family were on hand to present their award to John Welch, RN, also from the Gregory Endoscopy Centre. The Angela McAlarney Award was established in 2003 to be given to a member of Brigham and Women's Faulkner Hospital's Department of Nursing in recognition of excellence in patient and family education.

Erin Kelleher, RN, also from the Gregory Endoscopy Centre, Jestin Jose, BSN, RN, VA-BC, from the IV Team, and Hannah Jackson, BSN, RN, from 2 South all received Mrachek Awards. The Mrachek Award was established in 1995 and is given to three members of Brigham and Women's Faulkner Hospital's Department of Nursing in recognition of their clinical skills and to support their continuing education in the nursing profession.



Erin Kelleher, RN



Jestin Jose, BSN, RN, VA-BC



Hannah Jackson, BSN, RN

In addition, three new Nurse Recognition Awards were presented this year:



**Paulina Kuczynska,
BSN, RN**

The Newly Licensed Nurse Award was established this year and is given to a Newly Licensed Nurse hired in the previous 12 months at Brigham and Women’s Faulkner Hospital in recognition of their personal and professional growth. The inaugural winner is Paulina Kuczynska, BSN, RN, from 7 North.

The Evidence-Based Practice Award was established this year and is given in recognition of a multidisciplinary unit-based team or committee with a project that contributes to evidence-based practice. The inaugural winner is the Gregory Endoscopy Centre.



Gregory Endoscopy Centre staff

The Community Outreach Award was established this year and is given in recognition of a unit-based team or committee that has positively impacted a group or community outside of Brigham and Women’s Faulkner Hospital. The inaugural winner is the ICU Unit Based Council.



ICU Unit Based Council members

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



Patrice Baril,
MSN, RN, CNOR,
Operating Room



Mary Anne Barry,
MBA, BSN, RN, 7 South
and IV Team



Allison Bernard,
PhDc, DNP, RN,
6 South



Juliet Gleason,
MBA, MSN, RN, 7 North
and Float Pool



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



Maria Olivier,
MSN, RN, 2 South



Kathleen Merrigan,
MSN, RN, Ambulatory



Estier Sayegh,
BSN, RN, CNRN, PCCN,
CCRN, ICU, Dialysis
and Respiratory



Brenda Miele,
MSN, RN, 7 North and
Float Pool



Robin Powell,
BSN, RN, CEN, Emergency
Department



Suzelle Saint-Eloi,
MS, RN, 6 North

Program Managers



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



Shelly Bazes,
MS, RN, WHNP-BC,
Nursing Quality



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

Professional Development Managers



Heather Chaffee,
MSN, RN, Off-Shift Nurse
Educator



Kimberly Foisy,
MSN, RN-BC,
6 North and 7 North



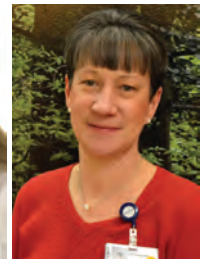
Tedi Hughes,
MSN, RN, PMHCNS-BC,
2 South



Phil Malleson,
MSN, RN-BC, 6 South,
IV Team and Float Pool



Maria McKay Murphy,
MSN, RN, Operating
Room, Endoscopy and
Outpatient Infusion
Center



Kathy McCarraher,
MHA, BSN, RN, CPAN,
ONC, 7 South, Center for
Preoperative Evaluation,
Pre-Op Holding and PACU



Patti Rabbett,
MSN, RN, CCRN-K,
ICU, Interventional
Radiology/Interventional
Nephrology, Hemodialysis
and Pain Management
Center



Terry Roche,
MSN, RN-BC, Nurse
Educator



Beth Waters,
MSN, RN, CPEN, Emergency
Department, Float Pool,
Support Staff and Nursing
Supervisors

Annual Fall Summit Brings Together Members Of Unit Based Councils



This fall, representatives from each of the Unit Based Councils and Nursing Shared Governance Committees within the Department of Nursing at Brigham and Women's Faulkner Hospital gathered for a summit meeting.

The day provided the opportunity to share ideas and best practices, and hear from colleagues on topics such as:

- The Nursing Strategic Plan
- The People Side of Change
- Locating the Best Evidence
- Experiences at the 2019 ANCC National Magnet Conference
- Individual Unit Based Council Project Updates

For participants and organizers alike, spending the day together was truly rewarding.

PACU clinical nurse Ginny Ryan, MSN, RN, says it was enlightening to hear about the work being done on the other units. "We really do great things in this building!" she says. "But I was most impressed by the simple act of compassion and care provided to a 6 South 'Butterfly' patient and her family at the end of life. Gina Marinelli, BSN, RN, and Kate Cowden, BSN,

RN, shared their extraordinary story of the bond they formed with an entire family during this difficult time and how it affected them personally. There was not a dry eye in the room. It reinforced what nursing is all about. Anyone would be lucky to have either of them as their nurse!"

7 North Clinical Leader Jessica Craver, BSN, RN, is always impressed by the energy in the room during Unit Based Council Summits, and this fall's meeting did not disappoint. "Attending the Unit Based Council Summit continues to be one of my favorite days that fills me with renewed energy. It's an amazing space where we collaborate, share what we are working on and gain new skills. I can see our profession grow stronger at each new summit!" she says.

Professional Development Manager for CPE, Pre-Op Holding, the PACU and 7 South, Kathy McCarraher, MHA, BSN, RN, CPAN, ONC, helped to organize the day. For her, it was special to see everyone participate. "Staff were attentive and engaged throughout the day, passionate when sharing their Magnet Conference experiences and so proud to present their Unit Based Council projects," she says.

Brigham And Women's Faulkner Hospital Nurse Leaders Enhance Their Skills At ONL Leadership Academy

The Organization of Nurse Leaders (ONL) Leadership Academy is a two-month, multifaceted, executive-style program, designed using the ONL Leadership Development Model. Its purpose is to develop and continuously expand the knowledge, practice and character of nursing leadership for the benefit of patients, the nursing profession and the organizations the ONL serves throughout its five member states of Massachusetts, Rhode Island, New Hampshire, Connecticut and Vermont.

Among the participants in the Spring 2019 program were three representatives from Brigham and Women's Faulkner Hospital: 6 South Nurse Director Allison Bernard, PhDc, DNP, RN, 6 North Clinical Leader Jessica Ollis, BSN, RN, and 7 North Clinical Leader Jacqueline DeJean, BSN, RN.

The program consisted of four modules spread out over the course of the two months: The Self, The Leader: Organization, The Leader: People and Participant Presentations and Contemporary Topics in Nursing Leadership. Participants focus on a project with which they are engaged at their home institution. It is that project that is presented during the fourth module. They also write a structured abstract for their project.

Bernard's project, titled "Patient Care Assistant (PCA) Perceptions of Patient Assignment Based on Acuity," aims to make assignments equitable among the PCA staff. Through exploration of this topic, Bernard says she gained a better understanding of herself as a transitional leader. "In addition, I also learned that advocating for practice change is not only about empowering the staff, but also about empowering myself as their leader."

