

Notes on Nursing

*A monthly report for nurses at Vermont's academic health center
From Sandra Dalton, Senior Vice President & Chief Nursing Officer
May 2008*

Nurses Week Events –

Knowledge Fair

FAHC celebrated National Nurses week with several events including a Knowledge Fair on Monday, May 5th. There were 27 learning stations in the McClure Lobby from 9 am – 9 pm. 98% of the more than 275 participants attending the event reported that they learned something new.



Nurses Week Award Ceremony

On Friday May 9th, the Annual Nursing Award Ceremony was held and attended by 108 participants. The award recognitions that took place are listed below. The Nurses Stories project and the Nurses Quilt project were featured as part of the event. The group was entertained by the Meter Maids, a female a capella group, featuring our own Terri Powers-Phaneuf, nurse educator from Rehab. The Award ceremony will be aired on Channel 17 and available as a videostream from their web site. They will be broadcasting it repeatedly on TV during the next month. Check www.channel17.org for specifics.

Paul W. Horton Award - 13 nominees – 2008 Winner: Sherry Yandow

Nominees included: Pattie Crease, Shibe vahna Devost, Dottie Flowers, Jane Hamilton, Benoit Henry, Cynthia Hogan, Allison Jackson, Kim Meidema, Vickie Poulin, Tina Quennneville, Katie Synnott, Nina Warren, Sherry Yandow.

LPN Excellence in Clinical Practice Award- 2 nominees – 2008 Winner Susan Brouillette

Nominees included: Susan Brouillette and MJ McCaffrey

Sally Sample Award For Nurse Managers – 4 nominees – 2008 winner Roseanne Cooney

Nominees included: Susan Bellemare, Michele Bouchard, Mary Clairmont, Roseanne Cooney

Ellen Seuss Evans Oncology Nurse Education Award – 2 recipients

- ❖ Ann Adsem, Assistant Nurse Manager, Shepardson 4 Oncology
- ❖ Brent Devenney – Clinical Program Coordinator, VT Cancer Center

2008 Award for Excellence in Clinical Teaching – statewide award from the Vermont Office of Nursing Workforce – 15 Fletcher Allen nurses nominated & 2 received awards

Kathy Cross, MICU and Annette Parker, Nursing Education & Research

2008 Scholarship Award Winners

Mary Fletcher School of Nursing Alumni Scholarships

- ❖ *Cindy Gebo*, Nurse Educator, Pediatric Intensive Care Unit. Cindy is pursuing her BSN at UVM
- ❖ *Pam Kupiec*, Baird 6 Staff Nurse. Pam is pursuing her BSN at UVM
- ❖ *Corey Mallon*, Resource Pool, LNA. Corey is enrolled in the VTC RN program



Nursing Education Endowment Fund

- ❖ *Irene Bonin*, BSN, RN Clinical Lead, Prism Project. Irene is pursuing her Masters in Nursing at UVM
- ❖ *Pam Kupiec*, RN, Baird 6, staff nurse. Pam is pursuing her BSN at UVM
- ❖ *Hollie Shaner-McRae*, RN, MSA, FAAN, Coordinator, Professional Nursing Practice. Hollie is pursuing her Doctorate of Nursing Practice at Rush University, Chicago
- ❖ *Michelle Wright*, Given Essex, Medical Assistant. Michelle is working towards her LPN at Vermont Technical College.

