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Embarking on Magnet Status



By Linda Q. Everett, RN, PhD

Many of you may have taken part in Nurses Week activities celebrating the wonderful practice of nursing at the University of Iowa Hospitals and Clinics. Throughout the year I am able to witness excellence in nursing practice but it especially comes to light during Nurses Week as testimonials of dedication to patient care are shared with me time and time again. In our next initiative toward recognizing the excellent nursing practice at the UI Hospitals and Clinics, the Department of Nursing will embark on the application for Magnet Hospital Status.

The American Nurses Association established the Magnet Recognition Program in the early 1990s. By recognizing excellence, this program acknowledges elite institutions committed to delivery of high quality nursing services. To achieve Magnet Status, an organization must demonstrate excellence in three primary areas of nursing:

- 1) excellence in nursing practice,
- 2) a professional practice environment, and
- 3) dissemination of best practices to others.

Having these areas of excellence is considered to confer *magnetism*, which offers many benefits to the nursing department and the entire institution.

The benefits of achieving Magnet Status have been documented over the past decade. It has enabled nursing departments to market and recruit nurses with more success, enhanced the departments' recognition by their communities and by other healthcare affiliates, has created opportunities for staff to be recognized as role models, and has increased levels of staff and patient satisfaction. My colleagues whose departments have achieved Magnet Status tell me that it is a real cause for celebration, because it publicly acknowledges what most nurses in an organization already know—that their nursing department is accomplished and committed to highest standards of quality in nursing care.

During the next months, many staff from various levels and departments will begin work on our Magnet application. I will continue to share the details of our progress on this two-year, four-stage process. I consider this a time that we—as a department and institution—are embarking on a journey that will make the UI Hospitals and Clinics one of the premier Magnet Hospitals in the country. I hope you will join me in accomplishing this strategic goal. ■

Team Work Makes it Happen

by Grace Matthews, APN, MSII and Martha Blondin, APN, MSI

What is a tornado watch? Where can you find the Medication policy on the IPR?

These are examples of the questions the staff educators in Intensive and Specialty Services (ISS) and Medical Surgical Services II (MS II) have asked during annual competencies.

Historically, competencies were unit based, lasting as long as 5–7 days for large units and 2–3 days for smaller units and clinics. Unit-based competencies were managed by unit managers and required a large number of resources for each competency review program.

ISS staff educators Michele Wagner APN and Jane Harp APN started 2002 by consolidating the core competency content for their nine units into a divisional format. Staff Educators, Advanced Practice Nurses, and Nurse Managers provided competency education stations for the division.

Stations consisted of CPR with AED, organ donor policy, pain management, mechanical ventilation, safety products, and pain management, to name a few.

Following their lead, MS II embarked on a similar venture to improve core competencies for their division. Despite the wide range of

specialties within MS II, the core competencies taught in the past were consistently similar for the division. After consultation with the Staff Educators from ISS, MS II planned a weeklong RN core competency review. Base competencies consisted of blood transfusion, central lines, laser safety, restraint and seclusion, computer skills, safety products, definitive care, skin care, and lab testing.

A signup sheet for each day was placed on the shared drive for Nurse Managers to register staff. This allowed Nurse Managers the ability to find time within the day to cover staff while they completed their competency review.

An instructor signup was also placed on the shared drive for Nurse Managers, Advanced Practice Nurses, and Assistant Nurse Managers to sign up for specific sessions to teach during the week. This allowed them to pick and choose times that best met their schedule requirements.

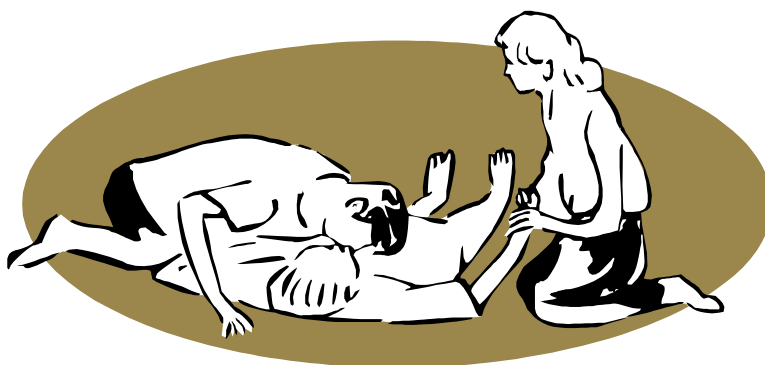
The Internal Medicine department provided a conference room and exam rooms in Clinic D for the 187 nurses to be reviewed. This allowed for an easy flow of staff through the competency stations.

Theresa Johnson, an MS II Clerk Typist III greeted each nurse as they

entered the clinic and coordinated the number of staff for each of the stations. She assisted them with signing in, getting a name badge, and timing each instructor during the course of the session. As a result of the consultation obtained from ISS, it was known that maintaining precise set periods for each station was critical and would help to eliminate waiting or breaks in the session.

Each station was color-coded. Each staff member received a badge upon entering the clinic and a sticker for their badge after they completed a station during competency. Before each staff member left the competency review area, Theresa would check to make sure that he/she had completed the required stations.

