

Carolina NURSING



LETTER	MAGNET	A DECADE	STAFF PROFILES	AWARDS	ACCOMPLISHMENTS	TRIBUTE
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2015

FISCAL YEAR NURSING ANNUAL REPORT

PRODUCED BY

The Division of Nursing
at UNC Medical Center

PRODUCER

Peggy Mattingly, RN
Nursing Quality
and Research

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LETTER
FROM

Dr. Tonges



Mary Crabtree
Tonges

PhD, RN, FAAN

Senior Vice President
and CNO

UNC Medical Center

Dear Colleagues and Friends,

I'm very pleased to once again have the opportunity to share our highlights for the year. We are strongly committed to advancing the art and science of nursing, and we are fortunate to work in an environment that supports both the delivery of excellent nursing care and the workplace well-being of the nursing staff providing this care.

The English philosopher Alfred North Whitehead once wrote, "The art of progress is to preserve order amid change, and to preserve change amid order." I would suggest that UNC Medical Center (UNCMC) Nursing is both a stabilizing force and a source of innovation in today's rapidly changing health care environment.

The highlights of our progress in Fiscal Year 2015 can be summarized as follows:

People

We are extremely proud that the entire Nursing Division was Tier 1 for the Workforce Engagement Survey with a total of 2,254 respondents. In addition, analysis indicates that 77% of our management positions have currently been filled through internal promotions. Many thanks to the Professional Development Council for the success of our Professional Advancement System over the last 10 years, which has made such effective succession planning possible.

The 2010 Institute of Medicine report on the future of nursing recommended that the percentage of nurses with a Baccalaureate degree be increased to 80% by the year 2020, because evidence points to a positive relationship between higher levels of nursing education and better patient outcomes. To assist UNCMC RN employees with earning a BSN, we have established an on-site RN-to-BSN program with Winston-Salem State University, and our plan is to continue to provide this opportunity for employee students. We increased the percentage of UNCMC clinical nurses who hold a

Baccalaureate or higher nursing degree from 67.8 to 70.3% against a target of achieving 69.1% this year. We also exceeded our goal for increasing the percentage of UNCMC clinical nurses who are certified. Our goal was to increase from 38.6 to 40%, but we achieved 45%.

Based on the findings of an integrated literature review by our shared governance Research Council, the prevalence of fatigue is higher among clinical nurses in acute care settings than the general U.S. workforce. This review identified specific interventions that have been found to be effective in reducing fatigue among nursing staff, such as duty-free breaks and leaving on time. Based on these findings, the Practice Council developed an evidence-based Fatigue Management Plan, piloted it on four Intervention Units, and collaborated with the Research Council to evaluate its effects. The pilot and data analysis are complete, and the Practice Council is making recommendations for house-wide implementation in the coming year.

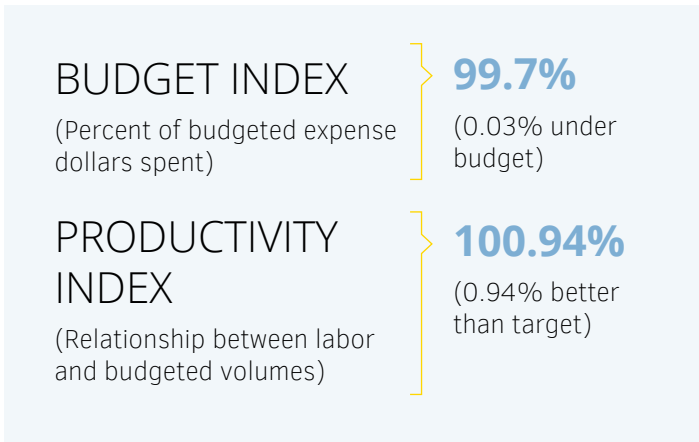
Quality and Service

On the NDNQI quality measures, 81% of our units met the stretch goal of performing in the top 25th percentile for skin care. Eighty-four percent outperformed the benchmark mean for percent of patients in limb or vest restraint, and 76% achieved the stretch goal of performing in the top 25th percentile for this metric. More than 50% of units outperformed the NDNQI national average benchmark for falls prevention. We are contributing heavily to success in meeting or exceeding organizational quality goals. As one example, Nursing staff is very important to maintaining 90% or higher compliance with hand hygiene. Many thanks to the Quality Council for all of their hard work and assistance in meeting or exceeding these goals.

We've continued to provide a very positive experience for our patients and families. For Fiscal Year 2015, our Press Ganey score for overall satisfaction is in the 77th percentile as compared to other hospitals of 600 beds or more. **Seventy-nine percent of our patients give us an Overall HCAHPS rating of 9 or 10 on a 10-point scale.**

Finance

As the largest division in an enterprise in which at least 50% of costs are salaries, Nursing's financial performance is critical to hospital success. The following outcomes reflect careful stewardship of the resources for which the Nursing Division is responsible:



We are definitely achieving our goal of quality with economy.

Growth

We continued to grow in Fiscal Year 2015:

- > In December, a **new 24-bed Medical Progressive Care Unit (MPCU)** opened on 3 Bed Tower.
- > In May, **the Medical Intensive Care Unit began to expand** into the adjacent 12 beds vacated by MPCU to increase from an 18- to a 30-bed unit.

- > The **Hillsborough Hospital Emergency Department** and **three Operating Rooms opened** in early July, and there will be a phased **opening of the 68 inpatient beds** beginning with 33 in late August.
- > A **new 24-bed Bone Marrow Transplant unit** on First Floor, Neuroscience Hospital opened in late October.

Innovation

Our Diversity Council focused on mental illness as a dimension of diversity this year. To share what they have learned, council members are developing a Learning Management module and culturally competent interventions for this patient population. This was also the topic of their seventh annual conference, which was held on October 2.