Nursing Scholarship Program, Fletcher Allen

- ❖ *Tracey Campbell*, RN, Cath Lab. Tracey is pursuing her MSN/FNP from the Frontier School of Nursing.
- ❖ *Shanying (Jennifer) Derivan*, RN II, NICU. Jen is currently enrolled in UVM's RN to BSN program.
- ❖ *Cindy Gebo*, RN, Nurse Educator, Pediatric Intensive Care Unit. Cindy is pursuing her BSN at UVM.
- ❖ *Deborah Maynard*, RN, Ambulatory RN, St. Albans Urology. Deborah is pursuing her BSN from Chamberlain College of Nursing
- ❖ *Cheryl McNeil*, RN, Cath lab. Cheryl is pursuing her BSN at UVM
- ❖ *Christina Olaru*, Unit Secretary, LNA, Shep 5. Christina is enrolled at Clinton Community College in the Nursing program.
- ❖ *Susan Tschorn*, Case Manager. Susan is working on her Masters degree at University of Phoenix online.
- ❖ *Monique Van Leuven*, Medical Assistant, Women's Health Care Services. Monique has been accepted into the VTC LPN program.
- ❖ *Susan Willard*, RN, Emergency Department. Susan is working on her Masters in Nursing from UVM.

Nurses Week Quilt Winner: Megan Eddy Staff Nurse OR



The Nurses Quilt was made by nurses across the organization. Many departments submitted a square to represent their unit. The quilt project was spearheaded by Betsy Dunn, RN from the Birthing Center. Colleague Mary Viapiano pieced the quilt together. A drawing was held at the Award Ceremony. All Fletcher Allen Nurses were enrolled in the drawing. Congratulations to Megan Eddy, RN, Staff Nurse, Operating Room, winner of this years' quilt.



<http://www.burlingtonfreepress.com/apps/pbcs.dll/article?AID=2008805100303>



May 10, 2008

My Turn: Celebrating National Nurses Week

By Sandra Dalton

National Nurses Week is celebrated annually the first week in May. The theme for this year's celebration is "Nurses: Making a Difference Every Day."

Nurses fill many roles -- from staff nurse to nurse practitioner, from educator to nurse leader and researcher. Nurses practice in a wide variety of settings including ambulatory clinics, schools, home health agencies, nursing homes, colleges and hospitals.

Nursing is a calling, a way of life. Nurses rely on each other and their colleagues from other disciplines to work together as a team in delivering quality, personalized care often during the most difficult time of a patient's life. A nurse's care, compassion, understanding and comforting touch can ease the difficulty of a cancer diagnosis, help a family cope with a critically injured child, support a new mother in learning to nurse her baby, and inspire hope in a man who just suffered a heart attack. It is at these moments, likely when a nurse is least aware of it, that he or she has made an indelible impact on the lives of a patient and his/her family.

I want to take this opportunity on behalf of the Fletcher Allen executive and clinical leadership team to extend our deepest gratitude to the more than 1,500 nurses in our organization who make a difference every day in the lives of our patients and in our community. We celebrate all that nurses do to provide highly skilled, professional care 24 hours a day, seven days a week, 365 days of the year.

National Hospitals & Healthcare Week coincides with National Nurses week this year. I'd like to also recognize our colleagues in all disciplines who work collaboratively to improve the care of our patients each and every day.

Sandra Dalton of South Burlington is the senior vice president and chief nursing officer at Fletcher Allen Health Care.



*Fletcher Allen Nurses Stories
Project*

I was taking care of a patient that was having a heart attack and we were prepping him to go to the cath lab. There was a lot of activity around him with everyone doing a task to help get him ready... when he reached over and took my hand and said to me, "I don't want to die". In my usual humor way of handling intense situations, I held his hand and told him "not on my watch", being a joking kind of guy, his reply was "what is your shift over in 10 min?" and of course we chuckle a bit, and made the moment a bit less intense. Later that evening, the patient had done well and was in the ICU, and his very large family all came down to the Emergency Room especially to thank me for taking such good care of their Dad. All seven of his children left giving me a hug that night. It's those few and far between moments I have knowing I did make a difference in the care of a patient and their family that keeps me going in nursing. Author: Anonymous by request

The Fletcher Allen Nurses Stories Project was initiated by the 2008 Nurses Week Planning Committee. Nurses were invited to share their stories through an online story collection web site. Planning Committee members reviewed the stories, and mounted them for display during Nurses Week Events. The Committee also requested that stories be published monthly in Notes on Nursing. This is the first in a series of stories to be featured from Fletcher Allen Nurses over the coming year. Enjoy.