Surveys throughout the week of the 187 nurses who participated indicated overwhelming satisfaction with this year's annual competency review. A 95% completion rate was accomplished for the week. The ability to work with the Staff Educators of ISS, to learn from and improve upon their excellent ideas, and the support among the staff at every level exemplifies teamwork within and among the divisions in the Department of Nursing at UIHC. Teamwork makes it happen! ■



Online: Pathology Services Handbook

by Michael B. Cohen, M.D., and John Kemp, M.D.

In order to effectively use the laboratory services that are available in The University of Iowa Hospitals and Clinics, it is vital that staff in the Department of Nursing have up-to-date information to guide their interactions with the clinical laboratories. This online Pathology Laboratory Services Handbook is available via the IPR browser or at

www.medicine.uiowa.edu/path_handbook/

Many general laboratory guidelines are contained in the Pathology Laboratory Services Handbook. The appendices provide additional detailed information on laboratory operations. *Requisition Completion* contains information on required elements of a handwritten laboratory requisition. Several clinic areas are now completing requisitions by using IPR (INFORMM Patient Record). *Phlebotomy Team Policies* contains information about utilization of the morning or evening Pathology

inpatient phlebotomy services. Your review of the policies contained in the document will be very beneficial.

Several appendices in the Pathology Laboratory Services Handbook contain information about specimen collection or delivery: Minimum Volume, Fasting Specimens, Specimens in Syringes, Specimens Requiring Immediate Delivery, and CSF Specimen Collection Analysis.

Twenty-four-hour urine specimen collections may require preservatives or special collection containers. The appendices listed below contain information which is critical to the proper collection or preservation of urine specimens.

- Urine Tests Requiring no Preservatives
- Urine Tests Requiring Preservative or Special Containers

Our efforts to improve and update the Handbook can be greatly facilitated by your assistance. If you find errors, discrepancies, or other points of confusion, please contact the appropriate laboratory contact person to ensure that upcoming editions can correct or clarify the problem, or submit your suggestions to the Pathology Webmaster. ■

Michael B. Cohen, M.D.
Professor and Head
Department of Pathology
University of Iowa Hospitals and Clinics

John Kemp, M.D.
Director of Clinical Laboratories
Professor of Pathology
University of Iowa Hospitals and Clinics

Iowa Nursing Leadership Institute, The University of Iowa College of Nursing

September 30–October 2, 2002; Iowa City, Iowa

by Jennifer Clougherty, College of Nursing

The Nursing Leadership Institute is a 3-day intensive educational experience that provides new knowledge and skills essential for the successful management of nursing units in this fast-paced changing health care environment. Participants will learn practical theory and real world-of-practice strategies using a variety of teaching

methods. The six modules being presented are 1) The role of today's nurse manager, 2) Optimizing human resources, 3) Finance, 4) Relationship skills, 5) Change and job stress, and 6) Clinical management. The Institute is planned and taught by faculty and associates at the #1 nursing administration program in the

country. To request a brochure, please contact Jen Clougherty, College of Nursing, 319-335-7119 or Jennifer-clougherty@uiowa.edu. The brochure will also be located at the following website soon: http://www.nursing.uiowa.edu/orgsyscom/cont_ed.htm. ■

National Nurses Week

By Leann Tatman, Human Resources

This year's theme for National Nurses Week (May 6th–12th) was 'Nurses Care for America'. UIHC nurses celebrated the week with a Nurses Celebration Day in the East Room on Monday, May 6th. The event was organized by the Staff Nurse Council. Nurses were treated to food and beverages and had an opportunity to receive a massage or participate in healing touch therapy. Information and handouts were provided by other vendors and representatives, such as Nursing Informatics, UIHC Beauty Shop, A-1

Uniform Shop, Running Wild (reflexology information), Burn Camp, and Breast Imaging. The Nursing Retention Task Force (which is a collaborative effort with the Department of Nursing and SEIU) distributed retention questionnaires. The Retention Work Group presented information on the nurse retention survey which began distribution on that day as well. Food treats were also delivered to every shift on the units during the week. A special thanks to the Staff

Nurse Council members for planning such a fun day!

A large display advertisement which highlighted nursing at UIHC and recognized the important contributions of all of our nursing staff was placed in ten newspapers throughout Central and Eastern Iowa.

We hope that each of our nursing staff felt the extra bit of appreciation and recognition during this special week. Again, thank you for making a significant difference in the lives of the patients and families who are served here each day! ■

We want to know what you think...

By Nancy Fick, Human Resources

The Nursing Retention Task Force wants to hear from you. Questionnaires placed on each Nursing unit ask nurses to tell the Nursing Retention Task Force what we can do enhance staff nurse retention at UIHC. A simple questionnaire is completed by the nurse and returned, via campus mail, to the task force. The task force will review questionnaires monthly, prioritize items for potential action and information shared on our electronic bulletin board via INFORMM.

