In looking back over the past year, a single word springs to mind—change. WellSpan Nursing has been part of a powerful wave of change sweeping through our organization. It is transforming not only our daily work environment, but the very essence of how we care for patients. Through it all, you have maintained the highest standards of nursing, and for that we salute you.

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Technology has been the most apparent source of change in recent years. The arrival of Care Communication in both hospitals has made information more accessible, changing the way we collaborate with each other as health care professionals. Yet Care Communication is just the beginning. New applications such as CareAware® in our EDs and ICUs, and iAware™, which is being piloted in York Hospital’s Medical/Surgical ICU, promise greater connectivity among patient care devices, and even better access to information. Through an Alpha partnership with Cerner Corporation and Hospira, we are pioneering the latest advances in “smart” infusion pumps, which will result in unparalleled patient safety and nursing efficiency.

The very nature of care delivery is changing. Relationship-based care (RBC) has already proven itself the model of the future. Patients report greater trust and confidence in their caregivers, while nurses report a more rewarding work environment. We look forward to implementing the final phase of RBC implementation at York Hospital, and the model’s ongoing evolution at Gettysburg Hospital.

Both hospitals are currently participating in the Robert Wood Johnson Foundation’s “Transforming Care at the Bedside” (TCAB) initiative, which recognizes that the best innovations in patient care stem from the people who perform that care every day. The TCAB initiative offers acute care nurses the opportunity to quickly put their ideas into action, and the results so far have been impressive.

Likewise, we have seen innovation from Gettysburg Hospital’s participation in the “Spiraling Upward for Nurse Retention & Quality Care” initiative. Funded by a grant from the federal Health Resources and Services Administration, it is enhancing teamwork, safety, and patient-centeredness in rural hospitals.

An array of smaller endeavors may not receive as much attention, but are no less important. Lately, so many of you have chosen to return to the classroom to obtain your professional certification or BSN degree. Over the past 12 months, many WellSpan nurses have given oral or poster presentations at regional and national conferences, and contributed to research and the body of nursing knowledge by publishing in professional nursing journals. Last year, our health system became a founding member of the South Central Pennsylvania Evidence-Based Practice/Nursing Research Consortium. Meanwhile, our best practices have drawn dozens of consultation requests from other hospitals hoping to learn from us and replicate our success. Each of these scholarly efforts contributes to the body of knowledge in nursing.

Finally, we would like to acknowledge your steadfast dedication during those changes that were beyond anyone’s control. From the threat of H1N1 to the crippling effects of this year’s blizzards, from uncertain economic conditions to a patient population stricken with chronic illness, you have remained committed to raising the bar of excellence in patient care. You have filled us with pride, admiration, and deep respect. We dedicate this report to you with our sincere thanks and gratitude for another unforgettable year of compassion and excellence in caring for our community.

With warm regards,

Kris O’Shea, MSN, RN, NEA-BC
Clinical Transformation Officer
Chief Nursing Officer
Gettysburg Hospital

Valerie Hardy-Sprenkle, MPH, RN, NEA-BC, FACHE
Chief Nursing Officer
York Hospital
January 2009 – York Hospital opened 5 Main as a new medical unit

January 12, 2009 – York Hospital designated as Magnet Hospital -- unanimous decision by the National Commission on Magnet

February 2009 – Gettysburg and York Hospitals selected by Robert Wood Johnson as Cohort 2 “Transforming Care at the Bedside” hospitals

March 2009 – CareCom go-live is successful at York Hospital

March 2009 – York Hospital opened their 19th operating room

April 2009 – Gettysburg Hospital introduced a revitalized multidisciplinary rounds process, designed to better “tell the story” for inpatients and develop the plan of care

April 2009 – Third annual research day co-sponsored by WellSpan Nursing, York College of PA, Memorial Hospital and Eta Eta Chapter of Sigma Theta Tau at York College of PA. Over 160 RNs attended this exciting event.