Eligible RN's... Please take the NDNQI RN Satisfaction Survey before May 25th



RN Satisfaction Survey 2008 May 5- 25th

Please check your mailbox for information on this year's survey.

Eligible RN's will receive a written invitation to participate in the web based survey. Participants are eligible for:

**** Individual prizes:** After completing the survey, click on the link to generate a Certificate of Participation. Bring the certificate to Cindy Gleason in the Central Nursing Office (Baird 1) to be placed in pool for a prize drawing.

**** Unit prizes:** Units with 100% participation will receive a culinary treat.

NDNQI's RN Survey

Participation	2006	2007
Hospitals	494	553
Units	11,580	13,048
RNs	176,842	219,428
Response Rate	65%	70%

NATIONAL DATABASE OF NURSING QUALITY INDICATORS

The logo for the American Nurses Association (ANA) is located at the bottom right of the slide, featuring the letters "ANA" in a stylized font above the text "AMERICAN NURSES ASSOCIATION".

Join your RN colleagues nationwide who participate in this activity. Questions? Please contact Cindy Gleason at 847 1605

Congratulations Trailblazers!

Fletcher Allen LPNs Complete RN program

By Peg Gagne, MSN, RN Interim Director Medical Surgical Nursing

Congratulations to the Fletcher Allen LPNs who have successfully completed the RN program at Vermont Technical College. A reception to honor their achievement is being held on Wednesday May 21, 2008 at 4 pm in the McClure Lobby. All are welcome to attend and celebrate this noteworthy achievement.

LPN to RN Program Graduates May 2008

*Annette Burger
May Cook
Maria Couture
Angela Croto
Julie Gosselin
Linda Heffelfinger
Jean Laird
Tina Lewis
Jeannine Renaudette
Barbara Young*



News from Nursing Grand Rounds Team



Save the DATE

May 22nd 2:00 – 3:00 pm Davis Auditorium - SAVE the DATE:

Clinical and Translational Research: The Critical Role of Research Nurses

Presented by: Richard Galbraith, MD Director of General Clinical Research Center
& Joan Bertolet, RN Nurse Manager of GCRC. Bring a colleague!

April Nursing Grand rounds featured Dr. Linnell Grant and Ana Davis RN, BSN. They presented on Interventional Radiology procedures and how to care for patients post procedure. A DVD of the presentation is available from the Nursing office for anyone wishing to borrow it. Contact Beth Jennings at x79926 for more information.

May 1, 2008 Nursing Grand Rounds featured Dan Pesut, PhD, RN, FAAN. Dan spoke on Clinical Reasoning: The Art, Science and Complexity of Thinking. Dan is the former president of Sigma Theta Tau, the Nursing Honor Society.

From McClure 5 - Relationship based care: Caring for Colleagues exemplified
by Paul Wood

On Monday May 5th, the McClure 5 Quality Committee surprised the nursing staff with a very generous gesture of support for staff members. Each member of the committee volunteered to cover for 1/2 hour so that each staff nurse could participate in the Knowledge Fair - Nurses Day activity in the McClure Lobby Conference Room. 99% of the attendees at the Knowledge Fair reported learning something new.

News from the Quality and Research Council

Colleen Nadolski, NP from Cardiac Rehab will be serving on the Nursing Quality and Research Council. She will be representing the Advanced Practice Nurses, and replacing Ann Laramee, who is just completing a multi year term of service. Thank you, Ann for your service, and welcome to Colleen.