The Task Force is a collaborative effort with the Department of Nursing and SEIU with the goal of

keeping nurses at UIHC. Membership is comprised of the following:

Cathy Singer–MICU
Sarah Swisher–Clinical Cancer Center
Becky Leaven–4Tower
Pauline Taylor–MOR
Mary Schlichte–3RC
BJ Hannon–ETC
Lorri Hodgden–Outpatient Surgery
Angela Wernke–3JPW
Judy Lass–6RC
Jo Vonderhaar–2JCW
Ann Gentile-Archer–SEIU Office
Ellen Cram–ISS
Linda Everett–Administration

Peggy O'Neill–Medicine Specialty Clinics
Cathy Willoughby–Child Psych
Susan Miller–MOR
Linda Crowley–NICU
Susan Wells–Med Surg I
Debra Pettit–Administration/ Research
Nancy Fick–Administration/ Human Resources
Diana Leventry–Administration/ Staff Relations & Development

So...what are you waiting for? Please share your thoughts with us as we continue working together to keep nurses at UI Hospitals & Clinics. ■

Operating Room Staff Member Participates in NIH Study

By Gloria Van Milligan, Associate Director, PON

Two members of our Urology Team took their UIHC expertise on the road this Spring, and shared their experience with the rest of the OR. Tom Flaherty, Surgical Technologist in the Perioperative Nursing Division, accompanied Dr. Konety to Trinidad in early March as a part of a self-contained NIH study of that patient population. Dr. Konety has been a principal investigator in this project, looking at prostate cancer in Trinidad since his days in Pittsburgh.

This portion of the project involved teaching surgeons on the island our methods for Radical Prostatectomy. Tom and Dr. Konety arrived in Trinidad on Thursday, March 7th to orient to the hospital. Unfortunately, there was a shortage of nurses in the hospital the group was planning to use for this project, so they were met at the airport with a change of plans and transferred to the smaller island of Tobago.

Scarborough, Tobago has a small 2-room OR where staff do everything. Nurses do cases all day, clean the instruments and reprocess everything, then pull supplies for the next day's procedures. The OR staff

was surprised that the team from the United States did not bring along trays and trays of instruments. However, our surgical team had agreed that they would use whatever the hospital had in order to provide a more realistic experience for everyone, since the Tobago staff would be doing these procedures in the future with what was available. During the procedure, Tom worked with the scrub nurse from Tobago, while Dr. Konety worked with his surgeon counterparts.

Language barriers were not an issue, and the staff was very appreciative of the instructions Tom left for them. They also thanked the UIHC staff for the two used headlights we presented to their institution. In fact, there was a formal presentation ceremony with dignitaries and a great deal of pomp and circumstance.

Everyone in our OR was interested in the differences Tom noticed between our facility and the one he experienced in Tobago. Tom described the OR suite itself as having last been updated in the mid-1950s with most of the equipment

dating from the 1970s. They had kitners, and a narrow but adequate selection of sutures. Dr. Konety had to improvise on some of his usual instruments, but everyone was eager to assist in the effort. The autoclaves were very old, with long, narrow chambers. The nurses needed attachments in order to reach in and pull the shelves out to retrieve trays. The OR gowns did not have cuffs on the sleeves. They had to gather the opening together to fold them into the gloves, but they learned this technique quickly and it didn't interfere with mobility during the procedure.

By the fifth prostatectomy, the team was beginning to catch on. All in all, this was a great experience. Tom would go again in a minute. He thanks everyone involved in making this experience a reality, and respects the hard work that nursing staff in smaller institutions experience in their ORs after visiting this one. We are thankful that Tom was able to share this broader perspective of world healthcare with us as well. ■

Fall Risk Assessment: Sharing Results of the EBP Internship

by Karen Redus, RN, BSN, Staff Nurse

Organizations are striving to create environments that emphasize protection of the patient's health, safety, and correct identification of patient risk. The goal of this project was to use scientific evidence to improve safety, by better identifying patients at risk for falls. Fall risk assessment at UIHC is based on work by Glydenvand (1984). A

recent literature review identified 33 fall risk assessment tools that report at least some evaluation. The evidence-based practice team critiqued each of the tools.

Our process was to identify an assessment tool, develop a policy/procedure for fall risk assessment, educate staff, revise documentation, and evaluate the

effectiveness of the practice change. The Iowa Model of Evidence-Based Practice to Promote Quality Care served as the framework for the practice change. The project team identified the Hendrich Fall Risk Model (HFRM) as the assessment tool that appeared to offer the best evidence to support use at UIHC

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(Hendrich, in review). Online documentation was revised for the pilot on 4SE. Daily fall risk assessment using both tools (i.e., the current UIHC fall risk assessment tool and the Hendrich Fall Risk Model) was completed concurrently during the pilot, December 2001–January 2002.

Prior to implementation, the med-psych nurses reported that the current UIHC fall risk assessment tool was easy to use (92% agreement). In the pre-pilot survey, 60% of the nurses felt the current tool could guide nursing interventions. Nurses report that risk

assessment should be done more often than current practice, with 54% choosing daily assessment. Analysis of pilot data indicated the tools (current UIHC risk assessment and the HFRM) gave significantly different results ($p = .026$). Additionally, the UIHC risk assessment offered better internal consistency (UIHC $\alpha = .69$; HFRM $\alpha = .29$). Internal consistency indicates that the items on the UIHC tool are more reliably measuring the risk of falling. The evidence-based practice team was unable to determine that one risk assessment tool was significantly better at predicting future falls.

Therefore, recommendations for practice resulting from this project include revising use of the current UIHC fall risk assessment, including

- 1) minor revisions of the tool,
- 2) frequency of fall risk assessment, and
- 3) defining the fall risk indicators within the fall risk assessment tool.