Ollis's project was titled "Narrowing the Gaps Between Insulin Dosing and Glucose Point-of-Care Testing to Improve Glycemic Control." Her goal in investigating this topic was to reduce the average time between point-of-care testing and pre-breakfast insulin administration from 85 minutes to less than 60 minutes.



From left: 7 North Clinical Leader Jacqueline DeJean, BSN, RN, 6 South Nurse Director Allison Bernard, PhDc, DNP, RN, and 6 North Clinical Leader Jessica Ollis, BSN, RN

Ollis learned a lot about engaging her staff through the project. She says, "Successful outcomes are dependent on how engaged your staff are. Creating a positive environment with your own passion and enthusiasm will encourage everyone to work at their best level."

DeJean worked on a project titled "The Effectiveness of an Educational Program on Correct Staging and Documenting of Skin Pressure Injuries." The goal of her project is to increase nurses' knowledge of staging pressure injuries so they are better able to assess and describe the five stages of pressure injuries. DeJean says while working on this project she hopes to learn more about measuring outcomes and discussing projects. "Our projected goals for outcomes is to be below the median. The goal of this project is to help engage nurses and the project team members on working together to improve outcomes," she says.

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 2019 DAISY Award Winners!



Operating Room clinical nurse Linda Gagnon, BSN, RN



7 North clinical nurse Heidi Duran, BSN, RN



Gregory Endoscopy Centre clinical nurse Mary Hourihan, MSN, RN, CGRN



Pre-Op Holding clinical nurse Phyllis Garr, BSN, RN

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. Program Manager for Informatics for Nursing/Patient Care Services Paula Wolski, MSN, RN-BC, received Brigham and Women's Faulkner Hospital's 2019 DAISY Nurse Leader Award.

Congratulations to Brigham and Women's Faulkner Hospital's 2019 DAISY Nurse Leader Award Winner!



Program Manager for Informatics for Nursing/Patient Care Services Paula Wolski, MSN, RN-BC, is presented with Brigham and Women's Faulkner Hospital's 2019 DAISY Nurse Leader Award by Chief Nursing Officer and Vice President of Patient Care Services Cori Loescher, MM, BSN, RN, NEA-BC, and her colleagues during a Nursing Operations/Leadership meeting

To learn more about the DAISY Award and the DAISY Nurse Leader Award, or to submit a nomination, visit bwfh.org/awards.

Brigham And Women’s Faulkner Hospital Celebrates Magnet Recognition At 2019 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. This year, 42 representatives from Brigham and Women’s Faulkner Hospital attended the ANCC National Magnet Conference® in Orlando where they walked across the stage in front of more than 10,000 conference attendees, officially marking the hospital’s Magnet recognition.

“It was so exciting to be part of the group up on stage—we just wish we could have brought everyone with us!” says Executive Director of Nursing Professional Development, Practice and Innovation Colleen West, DNP, MBA, RN, CPHQ.

For the representatives the hospital was able to send to the conference, the experience was inspiring.

Pre-Op Holding clinical nurse Phyllis Garr, BSN, RN, attended the 2014 ANCC National Magnet Conference, when Brigham and Women’s Faulkner Hospital was still in the early stages of their quest toward Magnet recognition. There she met and bonded with fellow nurses who believed Brigham and Women’s Faulkner Hospital could become Magnet recognized: former Associate Chief Nurse of Practice and Innovation Helene Bowen-Brady, DNP, MEd, RN-BC, NEA-BC, Program Manager for Nursing Quality and Magnet Tracy Lane, MSN, RN-BC, and ICU Clinical Leader Ellen McCarthy, MSN, RN, CCRN. At the 2019 conference, Garr, Bowen-Brady and McCarthy all reunited, but missed Lane who was on maternity leave. “I wanted Tracy with us when we walked across that stage, so I went to Staples and had a photo of her printed,” says Garr. “It was so fun. Everyone wanted to be with Tracy. She came with us everywhere, even out to dinner, and she walked across the stage with us!”

PACU clinical nurse Ginny Ryan, MSN, RN, attended the conference in the past as well, but this year was special. Ryan has worked at Brigham and Women’s Faulkner Hospital for 34 years. “To achieve Magnet recognition and be part of the celebration of our first designation has been amazing!” she says. “To attend the Magnet conference and walk across that stage representing Brigham and Women’s Faulkner Hospital in front of over 10,000 phenomenal nurses has been an unforgettable experience. Proud is not a strong enough description. Attending the conference, I was once again humbled by all the great things we already do for our patients at Brigham and Women’s Faulkner Hospital.”



42 representatives from Brigham and Women's Faulkner Hospital attended the ANCC National Magnet Conference in Orlando

Nurse Educator Phil Malleson, MSN, RN-BC, attended this year for the first time. “Attending the Magnet conference truly motivates one to work toward improving nursing practice,” he says. “It was eye-opening to learn about the advancements that we have made here at Brigham and Women’s Faulkner Hospital over the years that are best practices but are not the norm at all hospitals.”

Perioperative Nurse Director Robin Kaufman, DNP, APRN, FNP-BC, also attended this year for the first time and was blown away by the energy. “It was wonderful to spend the time celebrating with our team and the hospital supporting us going was an incredible testament to the support for nursing,” she says. “It was an incredible experience and the speakers and concurrent sessions were really informative and inspiring. I heard a lot of excitement among colleagues that there was a lot of best practice they were hearing about or seeing in posters that we are already doing.”

Concurrent sessions attended by members of Brigham and Women’s Faulkner Hospital’s delegation included topics such as “Project Joy: Giving Time Back to RNs for Patient Care,” “Nurse Fellowship: Experience for Experienced Nurses” and many more. In addition to these, all Brigham and Women’s Faulkner Hospital representatives attended the general sessions by keynote speakers, a Magnet evening at Universal Studios and a special celebratory dinner hosted by Chief Nursing Officer and Vice President of Patient Care Services Cori Loescher, MM, BSN, RN, NEA-BC.

“Now that we are home, everyone is anxious to share what they’ve learned at the conference and look to make changes based on what they’ve heard,” says West.

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
Sydney Stathes, MSN, RN, CNP*

6 North

Bina Darai, MSN, RN, CNP

6 South

Anne Marie Cecala, BSN, RN, HNB-BC
Lusy Gonzalez, BSN, RN-BC
Rosita Herrera, BSN, RN-BC
Elena McCarthy, MSN, RN, CNP*
Jacqueline Slattery, BSN, RN-BC

7 North

Katty Halloran, BSN, RN-BC

7 South

Caroline King, RN-BC

Case Management

Latonya Bacon, BSN, RN, CCM*
Joanne Kelly, BSN, RN, CCM
Margaret Kelly, BSN, RN, CCM
Kathleen Lang, BSN, RN, CCM*
Atiya Niles, BSN, RN, CCM
Susan Schwarz, BSN, RN, CCM
Paula Winskowicz, BSN, RN, CCM*

CDI/Quality

Adriana Cecchini, MSN, RN, CIC
Kirsten Larrabee, RN, CCDS

Emergency Department

Margaret Anastasi, MSN, RN, CNP
Brittany Ballaron, BSN, RN, CEN
Connor Berry, BSN, RN, CEN*
Joseph Cavanaugh, BSN, RN, CEN, TCRN
Kathleen Roane, RN, CEN
Virgenes Sarin MSN, RN, CNP
Molly Stevens, BSN, RN, CEN*