Dana Library

Information is Good for You! Brown Bag Lunch and Learn at Dana


Every Wednesday beginning February 6, 2008 Noon-1 PM

<http://library.uvm.edu/dana/services/currentclasses.html>




Joint Commission READINESS: IMPORTANT TIPS FOR
CONSTANT READINESS

**GOAL: Reduce the risk of patient harm
resulting from falls.**



Implementation of a Falls Reduction Program:



Assess and periodically reassess each patient's risk of falling, including the potential risk associated with the patient's medication regimen. Take action to address any identified risks. At risk patient's to be identified by the Falling Star log, inpatient on the hospital room door, out-patient on the exam room door.

Inpatient: The patient is assessed on admission, and at the change of each shift; documentation is done on the nursing care flowsheet. Initiate Post Fall Evaluation Order Form; complete RN section and notify Provider.

Outpatient: Initial assessment followed by reassessment annually, or if indicated by change in clinical condition. To be implemented January 2008.

Ethics Column

Marcia Bosek DNSc, RN

Advance directives are wonderful documents to assist families and the healthcare team to understand a patient's wishes about healthcare intervention and end-of-life options. However, these documents must be accessible to be useful. When I assist a patient to complete an advance directive, I instruct the patient to keep the original. I encourage the patient to store the advance directive in an easily convenient location, such as a desk or dresser drawer. I discourage keeping advance directives in safe deposit boxes since access requires a key and authorization.

I also recommend that the patient Xerox the advance directive and provide copies to the person(s) identified as "agent". However, providing a copy of the form is not sufficient, the patient and the identified agent(s) should also discuss the directions noted in the advance directive as well as the goals the patient has for his/her life and healthcare. This open discussion should provide the agent(s) opportunity to ask questions and clarify goals and directions.

A copy of the advance directive should also be provided to and discussed with the patient's primary care provider. If the practitioner is associated with FAHC or the patient is currently hospitalized at FAHC, the office/unit secretary would follow the process outlined in FAHC Policy ETH100003: Advance Directive Procedures, which includes Faxing a copy of the advance directive to Health Information Management (HIM) to make the advance directive part of the patient's permanent record.

Finally in 2007, the State of Vermont initiated the Vermont Advance Directive Registry (VADR). This registry is a free service to Vermont residents as well as non-residents who receive their healthcare in Vermont. The benefit of VADR is that a registered advance directive can be located and retrieved 24/7. Every time a patient is admitted to FAHC, an employee from the business office contacts the VADR to verify if the patient has registered an advance directive. If an advance directive is registered, then a Faxed copy is obtained for the patient's chart.

To register an advance directive, the individual would complete and mail or FAX the registration form along with a copy of the person's advance directive to the VADR. Registration forms and directions are available at <http://healthvermont.gov/vadr/> or by calling 1-800-548-9455. The VADR will send a card for the person's wallet indicating that the person has an advance directive on file. The VADR will also contact the person annually by e-mail to confirm that the advance directive is current.

FAHC nurses can be instrumental in educating patients as well as the community about the benefits of having an advance directive as well as the presence of the VADR. I encourage every nurse to check out the Vermont Department of Health Agency of Human Services VADR website (<http://healthvermont.gov/vadr/>) to learn more about advance directives and the Vermont Advance Directive Registry.