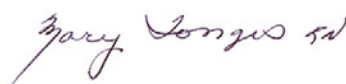
Other innovative work includes the Sleep Enhancement initiative on 3 West and 6 Bed Tower, in which nurses from these units are working with nurses from the Research Council to conduct an evidence search, synthesis, and table with recommendations related to sleep and noise. The goal is to create and test an evidence-based bundle to enhance sleep and reduce noise.

Additionally, Nursing Quality and Research created a Quality SharePoint with the primary purpose of sharing current quality data on demand, as well as provide an inventory of nursing quality projects. A total of 80 ongoing or completed projects are currently included in this inventory.

I am extremely proud of the UNCMC nursing staff and grateful for the privilege of serving them as Chief Nursing Officer.

Their contributions play a significant role in enriching and advancing our profession locally, regionally, and nationally, and most importantly, in meeting the needs of patients and families, the people of North Carolina we are committed to serve. This is a time of great change in health care, and nurses are integral to continued progress by preserving order amid change and change amid order, which is why we believe so strongly in the **power of nursing** and are very proud to be **Carolina Nursing**. ■

Sincerely,





"That's the best thing about working here—the people. You're never alone, everyone is there to reach out."

MAGNET
RECOGNIZED



AMERICAN NURSES
CREDENTIALING CENTER

ANGELA OVERMAN

MSN, RN, NE-BC

Director, Surgery Services

and

KEVIN BRADY

BSN, RN, CN-ML

Patient Services Manager III
Intermediate Surgical Care Unit

TRANSFORMATIONAL LEADERSHIP

Laying the Groundwork for Growth

Whether or not to pursue career advancement can be a difficult decision to make. “Do I have what it takes?” “Will I qualify?” But having a structured career advancement system to follow, and very importantly, leaders who see nurses’ potential and challenge them to move to the next level can make all the difference. As Kevin Brady, BSN, RN, Patient Services Manager III and Angela Overman, MSN, RN, NE-BC, Director, Surgery Services, will attest, both took full advantage of the Professional Advancement System and their leaders’ support to grow into their current leadership positions at UNC Medical Center.



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AMERICAN NURSES
CREDENTIALING CENTER

CRISTIE DANGERFIELD

BSN, RN, CCRN, CMC

Patient Services Manager III
Cardiac Intensive Care Unit

STRUCTURAL
EMPOWERMENT



*"This therapy is an amazing thing;
we've seen some great outcomes
with our patients."*

Best Practices, Best Results

Intentionally cooling a human's body temperature temporarily to approximately 91 degrees Fahrenheit may sound unusual—even extreme—but research has shown that it can positively affect a patient's recovery following adverse cardiac events. Cristie Dangerfield, BSN, RN, CCRN, CMC, Patient Services Manager III of the Cardiac Intensive Care Unit (CICU), is a member of the team that manages this therapy at UNC Medical Center. She shares one example of using hypothermia to achieve positive outcomes for CICU patients.





MAGNET
RECOGNIZED



AMERICAN NURSES
CREDENTIALING CENTER

LISA ALARCON


RN, CPN, AE-C

Nursing Care Coordinator
UNC Children's Allergy
& Asthma Center

EXEMPLARY PROFESSIONAL
PRACTICE

Common Problem, Uncommon Solution

Asthma affects about one in 10 children in North Carolina and can significantly limit a child's ability to be as active as other children. To help children with asthma learn to proactively manage their condition so they can live a more active life, Lisa Alarcon, RN, CPN, AE-C, Nursing Care Coordinator, and her colleagues at the UNC Children's Allergy & Asthma Center sponsored an education session at a local school that was open to the public. The topic of discussion was common asthma triggers and proper disease management. Attendee feedback was so positive that other schools heard about it and have begun to request the same program. Now Lisa and her colleagues are acting on this opportunity to help even more children, one school at a time.



"We want these children to be able to do everything their peers do."



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RECOGNIZED



AMERICAN NURSES
CREDENTIALING CENTER

CARLA JONES

DNP, RN, NE-BC

Patient Services Manager III
3 Bed Tower and
Critical Care Unit (CCU)

NEW KNOWLEDGE, INNOVATION
AND IMPROVEMENTS

*"We are empowered to
change practice at the
bedside to improve the care
of our patients."*



A Purposeful Learning Environment

Research generates the evidence upon which nursing practice is based and a research-rich culture is evident and growing within the Division of Nursing at UNC Medical Center. In Fiscal Year 2015, the number of nursing studies doubled. To support nurses with the work of actively reviewing, appraising, and developing studies, Carla Jones, DNP, RN, NE-BC, Chair of the Nursing Research Council, led the Council in developing a mentoring program in which experienced nurse researchers are partnered with new Council members to guide them in evaluating research proposals, and mentoring nurses throughout their research projects. This structure and support contributed to the Nursing Research Council being identified as an exemplar by the American Nurses Credentialing Center during the 2015 Magnet re-designation process.



A DECADE OF Development

by Dr. Mary C. Tonges

It has been my privilege and pleasure to serve as Senior Vice President and Chief Nursing Officer of the University of North Carolina Hospitals (UNCH) since August 2002. In the ensuing years the UNCH Nursing Division has developed and implemented numerous initiatives that have resulted in very strong performance in the four key domains of clinical quality, patient experience, workforce engagement, and finance. Figure 1 presents an overview of the sequence of programs and achievements from 2004 to 2014—a decade of development.



When I came to UNCH, the areas reporting to the CNO included Surgery Services, Emergency Services, Nurse Employment, and Nursing Practice, Education, and Research. Other services, such as Women's, Children's, Medicine, Oncology, Psychiatry, and Rehabilitation, reported to different administrators. In January 2004, we changed that organizational structure to create a Nursing Division comprised of all inpatient units, the Emergency Department, and Carolina Air Care, all reporting to the CNO. This provided the foundation upon which we have built.