April 2009 – York Hospital’s Surgical Transitional Care Unit won the “Best Team Award” for “Best in Initiative” in Advance for Nurses

April 2009 – York Hospital became Excelsior exam site for LPNs completing their RN

May 2009 – Began a journey to connect medical devices to the electronic record in ICU’s to reduce the burden of frequent documentation.

May 2009 – Gettysburg and York Hospitals become charter members of the South Central Pennsylvania Evidence-Based Practice/Nursing Research Consortium
**May 2009**  - Gettysburg Hospital opens the WellSpan Surgical Center uniting the WellSpan Endo Center and Outpatient Surgical Center

**June 2009**  - Advance for Nurses features the York Hospital’s Evidence Based Practice/Nursing Research Fellows Program on the cover

**June 2009**  - Opening of York Hospital’s first vascular lab

**Sept 2009**  - Kris O’Shea, RN, MS named WellSpan Clinical Transformation Officer

**September 2009**  - Gettysburg Hospital hires Jaime Lilie, MSN, RN as the hospital’s first clinical nurse specialist

**October 2009**  - York Hospital receives official recognition as a Magnet Designated Hospital at the National Magnet Conference in Louisville, Kentucky

**October 2009**  - York Hospital achieves Level 1 Trauma Accreditation

**November 2009**  - Gettysburg Hospital wins VHA Apex Award for Patient Care Excellence

**November 2009**  - York and Gettysburg Hospital staff and leaders initiate work “Transforming Care at the Bedside” by attending TCAB bootcamp

**December 2009**  - Gettysburg B2 opened as the Outpatient Services Unit, a nursing unit dedicated to the care of observation and outpatients

**Throughout the Year**

**Magnet mentoring**  - 18 hospitals hospitals from across the country have consulted with WellSpan nursing since Magnet designation

**Nursing clinical informatics mentoring**  - over a dozen hospitals from across the country have made site visits to WellSpan nursing units to see our electronic clinical documentation and monitoring systems

**York Hospital sponsors the third annual EBP/NR Fellowship**  - 2009 Fellows are Valerie Smeltzer, BSN, RN, CCRN from OHICU and Karen Dykstra, BSN, RN, CPAN from PACU

**Ninety-seven WellSpan nurses** presented 40 professional posters at either regional, state or national nursing conferences

**Fifteen WellSpan nurses** gave 12 oral presentations at either regional, state, national or international nursing conferences

** Eleven WellSpan nurses** published articles in peer reviewed nursing publications

**One WellSpan nurse** published a book chapter in a national textbook
The health care landscape is evolving more rapidly than ever. In this fast-paced environment, WellSpan is constantly compared with our peers. We welcome these comparisons, since they have always highlighted your unsurpassed excellence in nursing and patient care.

As we all know, our current and past achievements offer no guarantee of future success. We must constantly strive to grow and become better. Industry benchmarks and patient expectations are advancing, and health care reform promises to only quicken the pace. Those hospitals lacking a culture of continual improvement are doomed to mediocrity. As health care professionals, we owe it to our patients, our community, and ourselves to continually move forward.

You are the foundation for change. By far, nurses represent the largest segment of the WellSpan workforce, and have the greatest impact on our quality of care. For any improvement initiative to succeed, nurse champions must first step forward and lead it. Many powerful tools exist—robust new technologies, groundbreaking care delivery models, and proven methods for reducing waste and inefficiency. Yet these tools are worthless without you and your clinical expertise.

You have always embraced the challenge, effectively adapting and implementing new concepts while still meeting the daily demands of extraordinary patient care. At the same time, you have labored tirelessly to enhance your own skills and those of your colleagues. As demonstrated in this report and elsewhere, the WellSpan name is associated with a growing body of education and research, benefiting the health care community at large.

We congratulate you on your accomplishments, and urge you to never stop leading, growing, adapting, and empowering yourself and others.

Kevin Mosser, M.D.
President, Gettysburg Hospital
Senior Vice President, WellSpan Health

Richard Seim
President, York Hospital
Senior Vice President, WellSpan Health
Remembering Debbie Lookingbill

York Hospital Nursing lost a beloved leader in December 2009 when Debbie Lookingbill, RN, passed away from a sudden illness. As clinical director of the Surgical Service Line, Debbie led by example. Her career at York Hospital spanned 39 consecutive, full-time years, and was defined by her complete and unwavering dedication and focus on patient care.