Staff updates: *Hellos*

Anthony, Debora	Staff Nurse	Inpatient Rehab
Aube, Jeanna	Graduate Nurse	General Surgery
Baker, Henry	Grad Nurse-Intern	MICU-McClure 4
Bangs, Rebecca	Staff Nurse-Intern	SICU-McClure 3
Bemis, Patricia	Staff Nurse	MICU-McClure 4
Bourassa, Lorraine	Staff Nurse Specialist	Pulmonary
Carey, Andrea	Nurse Practitioner	Surgery
Cafferty, Susan	US/LNA	PACU
Carpentier, Kristin	Staff Nurse	Resource Pool
Cobden, Heather	Staff Nurse	Inpatient Psych
Collins, Codi	Graduate Nurse	Hematology/Oncology Shep 4
Danis, Brett	Graduate Nurse-Intern	MICU-McClure 4
Dion, Mariana	US/LNA	MICU-McClure 4
Ely, Jane	Staff Nurse	Hematology/Oncology Shep 4
Evans, Joan	Staff Nurse	Birthing Center
Fox, Amy	Graduate Nurse	General Medicine-Baird 4
Gurney, Catherine	LNA	Hematology/Oncology Shep 4
Higbee, Virginia	Graduate Nurse-Intern	SICU-McClure 3
Iannotti, Jessica	Ambulatory RN I	Continence Center
Jenkins, Pamela	Staff Nurse	General Medicine-Baird 4
Little, Nancy	US/LNA	SICU-McClure 3
Mak, Yvonne	Staff Nurse	SICU-McClure 3
McCauley, Edward	Graduate Nurse-Intern	MICU-McClure 4
Melo, Kevin	Tech	Psychiatry
Mitchell, Molly	Graduate Nurse-Intern	MICU-McClure 4
Montague, Connie	LNA	Hematology/Oncology Shep 4
Nehsang, Tenzing	LNA	Hematology/Oncology Shep 4
Newlun, Daniel	Staff Nurse	Resource Pool
Sandt, Christine	Ambulatory RN II	Vermont Children's Hospital
Soons, Katheryn	Grad Nurse Intern	
Stone, Margaret	Graduate Nurse	Cardiology-McClure 5
Walsh, Michelle	LNA	SICU-McClure 3
Willard, Sarah	Graduate Nurse-Intern	MICU- McClure 4

Policy and Procedure Updates

By Laurie Riley, Administrative Assistant, Nursing Operations

NCRIT000021 - Intubated/Mechanically Ventilated Patient; Management

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/ncrit000021.pdf>

NCRIT000013 - Critical Care Patient with Pulmonary Artery Thermodilution Catheter

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/ncrit000013.pdf>

NCRIT000015 - Electrocardiography - 12-Lead Placement

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/ncrit000015.pdf>

NCRIT000038 - Visitors / Control of Traffic - Critical Care Areas

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/ncrit000038.pdf>

NCRIT000018 - Intra-Aortic Balloon Pump (IABP) Management for Critical Care

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/ncrit000018.pdf>

NGP00072 - NG Tube; Removal (Salem Sump-NG Feeding Tube)

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/ngp00072.pdf>

NGP00101 - Tube Feeding - Adult Enteral - Continuous and HS

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/ngp00101.pdf>

NGP00017 - Midline Catheter; General Care

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/ngp00017.pdf>

NGP00071 - NG Feeding Tube; Insertion of

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/ngp00071.pdf>

NGP00103 - Feed Tube; Declogging of

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/ngp00103.pdf>

NADM00046 - Suspected Use of Unauthorized Substances

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/nadm00046.pdf>

NADM00015 - Patient Elopement

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/nadm00015.pdf>

NGP00064 - Peripheral Venous Access (<3 Inches in Length): Insertion

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/ngp00064.pdf>

NGP00062 - Peripheral Venous Catheters; Staff Responsibilities and Care of (Includes flushing, dressing change and removal)

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/ngp00062.pdf>

NGP111 - Blood Drawing from Central Venous Access Devices (CVAD)

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/ngp111.pdf>

NPSY00003 - Consent for Treatment - Inpatient Psychiatry

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/npsy00003.pdf>

NPSY00002 - Code 8 - Inpatient Psychiatry

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/npsy00002.pdf>

NGP00102 - Tube Feeds, Adult Enteral Bolus

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/ngp00102.pdf>

NED00006 - Blood Bank Specimen Collection for Type and Crossmatch in the Emergency Department; Blood Bank Specimens and Blood Products from other Facilities

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/ned00006.pdf>

NED00200 - Notification of Next-of-Kin, Critically Ill or Dead on Arrival

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/ned00200.pdf>

NCRIT000016 - Emergency Exploratory Sternotomy (EES); Care of Patient Receiving

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/ncrit000016.pdf>

NCRIT000028 - Transcutaneous Pacing

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/ncrit000028.pdf>

NCRIT000030 - Pacing; Temporary Epicardial

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/ncrit000030.pdf>

NCRIT000017 - Esophagogastric Tamponade Tube; Care of the Patient with an

<http://10.7.42.124/xpedio/groups/public/documents/fapolicy/ncrit000017.pdf>

The following policies have been Inactivated:

NGP116 - Microintroducer Technique for PICC/Midline Placement: This policy has been moved to IVT0003 with the same title.