Gastroenterology

Helen Driscoll, BSN, RN, CGRN
Mary Hourihan, MSN, RN, CGRN
Dara Keenan, RN, CGRN
Mary Morris, BSN, RN, CGRN
Catherine Murphy, BSN, RN, WCC

ICU

Heather Crocker MSN, RN, CNP
Daniel Fortin, BSN, RN, CCRN
Linda Luce, BSN, RN, CCRN
Ellen McCarthy, MSN, RN, CCRN
Meaghan McCarthy, MSN, RN, CCRN*
Amy Noel, MSN, RN, CCRN, CEN
Amy Teasdale, BSN, RN-BC
Laure Vixamar, MSN, RN, CNP

IV Therapy

Christine Canavan, BSN, RN, CRNI*
Jestin Jose, BSN, RN, VA-BC*
Violeta Ramirez, BSN, RN, CRNI*

Nursing Administration

Patrice Baril, MSN, RN, CNOR
Shelly Bazes, MS, RN, CNP
Helene Bowen-Brady, DNP, MEd, RN-BC, NEA-BC
James Grafton, MSN, MHA, RN, CCM*
Robin Kaufman, DNP, RN, CNP
Tracy Lane, MSN, RN-BC
Cori Loescher, MM, BSN, RN, NEA-BC
Robin Powell, BSN, RN, CEN
Donna Rando, RN, CWS
Estier Sayegh, BSN, RN, CCRN, PCCN, CNRN
Colleen West, DNP, MBA, RN, CPHQ
Paula Wolski, MSN, RN-BC

Nursing Float Pool

Evelyn Kelleher, BSN, RN, CCRN
Lucy Wilson, BSN, RN, PCCN

Nursing Supervisors

Julia Almeida, BSN, RN-BC
Christopher Wilson, MSN, RN, NEA-BC, CENP
Aliesha Wisdom, MSN, RN, CNL

Operating Room

Joanne Cassiani, BSN, RN, CNOR
Susan Clark, RN, CNOR
Janet Donovan, RN, CNOR
Nola Dzen, BSN, RN, CNOR
Mary Finn, RN, CNOR
Janet Killarney, BSN, RN, CNOR
Maura Lauenstein, RN, CNOR
Mira R. Lumahan, BSN, RN, CNOR
Susan Marchand, RN, CNOR
Mary Martin, BSN, RN, CNOR
Cora McHugh, BSN, RN, CNOR
Jennifer Morrison, MSN, RN, CNP
Valerie Orenberg, BSN, RN, CNOR*
Linda Sabo, MSN, RN, CNOR
Jeanne Smith, BSN, RN, CNOR
Sandra Spaulding, BSN, RN, CNOR
Jean Tremblay, RN, CNOR

Outpatient Infusion Center

Virginia Grace, BSN, RN, OCN

PACU

Jane Shufro, MS, RN, CPAN

Pain Management Center

Sarah Robart, RN-BC

Pre-Op Holding

Diane Pessa, MSN, RN-BC

Professional Development

Kimberly Foisy, MSN, RN-BC
Tedi Hughes, MSN, RN, PMHCNS-BC
Philip Malleson, MSN, RN-BC
Kathryn McCarraher, MHA, BSN, RN, CPAN, OCN
Patricia Rabbett, MSN, RN, CCRN-K
Theresa Roche, MSN, RN-BC
Beth Waters, MSN, RN, CPEN

Advanced Practice Registered Nurses

Addiction Recovery and Inpatient Counseling

Eunice MacAllister, MSN, RN, CNP
Madeline Spinosa, MSN, RN, CNP
Elizabeth Walsh, MSN, RN, CNP

Anesthesiology

Christina Blair, MSN, CRNA
Beth Brown, MSN, CRNA
Arthur Dayton, MSN, CRNA
William Fehder, MSN, CRNA
Raya Goldenberg, MSN, CRNA
Mary Iann, MS, CRNA

Kimberly Kleinsorge, MSN, CRNA

Krista Klopfenstein, MSN, CRNA

Elizabeth Parrott Landree, MSN, RN, CRNA

Elizabeth McCann, MS, CRNA

Michael McSweeney, MS, CRNA

Jessica Morrissey, MS, CRNA

Elizabeth O'Brien Varnum, MSN, CRNA

Melanie Omojola, MSN, CRNA

Olivia Stevens, MSN, CRNA

Sarah Toczykowski, MS, CRNA

Julia Young, MSN, CRNA

Breast Center

Olivia Donnelly, MSN, RN, CNP

Center for Pre-Operative Evaluation

Elaine Charbonnier, MSN, RN, CNP

Deborah Georgenes, MSN, RN, CNP

Nickisha Hurlock, MS, 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

Sharran Burney, MSN, RN, CNP

Janice Galinsky, MSN, RN, CNP

Andrea Guarente, MSN, RN, CNP

Jessica Lawlor MS, RN, CNP

Rebecca Mogensen MSN, RN, CNP

Julie Vosit-Steller, DNP, RN, CNP, ACHPN, AOCN

Occupational Health

Elaine Arnold, MSN, RN, CNP

Dinah McDonald, MSN, RN, CNP

Suzanne Young, MSN, RN, CNP

Orthopaedic/Spine Surgery

Lindsay Bandazian, MSN, RN, CNP

Samantha Erikson, MSN, RN, CNP

Katherine Kane, MSN, RN, CNP

Katherine Killinger, MSN, RN, CNP

Jillian Martin, MSN, RN, CNP

Laurie Rieger, MSN, RN, CNP

*New certification in 2019

Commitment To Education



Operating Room clinical nurse Jean Tremblay, BSN, RN, 7 South clinical nurse Suzanne Devitt, BSN, RN, and Nursing Supervisor Laurie Flahive, BSN, RN, celebrate their graduation from Regis College.

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 2019, 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 2019!

NAME	UNIT	DEGREE	COLLEGE
Suzanne Devitt	7 South	BSN	Regis College
Lauren Fagundes	Nursing Supervisor	MSN	Western Governors University
Laurie Flahive	Nursing Supervisor	BSN	Regis College
Jill Grant	Emergency Department	BSN	Nebraska Methodist College
Tracy Lane	Nursing Administration	MSN	Regis College
Elena McCarthy	6 South	MSN	Regis College
Lindsey McDermott	6 South	MSN	Regis College
Amy Noel	ICU	MSN	Regis College
Sandra Spaulding	Operating Room	BSN	Western Governors University
Sydney Stathes	2 South	MSN	University of South Alabama
Jean Tremblay	Operating Room	BSN	Regis College
Meigan Young	ICU	MSN	Regis College

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.