A policy for fall risk assessment is currently under development. Watch for implementation of practice changes in the near future. Additional work on interventions to reduce fall and injury risk will follow. ■

Notice of Change in Hospital Wide Orientation— Effective July 2002

By Dan Killinger, Coordinator, Staff Development

Hospital Wide Orientation is required for all budgeted staff of UI Hospitals & Clinics. Beginning July 2002, Hospital Wide Orientation will be extended to two half-days. As a result, the new schedule will be as follows: **the Tuesday before the 2nd Wednesday of the Month from 11:55 a.m. to 4:00 p.m., and the 2nd Wednesday of the Month from 8:00 a.m. to 11:30 a.m.**

Hospital Wide Orientation is a vital tool in the development and retention of our new hires. The goal is to orient our new staff in a positive way by providing a warm and friendly welcome, and pertinent

information for their success. This extended program will emphasize our service culture, employer and provider of choice initiatives, and regulatory compliance. On the first day new topics include: Making a Difference, I CARE pledge, Choosing and Using a Health Plan, and an Employee-Supervisor Networking box lunch. On the second day new topics include: Communications & Media Relations, Patient Safety & Medical Error Reduction and HIPAA.

Staff Benefits Orientation will continue to be offered in the afternoon on the **2nd Wednesday of**

the Month from 12:30 p.m. to 2:30 p.m.

Mandatory Reporting of Child & Older Adult Abuse Training will continue to be offered in the afternoon on the 2nd Wednesday of the Month from 3:00 p.m. to 5:00 p.m.

THERE IS NO CHANGE IN THE REGISTRATION PROCESS. However, Staff Registrations must be completed by the Friday before Hospital Wide Orientation. If you have any questions regarding registration, please contact Camille Walters at Ext. #4-7394. ■

Nursing Notes

News and events around the Department of Nursing

Nursing Education Center News

*by Lou Ann Montgomery, PhD, RN, CCNS, CCRN
Director, Nursing Education*

Staff Enrichment Opportunities

Preceptor workshop: Thursday September 12, 2002. Session will be held from 0800–1230 in Ruppert Conference Room, 6612 JCP. Pre-register by calling to Nursing Education Center, 6-4304, or by E-mail (J. Weber–JLW553).

Time Management and Delegation: Thursday, September 19, 2002. Session will be held from 0800–1200 in Ruppert Conference Room, 6612 JCP. To pre-register, call the Nursing Education Center, 6-4304, or by E-mail, (J. Weber–JLW553).

Nursing Students: We were pleased to host the nursing students from the following colleges this spring semester for observations, clinical rotations, and preceptorships:

- University of Iowa College of Nursing
- Kirkwood Community College
- Workplace Learning Connection/Affiliated with Kirkwood Community College)
- Northeast Iowa Community College/Peosta and Calmar campuses
- Iowa Wesleyan College
- Coe College
- Mt. Mercy College
- Graceland College

- University of Iowa College of Public Health
- University of Phoenix
- Union College (Nebraska)

Many thanks to the nursing staff who facilitated experiences for these students.

NEC staff changes: The Nursing Education Center welcomes Connie Wilken, APN, on a full-time basis. In addition to teaching one-day orientation classes and several enrichment courses, Connie has assumed responsibility for the Flex Start orientation classes for traveler and agency staff. ■

Second Clinical Nursing Leadership Development Academy (CNLDA) Cohort Graduates

*by Lou Ann Montgomery, PhD, RN, CCNS, CCRN
Director, Nursing Education*

A second cohort of participants graduated from the Clinical Nursing Leadership Development Academy (CNLDA). The Academy is co-sponsored by the Department of Nursing Services and Patient Care and the University of Iowa College of Nursing with support from UIHC Administration.

The program ran on seven different Fridays between January 11–April 19, 2002, on the Oakdale Campus. Twenty-five nursing leaders were graduated in the second cohort: Judy Anderson-Bruner, Fred Arnold, Sharon Baumler, Deb Bohlken, Cheryl Bombei, Cynthia Dahnke, Kathleen Fawcett, Jennifer Franzwa, Melissa Gross, Pam Group, Jackie

Heinle, Cathy Hruska, Suz Kaprich, Carol Flansburg, Kathy Mobley, Mary Nace, Peggy O’Neill, Rhonda Roeder, Tammy Sebolt, Teresa Shuff, Ray Small, Anne Smith, Diane Smith, Don Swanson, and Suzanne Whatley. The next academy will be held in Fall 2002. Applications will be available in mid-May. ■

Staff Recognition

Recognizing the outstanding achievements of Department of Nursing staff

ABOVE AND BEYOND THE CALL OF DUTY

The following Department of Nursing staff have been recognized by patients and/or peers for their contributions to outstanding patient care:

8JC Staff (12/15–16/01) MSI/BURN	Jennifer Carpe	NRS/HR	Monte Brummer	POD/Team1	
Alice Curtis	ISS/6JCW	Jennifer Oviatt	MSI/2JPE	Nancy Fick	NRS/HR
Amanda Soldwisch	ISS/6JCW	Jeromy Vance	ISS/MDCAR	Nancy Sandstrom	POD/Team4
Anita Hemingway	MSI/2RCW	Jessica Bill	PPOD/Team3	Neil Dodgen	ISS/SICGS
Ann Bockelman	ISS/SICGS	Jessica Kardon	MSI/2JPW	Oneth Lovetinsky	MSI/1JPW
Anne Haugen	CWS/DR	Jessica Klien	ISS/NSURG2	Pat Doser	MSII/ETC/AIRCARE
Anne Troyer	POD/Team1	James Blayer	POD/Team1	Pat Moore	ISS/SICTV
Arlene Klesner	CWS/INSY	Joey Johnson	MSII/HOP	Patricia E. Jones	MSI/SNU
Barbara Bezoni	MSII/MedCI	John Blair	ISS/MSCU	Patricia Wolf	POD/Team 3
Barbara Kiene	MSI/3JPW	Julie Borneman	POD/Team2	Paula Rediger	MSI/3JPW
Becky Medhurst	ISS/MSCU	Kathryn Thomas	ISS/CVICU	Rebecca Dykstra	ISS/NSUR2
Bev Folkedahl	MSI/Enter	Kathy Kaska	MSI/BURN	Rebecca Medhurst	ISS/MSCU
Bill Mausser	ISS/SICU	Kathy McKay	MSII/ORTCL	Richard Kendzora	MSI/1 JPW
Bina Querrey	POD/Team7	Kevin Light	MSII/ETC/AIRCARE	Ruth Elmore	POD/Team1
Bob Zeman	ISS/SICGS	Kim Kuennan	MSI/3JPE	Sam Thibodeaux	ISS/SICGS
Bonnie Radcliffe	ISS/SICGS	Kim Mast	MSI/SNU	Sara Stanerson	MSI/4JPE
Brenda Vittetoe	MSII/HMWAS	Kimberly Tritz	CWS/INFTR	Sara Uelze	POD/Team1
Brenda Walters	CWS/PICU	Laura Cullen	CNO/RSRCH	Sedeta Pepic	CWS/FCMC
Carol Werner	POD/SNU	Laurie Kopp	ISS/SICGS	Shirley Heefner	CWS/OBGCL
Carolyn Elliott	POD/Team 2	Laurie Stallman	MSI/4JPE	Stacia Fruehling	CWS/PDCAR
Chris Santis	MSI/8JCP	Lee Westendorf	ISS/NSUR2	Stephanie Eckles	ISS/NSUR2
Cynthia Larew	ISS/CVICU	Linda Davis	ISS/MSCU	Steve McCullough	MSII/HOP
Cynthia Heaton	MSI/7JCW	Lisa Austin	ISS/MSCU	Sue Olson	POD/Team1
Dana Ralfs	MSI/BURN	Lisa Simpson	CWS/INFTR	Susan Adamson	MSII/DXRAD
Danette Gingerich	CWS/DR	Lisa Waite	MSI/3JPW	Susie Kerr	POD/Team4
Dave Roe	CWS/FCMC	Lori Taghon	MSI/SNU	Tami Kaufman	MSII/HOP
David Barloon	MSI/CDS	Lyn Forbes	MSI/BURN	Tammy Sebolt	MSI/GISURG
David Spicknall	ISS/SICTV	Lynn Forbes	MSI/BURN	Teresa Hatfield	MSII/8JCP
Dennia Kelsey	MSI/3JPE	Lynn Volkl	POD/Team1	Teresa Shuff	POD/Team 1
Derek Fortin	ISS/SICGS	Marita Titler	CNO/RSRCH	Teresa Swift	MSII/HMWAS
Diane Miller	POD/Team4	Martha Shaw	MSI/1 JPW	Terry Logsdon	POD/Team5
Donna Kelley	ISS/SICU	Mary Bartley	MSI (CDD)	Tess Kingdom	ISS/MDCAR
Dorea Sathern	ISS/MICU	Mary Ann Miller	MSI/SNU	Tom Flaherty	POD/Team4
Dorothy McVay	POD/Team1	Mary Schantz	ISS/SICNS	Toni Mueller	MSI/SNU
Regina Johnson	ISS/SICGS	Mary Snyder	POD/Team1	Tonya Farmer	ISS/IPCU
IPCU Staff	ISS/IPCU	Mary Yoder	POD/Team1	Tonya Konigsmark	ISS/SICNS
Jackie Bienlien	ISS/SICGS	Mercedes Carrasquillo	MSI/4JPE	Victoria Ritchie	POD/Team 2
Jaime Sherman	MSI/BURN	Michelle Selch	POD/Team 5	Wendy Gerard	ISS/MSCU
Jeff Jarding	ISS/SICGS	Michelle Vascik	CWS/FCMC		

Staff Achievements

APPOINTMENTS

Cheryl Schnell, RN appointed Interim Nurse Manager, IPCU

Cheryl Bombei, RN appointed Interim Nurse Manager, MICU

Kent Ambler, RN appointed Interim Nurse Manager, CVICU

Kim Lopez, RN appointed Interim Assistant Nurse Manager, CVICU

Anna Beadle, RN, BSN appointed to Assistant Nurse Manager, ETC.

Sara Swisher, RN (Palliative Care) has been appointed as the Oncology Nursing Society (ONS) State Health Policy Liaison for the State of Iowa. This position will assist the OS in building an infrastructure to focus on ONS health policy advocacy activities at the State level.

Lou Ann Montgomery, PhD, RN, Director, Nursing Education (CNO) Continuing appointment as manuscript reviewer for American Journal of Critical Care. Dr. Montgomery was also appointed for 2002–03 to the following American Association of Critical Care Nurses (AACN) committees: Continuing education article review panel; Neonatal Critical Care RN (CCRN) appeal panel; and Critical Care Clinical Nurse Specialist (CCNS) appeals panel.