NGP115 - Midline Catheter; Insertion: This policy has been moved to IVT0002 with the same title.

NCRIT000022 - Intubated and Mechanically Ventilated Pediatric Patient: Critical Care: This policy has been inactivated due to currently using AACN Procedure manual for Pediatric Acute and Critical Care. Edited by Verger and Lebert.

NED00071 - Tetanus Prophylaxis - Standing Order for Tetanus Toxoid: The information in this policy is contained in the Pharmacy Immunization Policy.

NCRIT42 - Intra-Hospital Adult Patient Transfers. The information in this policy is included in NGP131.

Patient Safety Topic: 1) Use of Restraints 2) Patient Observation Assessments

Monday		Tuesday		Wednesday		Thursday		Friday	
MAY 2008						1 ACLS Full Provider		2 ACLS Full Provider	
5	New Employee O PALS Provider ECG Class #1	6	New Employee O PALS Provider BCLS Renewal Geriatric Spec. Nurse Training Session II	7	Central Nsg O Unit Secretary O	8	Central Nsg O Unit Secretary O	9	Central Nsg O
12	Charge Nurse WS Nursing Care of the Inpatient Diabetic Patient	13	Preceptor WS	14	Preceptor WS	15		16	
19	New Employee O ECG Class #2	20	New Employee O ACLS Renewal MOAB Renewal	21	Central Nsg O LNA Program Start Pt Attendant Orient.	22	Central Nsg O	23	Central Nsg O MOAB 1/2 Day
26	Memorial Day	27	New Employee O Geriatric Spec. Nurse Training Session II	28	New Employee O MOAB 2 Day	29	MOAB 2 Day	30	

Patient Safety Topic: 1) S.A.F.E. Reporting 2) Root Cause Analysis

Monday		Tuesday		Wednesday		Thursday		Friday	
2	New Employee O ECG Class # 3	3	New Employee O BCLS Renewal MOAB 2 Day Nites Geriatric Spec. Nurse Training Session II	4	Central Nsg O Unit Secretary O MOAB 2 Day Nites	5	Central Nsg O Unit Secretary O	6	Central Nsg O
June 2008									
9	New Employee O NRP Provider	10	New Employee O Preceptor WS	11	Preceptor WS	12	NRP Renewal	13	
16	New Employee O	17	New Employee O MOAB Renewal	18	Central Nsg O Pt Attendant Orient.	19	Central Nsg O LNA Program Ends	20	Central Nsg O
23	New Employee O Nurse Ed Retreat	24	New Employee O	25	MOAB 2 Day	26	PALS Renewal MOAB 2 Day	27	MOAB 1/2 Day
30	New Employee O								

Patient Safety Topic: 1) Involving Patients in their care: 'Speak Up' 2) Disclosure

Monday	Tuesday	Wednesday	Thursday	Friday
July 2008	1 New Employee O BCLS Renewal	2	3	4 Independence Day
7	8 Preceptor WS	9 Preceptor WS	10	11
14 New Employee O Charge Nurse WS	15 New Employee O	16 Central Nsg O Unit Secretary O	17 Central Nsg O Unit Secretary O	18 Central Nsg O
21	22	23	24	25 MOAB 1/2 Day
28 New Employee O	29 New Employee O	30 Central Nsg O LNA Program Start MOAB 2 Day Pt Attendant Orient.	31 Central Nsg O MOAB 2 Day	

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