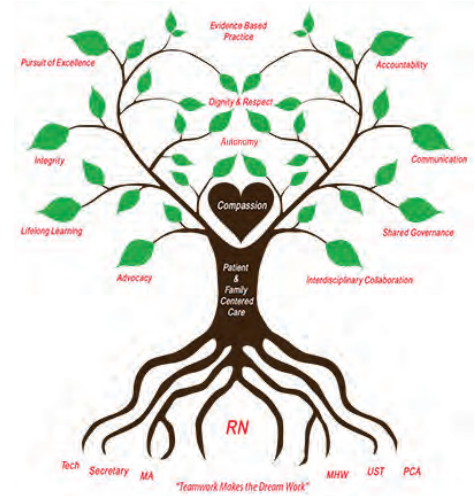
Exemplary Professional Practice

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 2019 Peer Review Facilitators for making the process such a success!

Heather Cabral, BSN, RN	6 North	Sydonie Leonard, BSN, RN	6 North*
Michelle Carignan, RN	7 South	Kathy Leone, MBA, BSN, RN	PACU
Kelsey Diemer, BSN, RN	Emergency Department*	Sowaya Lerebour, BSN, RN	6 North
Michelle Dixon, BSN, RN	Pain Management Center*	Joanna Lysy, BSN, RN	6 South
Helen Driscoll, BSN, RN, CGRN	Gregory Endoscopy Centre	Shirley Mahoney, BSN, RN	Weiner Center for Preoperative Evaluation
Judy Driscoll, BSN, RN	Outpatient Infusion Center	Adena Matusow, BSN, RN	ICU*
Kalli Fabrikarakis, MSN, RN	7 North*	Elena McCarthy, MSN, RN, CNP	6 South*
Laurie Flahive, BSN, RN	Nursing Supervisor	Meaghan McCarthy, MSN, RN, CCRN	ICU*
Linda Gagnon, BSN, RN	Operating Room	Becky McCue, BSN, RN	7 North*
Kathy Glennon, BSN, RN	Gregory Endoscopy Centre	Sarah Moran, BSN, RN	Operating Room*
Rocio Gonzalez, BSN, RN	Operating Room*	Katie Nunan, BSN, RN	Emergency Department*
Greg McCain, MSN, RN	2 South*	Sania O'Leary, BSN, RN	Pre-Op Holding
Jestin Jose, BSN, RN, VA-BC	IV Team	Andrea Olsen, BSN, RN	Emergency Department*
Margaret Kelly, BSN, RN, CCM	Case Management*	Valerie Orenberg, BSN, RN, CNOR	Operating Room*
Bobbi King, BSN, RN	Interventional Radiology/ Interventional Nephrology	Beth Princiotta, RN	ICU*
		Ginny Ryan, MSN, RN	PACU
		Meigan Young, MSN, RN	ICU*

*New facilitator in 2019

Shared Governance Committees

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

The Nursing Practice Committee is comprised of 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.

2019 Accomplishments:

- Collaborated with breast surgeons to create a nursing practice change around lymphedema that honors patient choice, which received positive feedback from clinical nurses and has resulted in no safety reports or other reports of negative outcomes
- Developed a Heparin laminated reference card to remind nurses of essential practice elements with Heparin administration
- Supported the implementation of Continuous Virtual Monitoring
- Supported the roll out of 4-eyes on admission practice change; pressure injuries captured and documented on admission resulting in a reduction in HAPI rates since implementation



Nursing Practice Committee Members

- Supported the spread of 6 North CPIP project on care of patients with diabetes with the goal of improving timeliness of insulin administration and blood glucose testing to see similar outcomes to the 6 North project; data to be evaluated
- Supported the IV Team with their initiation of a midline trial as well as supported the team with review and education with IV Back to Basics
- Supported the C-SSR assessment tool roll out and revision of Suicide Precautions in Non-Psychiatric Settings (including new Safety Check of the Room)
- Supported the Pain Committee with Brigham and Women’s Faulkner Hospital acceptable pain scales and documentation
- Worked on raising awareness of the safe handling of hazardous medications

Chair:

June Nichols, BSN, RN

Phyllis Garr, BSN, RN

Juliet Gleason, MBA, MSN, RN

Jill Grant, BSN, RN

Members:

Kathy Armando, BSN, RN

Suzanne Devitt, BSN, RN

Kate Feeley, BSN, RN

Alyson Griesche, BSN, RN

Mary Hourihan, MSN, RN, CGRN

Tracy Lane, MSN, RN-BC

Katie Lyons, BSN, RN

Phil Malleon, MSN, RN-BC

Mary Martin, BSN, RN, CNOR

Ellen McCarthy, MSN, RN, CCRN

Cora McHugh, BSN, RN, CNOR

Ann Schifone, BSN, RN

Jaqui Slattery, BSN, RN-BC

Colleen West, DNP, MBA, RN, CPHQ - Executive Sponsor

Nursing Quality

The Nursing Quality Committee (NQC) identifies, reviews and analyzes data regarding nurse sensitive indicators, hospital-wide safety issues and Department of Nursing strategic goals. The NQC is responsible for disseminating data on a unit level as well as supporting action plans for quality improvement measures. Members serve as a resource on quality initiatives to the greater Brigham and Women’s Faulkner Hospital nursing community.

2019 Accomplishments:

- Collaborated to support CALL IT Sepsis and World Sepsis Day
- Implementation of Unit Nursing Quality Boards
- Supported and participated in the ANCC Magnet site visit
- Foley Friday
- Provided feedback regarding product trials aimed at improving quality outcomes



Nursing Quality Committee Members

Chairs:

Amanda Davenport, BSN, RN
Ginny Ryan, MSN, RN

Kathy Glennon, BSN, RN

Tracy Lane, MSN, RN-BC -
Executive Sponsor

Members:

Madolyn Barry, BSN, RN
Conner Berry, BSN, RN, CEN
Larry Borbee, BSN, RN
Jacqueline Dejean, BSN, RN
Laurel Durning-Hammond, BSN, RN

Maura Lauenstein, BSN, RN
Patricia Martin, MPH
Tess Parand, BSN, RN
Amber Poirier, BSN, RN
Shashalee Reid, BS
Beth Waters, MSN, RN, CPEN

Nursing Professional Recognition And Advancement

The Nursing Professional Recognition and Advancement Committee (PRAC) 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.

2019 Accomplishments:

- Instituted DAISY hotline for nominations
- Published 2018 Annual Report
- Published BWFH Nurse
- Organized Certified Nurse’s Day 2019
- Assisted and participated in the Magnet mock and site visit
- Implemented sending cards signed by PRAC and Nurse Executive Board to recently certified and graduated nurses
- Surveyed float pool nurses about their Peer Review experience and adjusted the Peer Review process accordingly
- Added the AACN Healthy Work Environment (HWE) information to Peer Review

- Updated Peer Review facilitator workshop, forms and Healthstream and conducted three workshops
- Updated Peer Review policy
- Initiated work on clinical advancement program/held focus groups with staff



Nursing Professional Recognition and Advancement Committee Members

Chair:

Ellen McCarthy, MSN, RN, CCRN

Members:

Jessica Craver, BSN, RN
Phyllis Garr, BSN, RN
Tracy Lane, MSN, RN-BC -
Executive Sponsor
Kathy McCarraher, MHA, BSN, RN, CPAN, ONC

Nursing Informatics

The Nursing Informatics Committee develops and evaluates 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. The committee also supports the development of professional practice with the use of Epic through dissemination of best practices and changes in documentation standards whether regulatory or enterprise build to Brigham and Women's Faulkner Hospital nursing staff.