The highlight of 2005 was the implementation of the Professional Advancement System. Through this program, nurses can progress through four levels of roles—Clinical Nurse I through IV—with increasing clinical and administrative leadership responsibilities, all while developing clinical expertise and continuing to be engaged in direct patient care. This very successful program has enabled us to attract and retain nurses interested in career advancement and build deep bench strength in our leadership team. We recently determined that over 70% of the positions at the Nurse Manager level and beyond have been filled through internal promotions.

FIG. 1

AN OVERVIEW OF

UNC Medical Center Nursing

2004 - 2014

2004

Reorganized Nursing Division includes all inpatient units and Emergency Services under CNO

Nursing Congress

685 beds

2005

Professional Advancement System

2006

Clinical Practice Groups

2007

Shared Governance Model with SON Partners

2008

Best Workplace for Men Award

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One of the other programs that has been instrumental in our progress, the UNCH Nursing Shared Governance Model, was initiated in 2007 in partnership with the UNC-Chapel Hill School of Nursing. The model is comprised of five Clinical Nurse-led Councils—Practice, Professional Development, Diversity, Quality, and Research—and the Executive Council, which I chair as CNO. The five Councils are co-chaired by Clinical Nurses and represent structural empowerment that gives nurses a powerful voice in decisions affecting their practice, care delivery, and workplace well-being.

Carolina Care®, the UNCH brand of nursing and patient care, was developed and implemented in 2009. Grounded in Swanson Caring Theory, this consistent set of behaviors and practices has enabled UNCH to provide a very positive patient and family experience as measured by both HCAHPS and the Press Ganey survey. In two of the last five years, UNCH has been the number one hospital for Patient Centeredness among University Healthsystem Consortium Hospitals based on HCAHPS scores and has received a number of other national awards for patient experience as well.

2010 was a banner year in which we were designated as a Magnet hospital for the first time in November. This prestigious recognition for nursing excellence from the American Nurses Credentialing Center places us in the top 6% of hospitals nationally and internationally, a professional landmark for our organization.

*2010 was a banner year
in which we were designated
as a **Magnet hospital**
for the first time...*

In 2011 we initiated the Innovations Unit, where we have developed, tested, and disseminated approaches to providing better, faster, more affordable care for more patients in anticipation of changes driven by health care reform. The Becton Dickinson Nursing Research Fellowship, an innovation that began in 2012 with a generous gift from the Becton Dickinson Corporation, funds Clinical Nurses conducting point-of-care nursing research. Additional innovations include the creation of the Nursing Quality and Research Department in 2013. This department is led and staffed

by doctorally prepared nurse scientists to further expand and enhance our program of nursing research. The on-site RN-to-BSN program with Winston Salem State University was also started in 2013. In 2014 we began the Nursing Resource Stewards program to test cost reduction ideas identified by Clinical Nurses closest to the work. Thus far they have implemented changes in the frequency with which IV lines and sites are changed, resulting in better care at a lower cost.

And the success continues and grows. Since 2004 UNCH has expanded by more than 100 beds. And this year we achieved Magnet re-designation, demonstrating that the excellence recognized in 2010 has been sustained and risen to meet a new, higher bar. One of the highlights of 2015 was the entire Nursing Division achieving Tier 1 in the Workforce Engagement Survey with a total of 2,254 respondents.

In closing, it is easy to understand why it has been such a personal and professional privilege to be CNO of UNCH and have the opportunity to contribute to fulfilling our mission of serving the people of North Carolina. Truly, nothing could be finer. ■

FIG. 1 CONTINUED

2009

Carolina Care®

2010

ANCC Magnet Designation

2011

#1 in Patient Centeredness
UHC Hospitals

Innovations Unit

2012

Becton Dickinson Nursing
Research Fellowship

On-site NA II Program

2013

#1 in Patient Centeredness
UHC Hospitals

Nursing Quality and
Research Department

On-site BSN completion program

2014

Nursing Resource Stewards

853 beds

Ongoing National Database of Nursing Quality
Indicators and Nursing Satisfaction Survey
Benchmarking

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*"I'm continually encouraged
by my colleagues, and
I want to continue to
encourage other people."*

STAFF PROFILE

MICHELE KHOURY
RN

Clinical Nurse II
Maternity Care Center

Leveraging Shared Experience
to Accelerate Learning

The charge nurse on any given shift is the point person for maintaining clear communication and an organized and effective patient care environment. This role demands a clear understanding of patient acuity on the unit and all pending high-priority care needs such as effectively preparing patients for procedures, transfer, or discharge. Michele Khoury, RN, spearheaded discussions that led to the development of a charge nurse mentoring program in the Maternity Care Center to support her colleagues in this pivotal role. “I’m continually encouraged by my colleagues, and I want to continue to encourage other people,” said Michele. It’s this cycle of giving and receiving to and from her colleagues and patients that inspires Michele to continuously strive to become the very best caregiver she can be.



Caring for Nurses Even as They Care for Patients

Nursing care on a pediatric unit can often be emotionally challenging; caring for a seriously ill child demands strength with compassion, a sense of urgency while remaining calm, and fast, yet effective decision making. It's very important for caregivers to have a safe place and a knowledgeable, supportive resource to turn to with the emotions that can accompany this work. The NC Children's Hospital staff are grateful for the support of Pediatric Chaplain Hadley Kifner, MDiv, BCC, whose compassionate counsel helps nursing staff process their experiences when the giving gets tough.

"When I think of the mentors I have in this place, many of them are nurses."





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STAFF PROFILE

HADLEY KIFNER

MDIV, BCC

Pediatric Chaplain
Department of Pastoral Care

Turning Tragedy to Triumph

Life challenges often provide the impetus for change. Gina Burns, MS, RN, found this to be the case in the '80s when she spearheaded conversations with a leading infectious disease researcher and the Centers for Disease Control and Prevention after the loss of her newborn son to a Group B Strep infection. Twelve years later a national standard of care was developed and implemented, which has resulted in a 75 to 80% reduction in these infections. This experience of helping others motivated Gina to pursue a career in nursing, and she now seeks solutions to issues affecting women being cared for in the Perinatal Mood Disorders Unit and UNC Medical Center.