Connie Wilken, APN (CNO) appointed full time to Nursing Education Center–Education APN for special projects and Flex Start orientation 4/1/02.

Sandra Kaepf, 50% Project Assistant (Nursing Finance) Sandra joined the Dept. of Nursing on April 1st, she brings with her a wealth of knowledge related to billing/coding for medical charges. Sandra and her family recently moved to Iowa City from Vandalia, IL. Please extend a warm welcome to Sandra as she adapts to her role in Nursing Finance.

Victoria Steelman, PhD, RN, APN (ISS/SNU) was recommended for the Association of Perioperative Nurses Practices Committee, also was appointed on the Association of Perioperative Nurses Bloodborne Pathogen Taskforce and to the Mölnlycke Nurse Advisory Panel.

CERTIFICATIONS

Cindy Dawson, NM Oto/Oral Surg Clinics, **Helen Stegall, ANM** (Oto/Oral Surg Clinics), **Meg Colwill, Nurse Clinician** (Oto Clinic), **Teresa Baker, RN** (Oto Clinic) and **Ruth Nielsen, RN** (Oto Clinic) were recertified as Certified Otorhinolaryngology Nurses (CORLN).

Deb Bohlken, NM (4 JPE/W) recertified as an Oncology Certified Nurse (OCN).

Cathy Hruska, ANM (4 JPW) successfully completed the certification exam to be an OCN.

Nancy Tott, STN (4SE) and **Lance Riehl, NA** (4SE) received a Crisis Prevention Institute Certification.

Kaye Schmidt, NM (PSC) recertified as Certified Pediatric Oncology nurse (CPON) Fall, 2001

DEGREES

Pam Uhrich, RN (PACU) received her MSN, University of Iowa.

Ellen Cram, Assoc. Director, Clinical Services (ISS) received her PhD, Nursing Administration at The University of Iowa in May, 2002.

Mary Ann Miller, NM, (CDS) completed her MSN from the University of Iowa College of Nursing December 21, 2001.

HONORS, AWARDS, AND GRANTS

Renee Gould, RN, APN (MS I) was awarded a scholarship from the University of Iowa Office of Staff Development and Training to attend "Shortcuts to Creating and Maintaining Organized Files and Records" on February 5, 2002.

Renee was also chosen to serve on the UIHC Novation Needles and Syringe Task Force. Meetings will be held in Dallas, Texas and conference calls will be held at UIHC.

Julie Cayler, NM (4RCE) received the U of I Staff Development Award to attend "Coaching/Mentoring/Team Building," October 2001.

Deb Bohlken, NM (4 JPE/W) received a Professional Development Award to attend "Real World Solutions for Dealing with Bad Attitudes in the Workplace," a leadership CEU, Spring 2002.

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(Honors, Awards, and Grants continued)

- Linda Abbott, RN, MSN, AOCN (MS I)** has been elected as one of the two new "Directors-at-Large" for the National Oncology Nursing Society.
- Suzanne Harney-Wright, RN (4 RCE)** submitted the slogan "It's germicidal not dermicidal" and was awarded the winning slogan honors for the Hand Hygiene Contest. 4 RCE won an all shift pizza party and photos of 4 RCE staff will be used on posters through UIHC.
- Jackie Heinle, NM (8 JCP)** received an "Improving Our Workplace Award" (IOWA) for her assistance and leadership with the "Oxygen Regulator Inventory Management Value Analysis Team," November 2001.
- Renee Gould, APN (MS I)** was appointed as a member of the "IOWA" committee. The purpose of this committee is to review "IOWA" nominations and assist with selecting winners.
- Lou Ann Montgomery, PhD, RN, Director, Nursing Education (CNO)** was elected President-Elect of the Sigma Theta Tau Gamma chapter.
- Jackie Heinle, NM (8 JCP)** and Dr. L. Wibbenmeyer obtained a \$1,000.00 CMN Grant to produce a video to show children what to expect when they are patients on 8 JCP. The video is completed.
- The Evidence-Based Practice Award** was presented to six UIHC staff nurses in recognition for their completion of the first Evidence-Based Practice Internship: **Ronda Drahozal, BSN, RN (ISS/MICU)**; **Jane Greiner, BSN, RN (ISS/MICU)**; **Melissa Lehan-Mackin, BSN, RN (SON/3JPE)**; **Karen Redus, BSN, RN (MS II/4SE)**; **Natalie Van Waning, BSN, RN (CWS/NICU)**; and **Diane Madsen, RN (MS I/7JCE)**.
- Cindy Dawson, NM (Oto/Oral Surgery Clinics)** was elected to the Board of Directors for the Society of Otorhinolaryngology–Head and Neck Nurses, Inc. (SOHN) for 2002–2004. Cindy attended the SOHN Board of Directors mid-winter meeting in Philadelphia, Pennsylvania January 11, 2002.
- Renee Gould, APN (MS I)** has been nominated to represent the UIHC on a National Novation Task Force to review needles and syringes. If selected by Novation, she will attend a two-day meeting in Dallas, TX and participate in conference calls.