2019 Accomplishments:

- Continued audits of Mass Caregiver documentation
 - Compliance in January to February of 2019 was 25 to 30 percent
 - Compliance in October of 2019 ranged from 85 to 95 percent
- Patient Education documentation compliance
 - Currently auditing documentation and providing education to staff around process for documentation
- Presented poster to Organization of Nurse Leaders
 - Use of a Communication Application to Improve Intradepartmental Communication
 - Well received
- Presented poster to New England Nursing Informatics Consortium
 - Use of a Communication Application to Improve Intradepartmental Communication
 - Use of an Audit Report to Improve Business Continuity Access Testing
- Completed Peer Review as a Committee for the first time
- Monthly education and updates on changes in Epic



Nursing Informatics Committee Members

Chairs:

Diane Pessa, MSN, RN-BC - Chair
Anh Le Nguyen, BSN, RN - Chair-Elect

Members:

Johanna Baldassari, MSN, RN, CNP
Helen Driscoll, BSN, RN, CGRN
Gibu George
Valerie Gritsevskaya-Orenberg, BSN, RN, CNOR
Kimberly Foisy, MSN, RN, CMSRN
Michelle Harnden, BSN, RN
Amie Kandalaft, RN
Phi Le, BA
June Nichols, BSN, RN
Amy Noel, MSN, RN, CCRN, CEN
Ellen O'Connor, BSN, RN
Diane Pessa, MSN, RN-BC
Christine Possi, BSN, RN
Erica Ricci, BSN, RN
Ginny Ryan, MSN, RN
Darren Scully, BSN, RN
Molly Stevens, BSN, RN, CEN
Paula Wolski, MSN, RN-BC - Executive Sponsor

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 for evidence-based 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; maintains a database on nursing conference and call for abstracts; and promotes professional nursing conferences and opportunities for nurses.

2019 Accomplishments:

- Presented an all-day workshop on Saturday, January 12, 2019 titled “Everything You Need to Know About Evidence-Based Practice and Research from A-Z” by Dr. Margaret Oot-Hayes, Nurse Scientist; the workshop included six modules: Identifying a Problem in Practice and Conducting a Literature Search and Review of the Literature; Developing an Evidence-Based Project or Research Study; Ethical Conduct of Research; How to Write an Abstract; Poster and Podium Presentations; and Publishing Your Findings
- Welcomed Helene-Bowen Brady, DNP, MEd, RN-BC, NEA-BC, as our Nurse Scientist
- Assisted with the development of Unit Based Council Project Charters

- Assisted with creating the Unit Based Council projects presented at the May and October Unit Based Council Summits
- Provided Evidence-Based Practice/Research education at the Unit Based Council Summit
- Assisted with the creation of poster presentations
- Assisted with abstract submissions for poster and podium presentations
- Supported disseminations of evidence-based practice and research locally and nationally
- Restructured the EBPRC meeting to meet on the second Tuesday of the month in conjunction with the Unit Council Development Sessions
- Revised the “Proposal to Attend a Professional Conference” and “Guidelines for Presenting at a Professional Conference” forms

Members:

Kathryn McCarraher, MHA, BSN, RN, CPAN, ONC
 Helene Bowen-Brady, DNP, MEd, RN-BC, NEA-BC
 Kalliope Fabrikarkis, MSN, RN
 Stephanie Martinez, BSN, RN

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 members

Members:

Nicole Chaisson, BS/BA
 Amanda Davenport, BSN, RN
 Jill Grant, BSN, RN
 Tracy Lane, MSN, RN-BC
 Anh Le, BSN, RN

Cori Loescher, MM, BSN, RN, NEA-BC
 Kathy McCarraher, MHA, BSN, RN, CPAN, ONC
 Ellen McCarthy, MSN, RN, CCRN
 Colleen West, DNP, MBA, RN, CPHQ
 Paula Wolski, MSN, RN-BC

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.

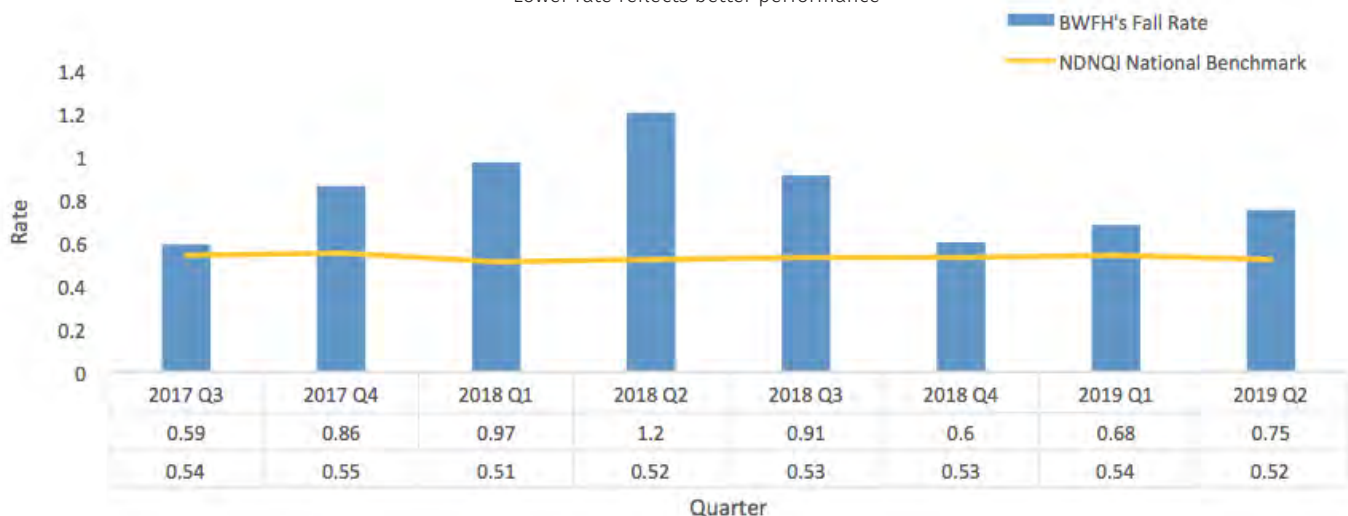
The following four Nursing Sensitive Indicators are continuing to be monitored following our Magnet recognition. For each Nursing Sensitive Indicator, the majority of units submitting data must be below the benchmark at least five out of eight quarters.