"If mom's in trouble and mom's not thriving, the baby's not going to thrive."





STAFF PROFILE

GINA BURNS

MS, RN

Clinical Nurse II
Gero/Crisis/ECT/Perinatal
Mood Disorders

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**2015 NURSING STAFF
RECOGNITION AWARDS**

Nurse of the Year

AWARD WINNERS



Glenda Jeanie Brown
BSN, RN, CNOR
Perioperative Services



Danielle Miller **BSN, RN**
Center for Transplant Care



Christa Seaman **DNP, RN, CCRN**
Nursing Practice and
Professional Development



Maria Adriano-Evangelista
BSN, RN-BC
Psychiatry Services



Sharon Jones **RN-BC**
Women's Services



Jasmine Levy **BSN, RN-BC**
Medicine Services



Patricia Moon **RN, CURN**
Urology Procedures



Tasha Rose **BSN, RN-PCCN**
Center for Heart & Vascular Care



Rebecca Sawchak **RN, OCN**
Oncology Services



Sharmila Soares
BSN, RN-CCRN, CNRN
Surgery Services



Gina Thompson **BSN, RN, CPN**
Children's Services



Nick Victorino **BSN, RN, CEN**
Emergency Services

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2015 NURSING STAFF
RECOGNITION AWARDS

Assistive Personnel of the Year

AWARD WINNERS



Lisa Alvis
Health Unit Coordinator
Children's Services



Modupe Kayode
Clinical Support Technician
Emergency Services



Andre Melvin
Clinical Support Technician
Psychiatry Services



Beverly Harris-Avery
Clinical Support Technician II
Medicine Services



Edna Graves
Clinical Support Technician
Women's Services



Alison Heckel
Administrative Coordinator
Center for Transplant Care



Karen Kirkland
Administrative Specialist
GI Services



Nancy Kirkman
Health Unit Coordinator
Surgery Services



Allison McKinney
Health Unit Coordinator
Oncology Services



Rasheeda Walker
Clinical Support Technician II
Center for Heart & Vascular Care



Martin Williams
Equipment Technician Supervisor
Perioperative Services

*"We are strongly
committed to
advancing the
art and science
of nursing."*

—Dr. Mary C. Tonges

2015 NURSING STAFF
RECOGNITION AWARDS

Individual Nursing Recognition

AWARD WINNERS

**S.A.G.E. NURSE
OF THE YEAR**

Ken Davis

BSN, RN

Center for
Transplant Care



**FRIEND
OF NURSING**

Lisa Rose Jones

MD

UNC School of Medicine,
Division of Cardiology



NURSE MANAGER OF THE YEAR

Tracy Carroll
BSN, RN, CMSRN
Surgery Services



COLLABORATIVE COLLEAGUE

Donna Withrow
Patient Relations



FACULTY OF THE YEAR

Tamryn Fowler Gray
MSN, RN, CNL, BMTCN
UNC-CH School
of Nursing



CONGRATULATIONS

Thank you to all of the
2015 winners for your
dedication and hard work!

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20
15

**PROFESSIONAL
ACCOMPLISHMENTS**



Appointments and Elections

JOCELYN ALLSBROOK

MSN, RN, CPAN

Patient Services Manager III
GI Procedures

Secretary. NC Ambulatory Nurses
Association

KRISTINE BARMAN

BSN, RN, CGRN

Clinical Nurse II
GI Procedures

President. Society of Gastroenterology
Nurses and Associates, Inc.

ALBERTO S. BONIFACIO

MHA, BSN, RN, CEN

Trauma Program Manager
Emergency Services

President. Emergency Nurse Association,
Heart of North Carolina Chapter

CATHY H. GAGE

MHA, RN-BC

Professional Development Coordinator
Nursing Practice and Professional
Development

Board of Directors. Association for Nursing
Professional Development

SCOTT GOODSITE

BSN, RN, PCCN

Clinical Nurse II
Surgical Services

Member. Nurse Fatigue Steering Committee,
American Nurses Association

RHONDA NELSON

MHA, RN, CGRN

Clinical Nurse III
GI Procedures

President. Eastern North Carolina Chapter,
Society of Gastroenterology Nurses and
Associates, Inc.

CHRISTA W. SEAMAN

DNP, RN, CCRN

Patient Services Manager III
Emergency Services

Secretary. Alpha Alpha Chapter, Sigma
Theta Tau

CHERYL A. SMITH-MILLER

PhD, RN-BC

Nurse Researcher
Nursing Quality and Research

Co-chair. Research Committee, North
Carolina Organization of Nurse Leaders

Grants

STEPHANIE R. BOHLING

BSN, RN, CHPPN

*Patient Services Manager II – Outpatient
PACU - Hillsborough*

End-of-Life Nursing Education Consortium
Conference

N.C. Children’s Promise Grants Fund Committee
of North Carolina Children’s Hospital

\$500

NICOLE M. BURNETT

BSN, RN, CNRN, SCRn

*Nursing Coordinator
Surgery Services Inpatient Management*

North Carolina Stroke Care Collaborative Quality
Improvement Grant

North Carolina Stroke Care Collaborative
funded by the Centers for Disease Control
and Prevention

\$16,930

JULIENNE HARRIS

MSN, RN, CCRN

*Clinical Nurse IV
Surgical Services*

University of North Carolina at Chapel Hill
School of Nursing Global Health Stipend

University of North Carolina at Chapel Hill
School of Nursing

\$1,800

CHERYL A. SMITH-MILLER

PhD, RN-BC

*Nurse Researcher
Nursing Quality and Research*

Nurse in Washington Grant. Academy of
Medical Surgical Nurses

\$10,000

Podium Presentations

KARA J. BERNEKING

BSN, RN

*Clinical Nurse III
Children's Services*

- *Putting it All Together: MD, NP, RN, and Child Life Presentations on Developing a Pediatric Sedation Service.* Society for Pediatric Sedation Conference, St. Louis, MO.
- *How Do We Fit In? Nursing Involvement in Pediatric Sedation.* Society for Pediatric Sedation Conference, St. Louis, MO.