NATIONAL RECOGNITION

At the 25th Annual Fall meeting of the SOHN, September 7–11, 2001 the Iowa Heartland Regional Chapter of SOHN was recognized for its five-year anniversary and was given the "Chapter Excellence" award. This award was presented for outstanding efforts in providing nursing education, community service, publications, leadership events, and membership initiatives during the past years. A monetary award was given to the chapter.

PRESENTATIONS

- Charmaine Kleiber, APN** "Inclusion of Children in Research: Theoretical and Methodological Challenges." Midwest Nursing Research Society, Chicago, IL, March 1, 2002.
- Kaye Schmidt, NM (PSC)** "Pediatric Pain Management" Perianesthesia CEU, Iowa City, March 23, 2002.
- Renee Gould, APN (MS I)** presented "Smoking Cessation" to the Mercy Cancer Center, Cedar Rapids on February 20, 2002, and will present the same topic at the 2002 Spring Office Nurse Conference in Iowa City, April 3, 2002.
- Poster presentations: **Julie Cayler, NM (4 RCE)** presented "Continuous IV Insulin Guideline: Adult" and **Cheri Vahl, APN (MS I)** presented "Implementation and Evolution of a Palliative Care Consult Service and Inpatient Unit" at the Fall Iowa Organization of Nurse Leaders (IONL) meeting in Des Moines September 12, 2001.
- Ellen Cram, AD (ISS)** and **Lynn Kurth** presented "Recruitment and Retention: Studies of two strategies; OR Specialty Teams and Manager Emotional Intelligence" at the AORN National Congress in Anaheim, CA, April 21, 2002.
- Mary Schmitt, RN, BSN (SICU)** presented "Evidence Based Practice: Web Based Education for Pain Management" at the Midwest Nursing Research Society annual meeting in Chicago, IL, March 4, 2002.
- Jane Greiner, RN, BSN (MICU)** presented Sedation Management: Mechanically Ventilated Patient at the 9th Annual Research Utilization Conference, April 21, 2002, Clarion Hotel, Coralville, Iowa.
- Kaye Schmidt, NM (PSC)** presented "Pediatric Pain Management" at Perianesthesia CEU sponsored by the UIHC Dept. of Nursing, March 23, 2002.
- Aleta Porcella, MSN, APN, (Nursing Informatics)** presented Nursing Outcomes Classification Across a Surgical Care Episode at the NANDA, NIC, NOC 2002 Conference in Chicago April 12, 2002.
- Lou Ann Montgomery, PhD, RN, Director, Nursing Education (CNO)** presented "Ethical Issues Affecting Nursing Leadership Today" to UI College of Nursing/Nursing Administration students, April 22, 2002. (continued)

Victoria Steelman, PhD, RN, APN (OR/SNU) presented "Unsolved Mysteries: The OR Files" at the AORN Congress, Anaheim, CA April 24, and "Bioterrorism: Implications for Anesthetists" and "Prevention of Sharps Injuries" at the American Association of Nurse Anesthetists, Des Moines, IA, April 12, 2002.

PROMOTIONS

Aleta Porcella, MSN, ONC (Nursing Informatics) was promoted from Nurse Clinician, Specialist to Advanced Practice Nurse, Informatics effective February 2002

Melissa Gambrell, STN (4W) to ARNP, Special Care Nurseries, January 2002

Jennifer Sleiter, STN (4W) to ARNP, Special Care Nurseries, March 2002

PUBLICATIONS

Connie S. Webb, RN, BA, BSN, ONC (Ophthalmology Clinic) Osteoporosis: Important knowledge for the ophthalmic healthcare provider, INSIGHT The Journal of the American Society of Ophthalmic Registered Nurses, Vol XXVII, No. 1, pp. 15-19.

Charmaine Kleiber, APN (CWS), Sorenson, M., Whiteside, K., Gronstal, B.A., and Tannous, R. (Accepted). Topical Anesthetics for IV Insertion in Children: A Randomized Equivalency Study. Pediatrics

Lynn Fisher, RN (Urology Clinic) Fisher, L. (2002). Genetic mutation as a cause of male infertility in two brothers. Urologic Nursing, 22(2), 112, 123.

Kacey Hicklin, RN (ETC) Hicklin, K. (2002). Lessons learned: Adult urine incontinence protective wear. Urologic Nursing, 22(2), 129-131.

Victoria Steelman, PhD, RN, APN (OR/SNU) Research Review: Mathematical modeling to define optimum operating room staff needs for trauma centers. AORN Journal, December, 2002.

COMMUNITY OUTREACH

Jackie Heinle, NM (8JCP) presented "Emergency Care and Triage of the Adult and Pediatric Burn Victim" to the following outreach areas:

January 5, 2002: Code 1 EMS Update, Davenport, IA

January 31, 2002: Paramedic Lecture, EMSLRC, UIHC

February 16, 2002: EMS Update, Boone, IA

February 27, 2002: Jessup Fire Department, Jessup, IA

March 2, 2002: EMS Update, Des Moines, IA

March 15, 2002: Paramedic Lecture, EMSLRC, UIHC

March 23, 2002: Keosauqua Memorial Day, Keosauqua, IA

March 25, 2002: BiCounty Ambulance, Dyersville, IA

In addition, she presented "Burn Care Management" on March 11, 2002, at the Senior Nursing Student Program, Iowa Wesleyan College, Mount Pleasant, IA.