Injury Falls per 1,000 Patient Days

Units Reporting: 2S, ICU, 6N, 6S, 7N, 7S

Peer Group: Bed size 100-199

Lower rate reflects better performance

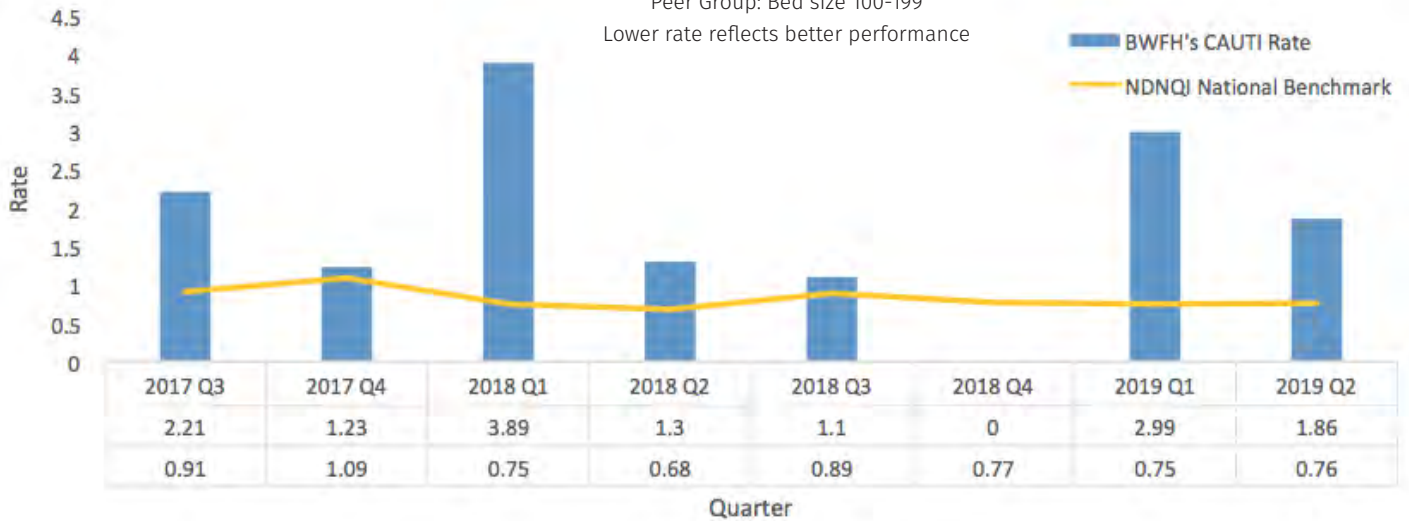


Catheter-Associated Urinary Tract Infections per 1,000 Catheter Days

Units Reporting: 2S, ICU, 6N, 6S, 7N, 7S

Peer Group: Bed size 100-199

Lower rate reflects better performance

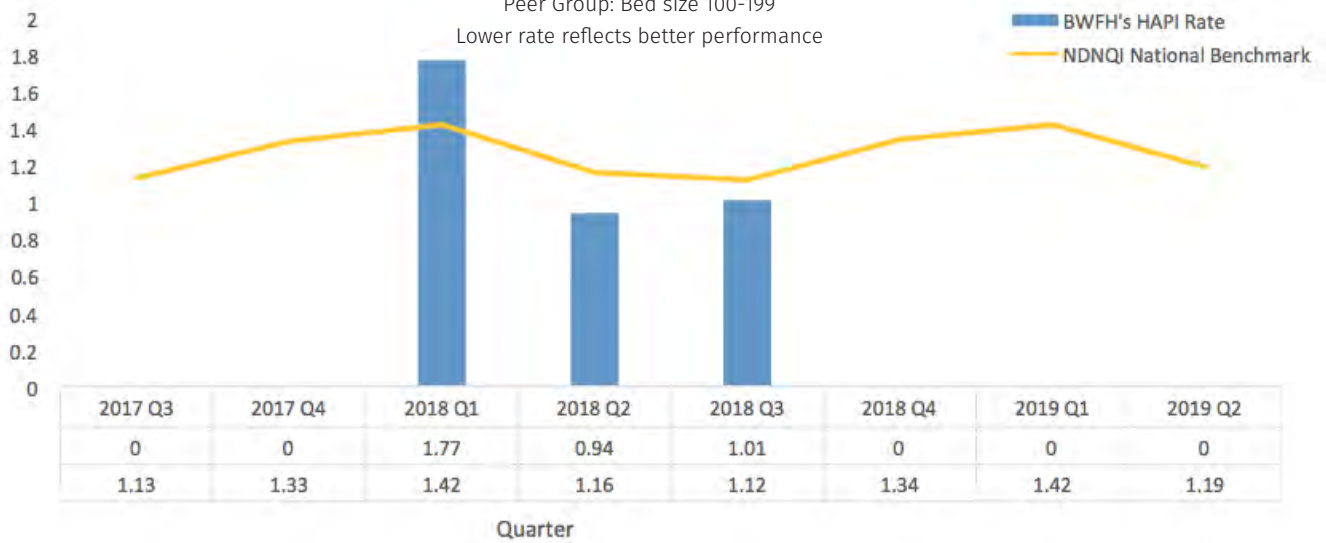


Hospital Acquired Pressure Injuries Stage 2 and Above

Units Reporting: ICU, 6N, 6S, 7N, 7S

Peer Group: Bed size 100-199

Lower rate reflects better performance

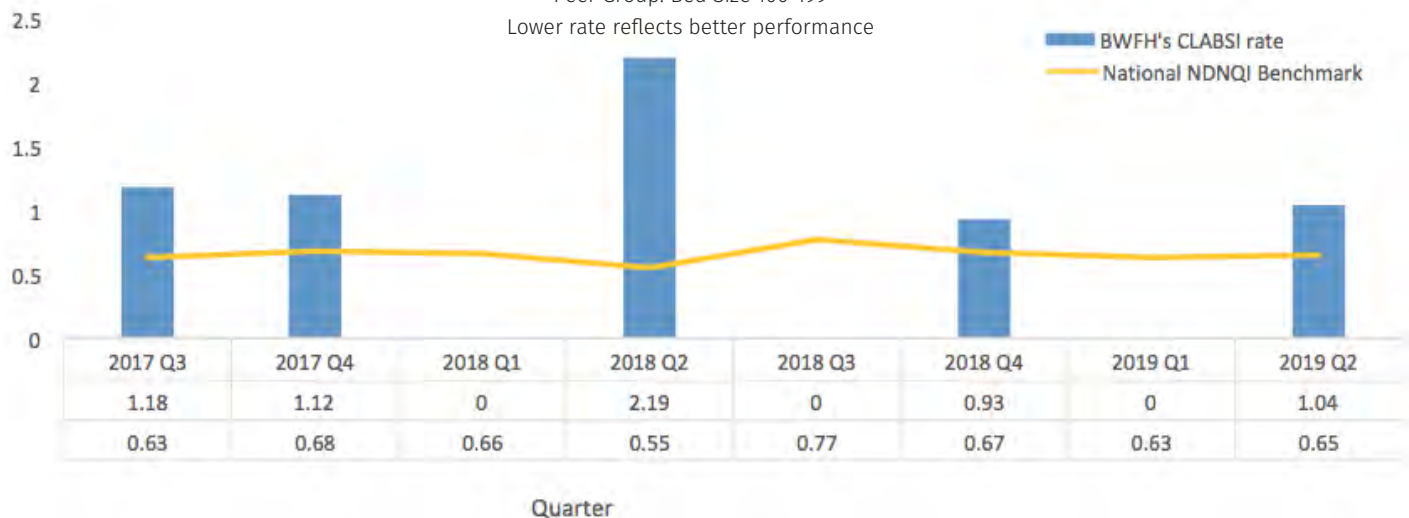


Central Line Associated Blood Stream Infections per 1,000 Central Line Days

Units Reporting: 2S, ICU, 6N, 6S, 7N, 7S

Peer Group: Bed Size 100-199

Lower rate reflects better performance



New Knowledge, Innovations and Improvements

Poster And Podium Presentations

The following poster presentations were presented at conferences by Brigham and Women's Faulkner Hospital authors in 2019.