ALBERTO S. BONIFACIO

MHA, BSN, RN, CEN

*Trauma Program Manager
Emergency Services*

Ballistics: Mechanism and Management. 25th Annual May Day Trauma Conference, Chapel Hill, NC.

NICOLE M. BURNETT

BSN, RN, CNRN, SCRNP

*Nursing Coordinator
Surgery Services*

Increasing Competency and Skills of Staff at a Comprehensive Stroke Center. American Association of Neuroscience Nurses Annual Meeting, Nashville, TN.

STACEY A. FERGUSON

RN

*Clinical Nurse II
Children's Services*

How Do We Fit In? Nursing Involvement in Pediatric Sedation. Society for Pediatric Sedation Conference, St. Louis, MO.

EMILY R. GARDNER

BSN, RN, CPN

*Clinical Nurse II
Children's Services*

Pediatric Surgery Case Study: Care of a Lawn Mower Trauma Patient. 9th Annual Cutting Edge of Pediatrics Nursing Conference, Chapel Hill, NC.

CHRISTINE HEDGES

PHD, RN

*Director
Nursing Quality and Research*

Evidence-Based Practice. What's Springing Up in Oncology?, Chapel Hill, NC.

Podium Presentations

JAMI HOWELL

MSN, MBA, RN-BC

*Clinical Nurse Education Specialist
Nursing Practice and Professional
Development*

*Navigating the 5 C's of Nursing Assistant
Practice.* Eastern AHEC 19th Annual Nursing
Assistants Celebration, Greenville, NC.

AMY C. HUDGENS

BSN, RN, CCRN

*Clinical Nurse IV
Surgery Services*

- *Delirium Treatment Algorithm in
Neurointensive Care Unit.* American
Association of Neuroscience Nurses
Annual Meeting, Nashville, TN.
- *Increasing Competency of Staff at a
Comprehensive Stroke Center.* American
Association of Neuroscience Nurses Annual
Meeting, Nashville, TN.

SONYA LESTER

RN, CCRN

*Clinical Nurse III
Surgery Services*

*Delirium Treatment Algorithm in Neurointensive
Care.* American Association of Neuroscience
Nurses Annual Meeting, Nashville, TN.

STEPHANIE L. PADRICK

RN

*Clinical Nurse II
Surgery Services*

"A Kid's on the Way". 27th Annual Southern
Region Burn Conference, Houston, TX.

CHRISTA W. SEAMAN

DNP, RN, CCRN

*Patient Services Manager III
Emergency Services*

Work-Related Fatigue. North Carolina
Organization of Nurse Leaders,
Greensboro, NC.

CHERYL A. SMITH-MILLER

PHD, RN-BC

*Nurse Researcher
Nursing Quality and Research*

*Nurse Scientists and Academicians: Working
Smart in Difficult Times.* Southern Nurses
Research Society Annual Conference, Tampa, FL.

SHARMILA S. SOARES**BSN, RN, CCRN**

*Clinical Nurse IV
Surgery Services*

- *Delirium Treatment Algorithm in Neurointensive Care Unit.* American Association of Neuroscience Nurses Annual Meeting, Nashville, TN.
- *Increasing Competency and Skills of Staff at a Comprehensive Stroke Center.* American Association of Neuroscience Nurses Annual Meeting, Nashville, TN.

KAITLYN R. STRAUSS**BSN, RN, PCCN**

*Chest Pain Center Coordinator
UNC Center for Heart and Vascular Care*

Fanning the Flame of Positivity to Create and Maintain a Resilient Team. National Teaching Institute, San Diego, CA.

HEIDI B. TROXLER**MSN, RN, CPN**

*Clinical Nurse IV
Children's Services*

Lean Six Sigma Overview. Crossroads of New Knowledge: Where Quality and Research Intersect, UNC Medical Center Nursing Research and Quality Conference, Raleigh, NC.



Poster Presentations

STEPHANIE R. BOHLING

BSN, RN, CHPPN

*Patient Services Manager II – Outpatient
PACU - Hillsborough*

Optimizing Patients' Care through Evidence-Based Practice: A Unit's Story of Utilizing Theory and Research in Practice. Crossroads of New Knowledge: Where Quality and Research Intersect, UNC Medical Center Nursing Research and Quality Conference, Raleigh, NC.

NICOLE M. BURNETT

BSN, RN, CNRN, SCR N

*Nursing Coordinator
Surgery Services*

- *Going for the Gold: Improving and Maintaining Compliance with Evidenced-Based Stroke Measures. American Association of Neuroscience Nurses Annual Meeting, Nashville, TN.*
- *Subarachnoid Hemorrhage in Pregnancy: A Case Study of Caring for Mother and Baby. American Association of Neuroscience Nurses Annual Meeting, Nashville, TN.*

CLAIRE H. CURRAN

MSN, RN-BC

*Clinical Nurse Education Specialist
Nursing Practice and Professional Development*

Hospital Certification Library Maximizes Efficiency and Decreases Unit Burden. American Association of Critical Care Nurses National Teaching Institute, San Diego, CA.

ANDREA K. DICUS

MSN, RN, PCCN

*Clinical Nurse III
Surgery Services*

Envisioning Patient Engaged Report through Swanson Caring Theory. Translating Theory into Practice: Carolina Care at UNC Health Care, Chapel Hill, NC.