Carrie Krumholz, RN (3JPE) is running in the Leukemia Society Marathon in San Diego in June. She is running in honor of a patient and friend.

NATIONAL MEETINGS ATTENDED

Deb Starr, NCS (Rheumatology Clinic) was selected to attend an Immune-Mediated Inflammatory Disorders Nurse Advisory Board meeting May 3rd in Scottsdale, Arizona.

Lynn Calvert, RN (Ortho CI) and **Katy Carlson, RN** (Ortho CI) attended a Complete Foot Care Course in Charlotte, North Carolina 4/26-4/28/2002.

Cindy Dawson, NM (Oto/Oral Surgery Clinics), **Helen Stegall, ANM** (Oto/Oral Surgery Clinics), **Ruth Nielsen, RN** (Oto Clinic) attended the 25th Annual Meeting of the SOHN; September 7-11, 2001 in Denver, Colorado. Cindy and Ruth presented a poster, "Development of a Standard Protocol for High Level Disinfection." **Cheri Vahl, APN** (Palliative Care) and **Linda Abbott, APN** (MS I) were selected to attend the ONS/ONS Foundation "Prism: A Different Dimension." This was a two-day education course held October 20th and 21st, 2001 in Newport Beach, California.

(continued)

(national meetings continued)

Jane Utech, NM (CCCC), **Pat Schwickerath**, ANM (CCCC), **Sherry Ewers**, RN (CCCC), **Rosemary Noyes**, RN (CCCC), **Sharonlee Wagner**, RN (CCCC), **Jan Weatherford**, RN (CCCC), **Wendee Yoder**, RN (CCCC), **Marcia Hahn**, RN, **Sara Reusswig**, RN, **Kristin Varner**, RN, **Carrie Krumholz**, RN, and **Melissa Lehan-Mackin**, RN, all from the Holden Comprehensive Cancer Center, attended the Fall ONS Conference "Institute of Learning" in St. Louis, MO, November 9–11, 2001. Dr. Weiner, Director of the Holden Comprehensive Cancer Center, funded a recruitment booth at the trade show. **Joelle Jensen**, Associate Director (MS I), Ted Yank, HCCC Administrator, and **LeAnn Tatman**, (NHR), assisted in the recruitment booth.

Diane Madsen, RN (7 JCE) and **Tammy Sebolt**, NM (7 JCE) attended the "Midwest Nursing Research Society" conference March 1–4, 2002 in Chicago, IL. Diane's evidence-based project "GI Surgery Motility: Frequency of Post GI Surgery Bowel Sounds Assessment" was presented.

OTHER

Jackie Heinle, NM (8 JCP) is a member of a statewide planning committee, chaired by Dr. JoAnne McCloskey-Dochterman, College of Nursing, to plan a three-day "Institute for Nurse Managers" to be held in September/October 2002.

Barbara J Wagner, RN (OR/BLK7) is President of the Iowa Society of Peri-anesthesia Nurses (ISPAN), National committee member, Membership marketing and Education Provider for ASPAN (American Society of Peri-Anesthesia Nurses).

PACU presented a regional nursing conference on March 23 "Peri-anesthesia Nursing 2002."

Planning committee members: **Cindi Dahnke** RN, **Pat Troyer** RN, **Kelly Ernst** RN and **Gail O'Donnell** RN.

Anna Beadle, NS (MS II), **Barb Kabela**, NM (HMADM), **Helen Rittenmeyer**, NM (Urol CI), **Barbara Schuessler**, NM (ETC), and **Carol Strabala**, ANM (Ortho) graduated from the Fall 2001 CNLDA.

Fred Arnold, NM (HOP), **Pam Group**, NM (MS II), **Suz Kaprich**, NM (DXRAD), **Mary Nace**, NM (ORTCL), and **Peggy O'Neill**, NM (Med CI) graduated from the Fall 2002 CNLDA.

Rhonda Roeder, RN, NM (ABMT), **Deb Bohlken**, RN, NM (4 JPE/W), **Kim Sprenger**, RN, ANM (3 JPE), **Ami Gaarde**, RN, ANM (4 JPE), and **Peggy Folkmann**, RN, ANM (3 JPW) served as Leadership Preceptors–Northeast Iowa Community College; Calmar, Iowa: 2002 Spring Semester.

Janie Riffey, STN, (4WI) and **Sarah Lewin**, STN, (PICU) served as preceptors for two Coe College senior nursing students during the spring semester. The students were required to complete 280 clinical hours at UIHC.

RETIREMENTS

Nina Musick, RN, CARN (Chemical Dependency Services) retired January 25th, after a successful nursing career of approximately 30 years.

Mary Ann Miller, RN, CARN, MSN, NM (Chemical Dependency Services) retired March 1st, after a successful nursing career of 40 years.

TENURE RECOGNITION

Karen Marek Bacher, Program Assistant (CNO)–30 years of service

Nursing News Quarterly

Associate Director, UIHC, Department of Nursing Services and Patient Care: *Linda Q. Everett, PhD, RN, CNAA*

Editor: *Tim Walker*

Staff Recognition Editor: *Judy Costas*

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Please send your comments, questions, and ideas for stories to *Tim Walker, Central Nursing Office, T-106 GH*.

Please send Staff Recognition items to *Judy Costas, Central Nursing Office, T-100 GH*.