Healthcare Providers and Patients Perceptions of Narcan Kit Administration in the Emergency Department Setting. Kristen Dolan, BSN, RN, and Joanne Hallahan, BSN, RN. Worcester, MA: 2nd Annual Opioid Symposium at the DCU Center, May 2019.

Bedside Handoff Between the PACU and the Medical-Surgical Unit. Anne-Marie Bermingham, BSN, RN. Nashville, TN: American Society of PeriAnesthesia Nurses National Conference, May 2019.

Healthcare Providers and Patients Perceptions of Narcan Kit Administration in the Emergency Department Setting. Kristen Dolan, BSN, RN, and Joanne Hallahan, BSN, RN. Boston, MA: GBC-AACN Night of Inquiry, April 2019.

Use of Mobile Application to Improve Nursing Department Communication. Paula Wolski, MSN, RN-C, Courtney Green, BSN, RN, Ahn Le, BSN, RN, and Ellen O'Connor, BSN, RN. New England Informatics Consortium Trends in Clinical Informatics a Nursing Perspective Conference, April 2019.

Use of An Audit Report to Improve Business Continuity Access Testing. Paula Wolski, MSN, RN-C. New England Informatics Consortium Trends in Clinical Informatics a Nursing Perspective Conference, April 2019.

Bedside Handoff Between the PACU and the Medical-Surgical Unit. Anne-Marie Bermingham, BSN, RN. Waltham, MA: Massachusetts American Society of PeriAnesthesia Nurses Conference, March 2019.

Implementation of Violet Signs for Violent Patients to Reduce the OSHA Reportable Incidence of Assault on Nurses. Meaghan McCarthy, MSN, RN, CCRN. Boston, MA: American Nurses Association MA 2019 Spring Conference, March 2019.

Education Patients Before Spinal Cord Stimulator (SCS) Trial. Kathy Armando, BSN, RN, and Amie Kandalaft, RN. Portland, OR: American Society for Pain Management Nursing 29th National Conference, September 2019.

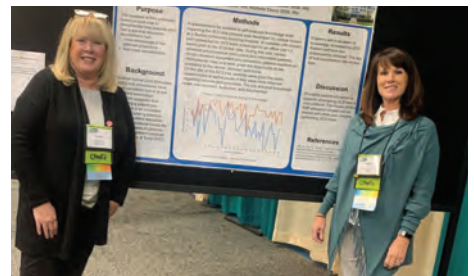
Narrowing the Gap Between Insulin Dosing and Glucose Monitoring. Jessica Ollis, BSN, RN, and Kimberly Dana, RN. Chicago, IL: 2019 Academy of Medical-Surgical Nurses Convention, September 2019.



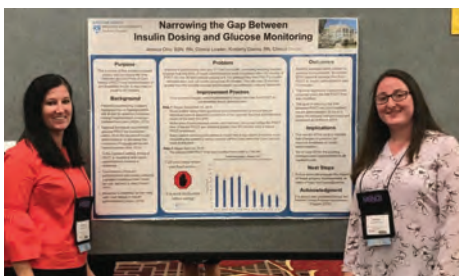
Everything You Need to Know About Evidence-Based Practice and Research from A to Z Continuing Education



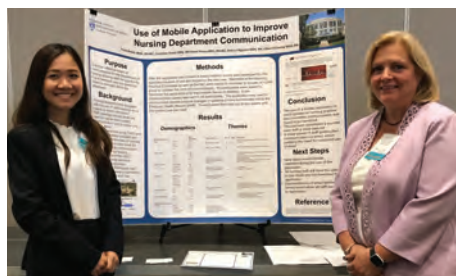
Massachusetts Society of PeriAnesthesia Nurses Spring Conference



American Society for Pain Management Nursing 29th National Conference



Academy of Medical-Surgical Nurses Convention



Organization of Nurse Leaders for the Massachusetts, Rhode Island, New Hampshire and Connecticut Fall Meeting

Brigham And Women’s Faulkner Hospital Hosts “Evening of Inquiry”

Brigham and Women’s Faulkner Hospital hosted the Greater Boston Chapter of the American Association of Critical Care Nurses Evening of Inquiry.

The event showcased two podium presentations and several poster presentations on topics related to research and evidence-based nursing practice affecting acute and critical-care nurses. Among the presenters were several from Brigham and Women’s Faulkner Hospital: ICU nurse Meaghan McCarthy, MSN, RN, CCRN, presented one of the two podium presentations and presented the accompanying poster. Pain Management Center Clinical Leader Kathy Armando, BSN, RN, and Pain Management Center nurses Laurie Flahive, BSN, RN, and Amie Kandalraft, RN, had one of the poster presentations.

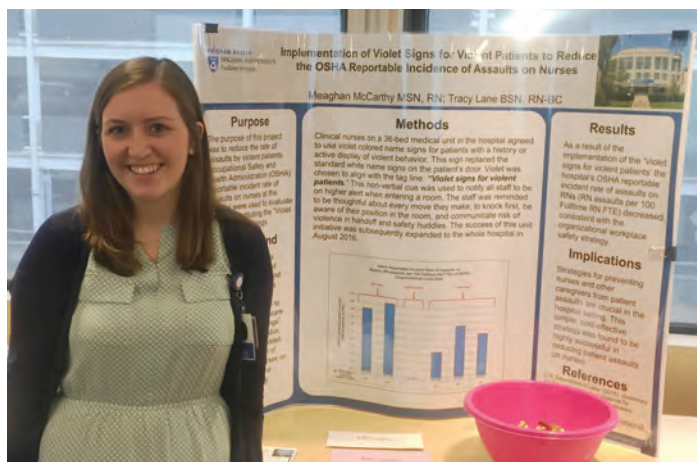
McCarthy’s project, titled “Implementation of Violet Signs for Violent Patients to Reduce the OSHA Reportable Incidence of Assaults on Nurses,” was co-authored with Quality and Magnet Program Manager Tracy Lane, MSN, RN-BC. The two began the project when they both worked on 6 South. There, the nurses agreed to use violet signs on the doors of patients with a history of violent behavior, instead of standard white signs. Violet was chosen to align with the tag line “Violet for Violence” to alert nurses and other team members of patients with a potential for violent behavior. McCarthy explains, “This non-verbal cue is used to notify all staff at Brigham and Women’s Faulkner Hospital to be on higher alert when entering a room.”