TRISH A. DODSON

MSN, RN, RNC-NIC, BC

*Clinical Nurse Education Specialist
Nursing Practice and Professional Development*

Trach CPR and Emergency Measures for Home. Society of Pediatric Nurses, Anaheim, CA.

ASHLEY E. FARMER**BSN, RN, OCN**

Patient Services Manager III
North Carolina Cancer Hospital

- *Preparation of the New Graduate RN for Care of the Hematopoietic Stem Cell Population.* Triangle Oncology Nursing Society, Annual Poster Session, Durham, NC.
- *Preparation of the New Graduate RN for Care of the Hematopoietic Stem Cell Population.* Oncology Nursing Society Congress, Orlando, FL.

STACEY A. FERGUSON**RN**

Clinical Nurse II
Children's Services

How Do We Fit In? Nursing Involvement in Pediatric Sedation. 2015 Society for Pediatric Sedation Conference, St. Louis, MO.

AMY C. HUDGENS**BSN, CCRN**

Clinical Nurse IV
Surgery Services

- *Going for the Gold Strategies to Improve and Maintain Compliance with Evidence Based Stroke Measures.* American Association of Neuroscience Nurses Annual Meeting, Nashville, TN.
- *Subarachnoid Hemorrhage Pregnancy: A Case Study of Caring for Mother and Baby.* American Association of Neuroscience Nurses Annual Meeting, Nashville, TN.

AMELIA G. JACKSON**BSN, RN, CCRN, TNCC**

Clinical Nurse II
Surgery Services

Goals of Treatment: A Nurse Led Rounding Tool for Early Intervention in the Critical Care Setting. UNC Hospitals May Day Trauma Conference, Chapel Hill, NC.

Poster Presentations

SONYA LESTER

RN, CCRN

*Clinical Nurse III
Surgery Services*

Subarachnoid Hemorrhage in Pregnancy: A Case Study of Caring for Mother and Baby. American Association of Neuroscience Nurses Annual Meeting, Nashville, TN.

CRYSTAL S. MEYERS

BSN, RN, CNOR

*Clinical Nurse IV
Surgical Services*

- *Kaizens: "Change for the Better". Association of periOperative Registered Nurses Surgical Conference & Expo, Denver, CO.*
- *Cardiac Scrub Training: Taken to a New Level. Association of periOperative Registered Nurses Surgical Conference & Expo, Denver, CO.*
- *Surgical 'Counts': It's as Easy as One, Two, Three. Association of periOperative Registered Nurses Surgical Conference & Expo, Denver, CO.*

TASHA J. ROSE

BSN, RN, PCCN

*Clinical Nurse IV
UNC Center for Heart and Vascular Care*

Gone in 60 Minutes: Reducing Inpatient Transfer Times in the Center for Heart and Vascular Care. The 11th Annual Beat Goes On Conference, Chapel Hill, NC.

CHRISTA W. SEAMAN

DNP, RN, CCRN

*Patient Services Manager III
Emergency Services*

- *An Evaluation of Fatigue Management Strategies Implemented on Hospital Nursing Units. Alpha Alpha Chapter Sigma Theta Tau Research Poster Session, University of North Carolina at Chapel Hill School of Nursing, Chapel Hill, NC.*
- *An Evaluation of Fatigue Management Strategies Implemented on Hospital Nursing Units. Crossroads of New Knowledge: Where Quality and Research Intersect, UNC Medical Center Nursing Research and Quality Conference, Raleigh, NC.*

CHERYL A. SMITH-MILLER

PHD, RN-BC

Nurse Researcher
Nursing Quality and Research

- *Industry-Clinical Partnerships: How Corporate Sponsorship Can Facilitate Nursing Research Capacity in an Academic Medical Center*, ANCC Magnet Conference, Dallas, TX.
- *Assessing and Addressing Work-Related Fatigue among Clinical Nurses*. Southern Nurses Research Society Annual Conference, Tampa, FL.

SHARMILA S. SOARES

BSN, CCRN

Clinical Nurse IV
Surgery Services

- *Going for the Gold: Improving and Maintaining Compliance with Evidence-Based Stroke Measures*. American Association of Neuroscience Nurses Annual Meeting, Nashville, TN.
- *Subarachnoid Hemorrhage in Pregnancy: A Case Study of Caring for Mother and Baby*. American Association of Neuroscience Nurses Annual Meeting, Nashville, TN.

HILARY L. THRALL

BSN, RN, CCRN

Clinical Nurse III
Surgery Services

Precepting the New Burn Nurse.
27th Annual Southern Region Burn Conference, Houston, TX.

ANNA M. WALLER

BSN, RN, CMSRN, SCRNP

Clinical Quality Assurance Specialist
Surgery Services

- *Going for the Gold: Improving and Maintaining Compliance with Evidence-Based Stroke Measures*. American Association of Neuroscience Nurses Annual Meeting, Nashville, TN.
- *Subarachnoid Hemorrhage in Pregnancy: A Case Study of Caring for Mother and Baby*. American Association of Neuroscience Nurses Annual Meeting, Nashville, TN.

Poster Presentations

HEIDI B. TROXLER

MSN, RN, CPN

*Clinical Nurse IV
Children's Services*

Improving Discharge Times on the General Pediatric Service: A Green Belt Project. Crossroads of New Knowledge: Where Quality and Research Intersect, UNC Medical Center Nursing Research and Quality Conference, Raleigh, NC.

CHRISTA R. WILLIAMS

BSN, RN, CNML

*Patient Services Manager III
Surgery Services*

Subarachnoid Hemorrhage in Pregnancy: A Case Study of Caring for Mother and Baby. American Association of Neuroscience Nurses Annual Meeting, Nashville, TN.