The use of violet signs to signify a violent patient was implemented hospital-wide in August 2016 with great success. “The hospital’s OSHA reportable incident rate of assaults on nurses decreased,” says McCarthy. “Strategies for preventing nurses and other caregivers from patient assaults are crucial in the hospital setting and this is a simple and cost-effective strategy that can really work.”

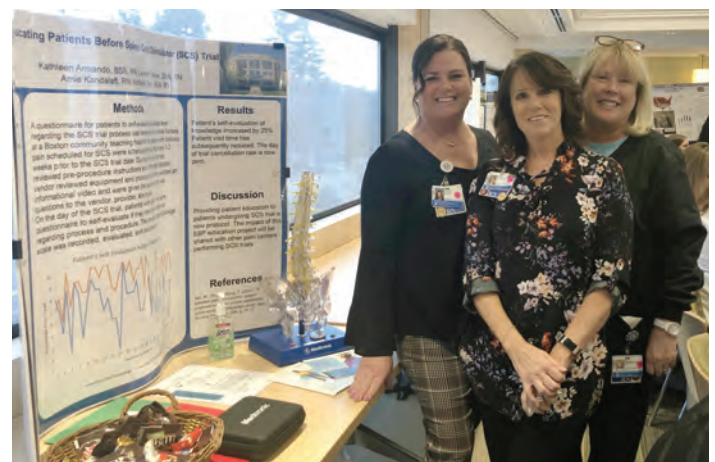
For McCarthy, the opportunity to present her work to a room full of her peers was quite special. “It was empowering to share the successes of the project to a room full of nurses who were all working to make a difference, not only on their units, but in healthcare,” she says.

Armando, Flahive and Kandalraft’s poster, titled “Educating Patients Before Spinal Cord Stimulator (SCS) Trial,” aims to prove that patients who have a pre-trial education appointment with staff at the Pain Management Center come to their SCS trial with more knowledge of the planned procedure and there has been a zero cancellation rate since implementing this practice change. “We now provide patient education to all patients undergoing SCS trial,” says Armando of her poster’s outcome.

Armando says the experience of presenting a poster at the Greater Boston Chapter of the American Association of Critical Care Nurses Evening of Inquiry was very rewarding. “It was truly an awe-inspiring night,” she says of the work that was shared.



Meaghan McCarthy, MSN, RN, CCRN



Pain Management Center nurses Laurie Flahive, BSN, RN, and Amie Kandalraft, RN, with Pain Management Center Clinical Leader Kathy Armando, BSN, RN

New Lymphedema Precaution Guidelines Improve The Patient Experience

Patients who have had a sentinel node biopsy during their breast cancer treatment have a five percent lifetime risk of lymphedema, painful swelling of the arm and/or hand resulting from an accumulation of lymphatic fluid. For patients who have had an axillary dissection or radiation to the axilla, the lifetime risk of lymphedema can be up to 20 percent. In the past, patients with a history of breast cancer have been given a pink bracelet, worn on their affected arm, to indicate they should not have blood draws, IVs or blood pressure readings in that arm because of this risk.

For many patients, wearing the pink bracelet was stigmatizing. Plus, new research shared by Brigham and Women's Faulkner Hospital's Section Chief of Breast Surgery Laura Dominici, MD, in 2018 indicates that it is in fact safe to draw blood from, place an IV in or take a blood pressure reading on a patient with a history of breast cancer in either arm, unless that patient has a history of lymphedema in the affected arm. After hearing this news, nurses in the Pre-Op Holding area set about changing their practice.

Eventually, Pre-Op Holding clinical nurse Phyllis Garr, BSN, RN, brought the evidence supporting their practice change to the Nursing Practice Committee. "After reading the new literature, I realized we needed to advance our practice. It was up to us as bedside leaders to bring this information forward and make a difference in improving care for our breast cancer patients at Brigham and Women's Faulkner Hospital," she says.

To implement the change hospital-wide, a small subgroup was formed to review the evidence and develop guidelines. Dr. Dominici and Garr were joined by Lara Novak, PA-C, Outpatient Occupational Therapist and Lymphedema Program Coordinator Angela Serig, OTR/L, CHT, CLT-LANA, Inpatient Physical Therapy Manager Gina Marsh, PT, MSPT, Nurse Educator Kathy McCarragher, MHA, BSN, RN, CPAN, ONC, 7 South/IV Team Nurse Director Mary Anne Barry, MBA, BSN, RN, 7 South clinical nurse Suzanne Devitt, BSN, RN, Perioperative Nurse Director Robin Kaufman, DNP, APRN, FNP-BC, Admitting Director John Hauck, Director of Laboratory Services Rachel Ambacher, Director of Radiology Brian Macintosh, Program Manager for Informatics for Nursing/Patient Care Services Paula Wolski, MSN, RN-BC, and Executive Director of Nursing Professional Development, Practice and Innovation Colleen West, DNP, MBA, RN, CPHQ. The group worked to implement the change in Epic. Policies were updated, patient education materials were created and the word was spread through newsletter articles and sign-off sheets in all units within the Department of Nursing. In March of 2019, Nursing Practice Committee members supported the roll-out of this hospital-wide initiative through a Practice Update education and broadcast

in the Pathway Towards Excellence newsletter. Novak and Serig even presented a continuing education class in July of 2019 titled "Lymphedema: Facts and Fiction" to increase knowledge and awareness of lymphedema and the impact on practice.

Like Garr, Devitt was motivated to see this change implemented. "I could see the confusion on the post-op surgical floor about lymphedema restrictions. Patients were often told conflicting things, which created unnecessary anxiety around a situation that is challenging enough in itself," she says. "I knew how important it was to educate our patients on the new evidence around lymphedema restrictions. The feedback that I received from the floor nurses was positive and they were eager to learn this new information."

However, initially, some members of the Nursing Practice Committee did express concern regarding the practice change. "I was concerned that the change in lymphedema practice could inadvertently harm patients," says Gregory Endoscopy Centre clinical nurse Mary Hourihan, MSN, RN, CGRN. "I wasn't sure the evidence was there to proceed with changing the guidelines. But after discussion and presentation of the evidence, it was obvious that moving to the new guidelines was the right thing to do for patients."

IV nurse Bernice Potter, BSN, RN, is also a member of the Nursing Practice Committee. She says, "One of the many benefits in belonging to the Nursing Practice Committee is learning about advancements and evidence-based changes that happen in other areas of the hospital. When Phyllis brought the work they had been doing to support the use of the arm on the same side of a mastectomy, as an IV nurse this was exciting. There were so many patients that had never been able to use the post mastectomy side for IVs or phlebotomy, leaving them with over used and limited access veins on the other side. One patient I specifically remember, used to have such a hard time getting IV access when she was only able to use one arm. When I spoke to her, I showed her the evidence and educational materials that was put out. She actually cried and showed me a big vein on her post mastectomy arm. I was able to draw lab work and place an IV easily. And she thanked me and expressed how grateful she was someone researched this. This will change many lives, and I am grateful for the opportunity to change even one."

The results have been positive. So far, there have been no adverse events reported as a result of the practice change and nurses continue to share stories of the difference this practice change has made to their patients.

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

BRIGHAM HEALTH



BRIGHAM AND WOMEN'S
Faulkner Hospital