ERIC S. WOLAK

MSN, MHA, RN, NEA-BC

*Director
Medicine Services*

- *Reducing Healthcare-Associated Infections Via a Novel 'All Hands On Deck' Approach for Hand Hygiene Compliance.* Society for Healthcare Epidemiologist of America Conference, Orlando, FL.
- *Utilization of Hospitalized Elder Life Program (HELP) at UNC Hospitals.* Crossroads of New Knowledge: Where Quality and Research Intersect, UNC Medical Center Nursing Research and Quality Conference, Raleigh, NC.
- *Proactive Toileting – A Novel Approach to Reduce Falls.* Crossroads of New Knowledge: Where Quality and Research Intersect, UNC Medical Center Nursing Research and Quality Conference, Raleigh, NC.

ASHLEY E. WRIGHTENBERRY

BSN, RN, CCRN

*Clinical Nurse II
Burn Intensive Care Unit*

Precepting the New Burn Nurse. 27th Annual Southern Region Burn Conference, Houston, TX.



LETTER

MAGNET

A DECADE

STAFF PROFILES

AWARDS

ACCOMPLISHMENTS

TRIBUTE

Publications

KATHLEEN ABODE

MPH, BSN, RN

*Clinical Program Director
NC Children's Airway Center Respiratory
Care Services*

- Faro, A., Wood, R.E., Schechter, M.S., Leong, A.B., Wittkugel, E., Abode, K., Chmiel, J.F., Daines, C., Davis, S., Eber, E., Huddleston, C., Kilbaugh, T., Kurland, G., Midulla, F., Molter, D., Montgomery, G.S., Retsch-Bogart, G., Rutter, M.J., Visner, G., Walczak, S.A., Ferkol, T.W., Michelson, P.H. (2015). American Thoracic Society Ad Hoc Committee on Flexible Airway Endoscopy in Children. Official American Thoracic Society technical standards: Flexible Airway Endoscopy in Children. *American Journal of Respiratory Critical Care Medicine*, 1;191(9):1066-80.
- Abode, K., Pitkin, E.A., Davis, S., Retsch-Bogart, G., Zdanski, C.J. (2015). Physiologic and quality of life improvements over time after laryngotracheal reconstruction in children with subglottic stenosis. *American Journal of Respiratory and Critical Care Medicine*. Vol. 191, Meeting Abstracts.

JAMES W. BEVILL, JR.

MSN, RN, NE-BC

*Director
Nursing Practice and Professional
Development*

Bevill, J. (2015). Population and Situation-Specific Preceptoring, Chapter 20. In (2015) Roth, J. (Ed) Core Curriculum for Preceptor Advancement: Preceptor Specialty Development. *American Academy for Preceptor Advancement*.

ALBERTO S. BONIFACIO

MHA, BSN, RN, CEN

*Trauma Program Manager
Emergency Services*

- Barbeito, A., Bonifacio, A.S., Holtschneider, M., Segall, N., Schroeder, R., Mark, J.B., (2015). In situ simulated cardiac arrest exercises to detect system vulnerabilities. *Simulation in Healthcare*.
- Segall, N., Hobbs, G., Granger, C.B., Anderson, A.E., Bonifacio, A.S., Taekman, J.M., Wright, M.C. (2015). Patient load effects on response time to critical arrhythmias in cardiac telemetry: A randomized trial. *Critical Care Medicine. Advance Online Publication*. CCMED-D-14-01670R1.

CHRISTINE HEDGES

PhD, RN

Director

Nursing Quality and Research

Hedges, C. (2014). Generating excitement for nursing research. *Journal of Radiology Nursing*, 33, (4), 161-3.

CHERYL A. SMITH-MILLER

PhD, RN-BC

Nurse Researcher

Nursing Quality and Research

Smith-Miller, C.A., Shaw-Kokot, J., Curro, B., Jones, C.B. (2014). An integrative review: fatigue among nurses in acute care settings. *Journal of Nursing Administration*, 44, 487-494.

ANNMARIE L. WALTON

PhD, MPH, RN, OCN, CHES

Clinical Nurse II

Oncology Services

- Bryant, A.L., Walton, A.L., & Phillips, B. (2015). Cancer-related fatigue: Scientific progress has been made in 40 years. *Clinical Journal of Oncology Nursing*, 19(2), 137-139.
- Walton, A.L., Lake, D., Mullinix, C., Allen, D., & Mooney, K. (2015). Enabling nurses to lead change: The orientation experiences of nurses to boards. *Nursing Outlook*, 63(2), 110-116.
- Bryant, A.L., Walton, A.L., Shaw-Kokot, J., Mayer, D. K., & Reeve, B.B. (2015). Symptoms and quality of life in adult survivors of acute leukemia: A systematic review. *Oncology Nursing Forum*, 42(2), E91-E101.
- Albrecht, T., Walton, A.L., & Leak-Bryant, A. (2015). The unique supportive care needs of a mother with acute myeloid leukemia during treatment. *Clinical Journal of Oncology Nursing*, 19(1), 16-19.
- Saria, M., Barton-Burke, M., Brown, G., Norton, V., Stone, A., & Walton A.L. (2014). Voices of ONS members matter in advocacy and decisions related to US health policy. *Clinical Journal of Oncology Nursing*, 18(6), 719-721.
- Bryant, A.L., Deal, A., Walton, A.L., Wood, W., Muss, H., & Mayer, D. (2015). Use of ED and hospital services for patients with acute leukemia after induction therapy: One year follow-up. *Leukemia Research*. pii: S0145-2126(15)00023-5.

Completed Nursing Research Studies

DIANE HUDSON-BARR PhD, RN
TRISH DODSON MSN, RN, RNC-NIC, BC

Prevalence of nasogastric feeding tube use in pediatric hospitals: New opportunities for verification of enteral tube location (NOVEL).

PATRICIA CADLE
MRE, BCC

When caring hurts: Assessing an interventional program for mitigating compassion fatigue among cancer care nurses in the in-patient Bone Marrow Transplant Unit and the out-patient infusion clinic.

RENEE EDKINS
MSN, RN, NP-C

Improving comfort and throughput for patients undergoing fractionated laser ablation of symptomatic burn scars.

ERNEST GRANT
PhD, MHA, RN, NE-BC, CCRN-CSC

Self-reported safety behaviors after a burn injury in older African Americans who reside in North Carolina.

ANDREA HILL
DNP, RN, FNP-BC

The effects of a unit-based patient safety officer on falls in a geriatric/medicine unit.

SHEENA HILTON BSN, RN
LUIS SERPA BSN, RN

Continuous vs. intermittent wound VAC suctioning: The better healing, more cost-effective modality in cardiac surgery.

ASHLEY KELLISH
MSN, RN, CCNS, CCRN

Diagnosing alarm fatigue in a women's hospital.

PEGGY MATTINGLY BA, RN
SHEILA ROSZELL PHD, RN-BC
HOLLY WEI PHD, RN
LINDA HARLOS BSN, RN, ONC
GUIFENG ZHANG BSN, RN-BC

Pressure ulcers in patients: Comparing factors in China and the United States.

MEGAN O’CONNER MSN, RN, NE-BC

Changing organizational culture through gaming.

MARGARET O’DONNELL

BSN, CEN, EMT-P, CMTE

Analysis of temperature variability in medication storage compartments in EMS transport vehicles.

USHA PULICKAL

RN

A survey of nurses’ experiences with Rapid Response Team (RRT) use at the University of North Carolina Hospital, Chapel Hill.

AMELIA ROSS MSN, RN, APRN-CNS, CCNS

JULIE LINDER ECU GRADUATE STUDENT

Nursing beliefs on early mobility in a medical critical care unit.

KATE ROWE

BSN, RN, PCCN

Text messaging: A potential alternative to phone calls for fixing unexpected shift shortages.

CHRISTA SEAMAN

DNP, CCRN

An evaluation of fatigue management strategies implemented on hospital nursing units.

CHERYL A. SMITH-MILLER PhD, RN-BC

CHRISTA SEAMAN DNP, MSN, RN

Assessing fatigue among clinical nursing staff at an academic medical center.

JEFF STRICKLER

DHA, RN, NE-BC

Satisfaction data collected by email and smartphone for Emergency Department (ED) patients: How do responders compare to non-responders?

ERIC WOLAK MSN, MHA, RN, NE-BC, CCRN-CSC

ANDREA HILL DNP, RN, FNP-BC

PAM BALL BSN, NE-BC

LOC CULP BSN, RN, CCRN

A study on a novel approach to reducing a distracted state during medication access.

*This list are those studies that underwent review and approval by the UNC Medical Center Nursing Research Council.

New Certifications

EMILY W. BROOKS

BSN, RN, CCRN-CSC

Clinical Nurse II
Cardiothoracic Intensive Care Unit

September 2015

EMILY R. GARDNER

BSN, RN, CPN

Clinical Nurse II
Children's Services

February 2015

JAMI HOWELL

MSN, MBA, RN-BC

Clinical Nurse Education Specialist
Nursing Practice and Professional
Development

February 2015

AMELIA G. JACKSON

BSN, RN, CCRN, TNCC

Clinical Nurse II
Surgical Services

August 2015

ALEXANDER M. KASS

BSN, RN, CPN

Clinical Nurse III
Children's Services

February 2015

MEGHAN E. KOVACH

BSN, RN, CPN, ENPC

Clinical Nurse II
Children's Services

November 2014

February 2015

ANNA LYAIFER

PHD, RN, CCRN, CLNC

Clinical Nurse IV
Children's Services

October 2014

MATTHEW R. REMER

BSN, RN, VA-BC

Clinical Nurse II
Children's Services

June 2015

ERICA RICKER

BSN, CCRN

*Clinical Nurse III
Surgery Services*

November 2014

BLYTHE STRICKLAND

BSN, RN, CCRN

*Clinical Nurse II
Surgery Services*

October 2014

ANN M. WALLER

BSN, CMSRN, SCR

*Clinical Quality Assurance Specialist
Surgery Services*

July 2014

ASHLEY E WRIGHTENBERRY

BSN, RN, CCRN

*Clinical Nurse II
Surgery Services*

March 2015



A portrait of Dr. Mary Crabtree Tonges, a woman with short blonde hair, wearing a light green blazer with black polka-dot lapels and cuffs, a black top, a pearl necklace, and pearl earrings. She is smiling slightly and has her hands clasped on a wooden surface. The background is a plain wall with some framed pictures.

DR. MARY CRABTREE TONGES

PHD, RN, FAAN

Senior Vice President and CNO

UNC MEDICAL CENTER

TRIBUTE

To

Dr. Mary
C. Tonges

The UNC Medical Center (UNCMC) Division of Nursing would like to express heartfelt appreciation to Mary Crabtree Tonges, PhD, RN, FAAN, Chief Nursing Officer and Senior Vice President, for her years of dedicated service and visionary leadership. We are deeply grateful for her contributions to UNCMC Nursing and the role that she played in guiding UNC Health Care into the national spotlight as an organization of nurse leaders who continue to positively impact patient care and outcomes. Under Dr. Tonges’ leadership, the Division of Nursing has made significant strides in exemplary nursing practice, research, and outstanding patient care. Among them are the achievement of ANCC Magnet designation and redesignation,

implementation of a Nursing Professional Advancement System, development of a Shared Governance structure in partnership with University of North Carolina-Chapel Hill School of Nursing colleagues, the development and implementation of Carolina Care®, the creation of an Innovations Unit, offering of on-site RN-to-BSN and NA II Programs, the Becton Dickinson Nursing Research Fellowship, and the inception of the Nursing Quality and Research Department. These have established a very solid foundation upon which UNCMC nursing will continue to grow. We extend to Dr. Tonges our gratitude and sincere wishes for the very best in her retirement. ■



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