Debbie graduated from the York Hospital School of Nursing in 1970, immediately joining the hospital staff afterward. She developed clinical expertise in trauma-surgical intensive care, and became the Surgical Service Line’s first clinical director upon its inception in the mid-1990s. As a leader, Debbie offered unsurpassed support to her coworkers. She also understood and promoted the value of shared decision-making long before it was formalized in 2002.

“Debbie was a trailblazer at ensuring her staff had a “voice” and were involved in making decisions about their practice,” noted Valerie Hardy-Sprenkle, chief nursing officer. “Additionally, she was always there to help her staff celebrate the great times in their lives, and to listen when the times were difficult.”

Yet it was her total commitment to patients that truly made Debbie special.

“Trauma patients often have special needs, sometimes needing something out of the ordinary, and Debbie was always encouraging the nursing staff to give them what they needed,” said Hardy-Sprenkle. “It may be bringing in their dog or cat, visiting with a great-grandchild, or providing flexible visiting hours when the patient needed it.”

In her memory, York Hospital created the Deborah K. Lookingbill “Patient First” Award. It honors an individual or team who best exemplifies Debbie’s lifelong commitment to the highest standard of patient-centered care, both professionally at York Hospital and within the community at large. The inaugural award was presented in May 2010 to the staff of York Hospital’s Trauma/Surgical ICU.

...it was her total commitment to patients that truly made Debbie special.
Mentoring is defined as the act of serving as a trusted counselor or teacher. During the past year, WellSpan acute care nurses from both York and Gettysburg Hospitals have mentored staff from more than two dozen other hospitals and health systems.

The mentoring events take a variety of forms, including conference calls, staff presentations, and site visits. They cover vital topics such as care delivery, shared decision-making, clinical ladder, evidence-based practice, and nursing research, as well as WellSpan nursing’s clinical informatics initiatives, and York Hospital’s Magnet journey.

Health care professionals from all across Pennsylvania, Maryland and Delaware have visited. “Essentially, they come to see what we’ve done because we have not only embedded best practices, but are shaping the future.” said chief nursing officer Valerie Hardy-Sprenkle. She added that the lengthy list of institutions requesting WellSpan consultations includes a hospital in Kenya that is pursuing Magnet designation.

Michelle DeStefano, MPA, RN, NEA-BC, directs York Hospital’s Center for Nursing Excellence and Innovation. She explained that the health system’s deep commitment to shared decision-making (SDM) has generated many inquiries from other organizations. “We are dedicated to keeping the shared-decision-making structure vital, because we know that nurses are the voice that articulates professional practice,” she said.

DeStefano noted that WellSpan’s model of SDM is time-tested and mature, while other institutions are still in the early phases of implementation. “We have staff nurses chairing our coordinating council,” she pointed out. “In other organizations, it is typically still led by the chief nurse or another administrative leader.”
To Valerie Hardy-Sprenkle, the consultation requests offer further validation of WellSpan's excellence in nursing. "It’s a big deal because this is not just our local neighbors calling us for help," she said. "The word is getting around that we have a lot of best practices, are leaders in professional nursing practice and others are coming to see how we’ve been able to be so successful."

Nurses from across the country came to WellSpan to see the innovative clinical informatics programs and technology.

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Coordinating Council

Patricia Pollack, RN, BA has been a WellSpan employee for 16 years and is currently a palliative care consult nurse. She began her career in 1994 as a Patient Representative in the ED where she fell in love with the role and the responsibilities of the emergency nurse. Patti returned to college to obtain her nursing degree from HACC as she had already received her bachelor’s degree in journalism from Glassboro State. She incorporates her nursing and journalism degrees by serving as creator and editor-in-chief of ED Talk and co-editor of Nursing News. Patti is married and has four grown children.

Coordinating Council Accomplishments 2009-2010

- Launched new internal nursing website to integrate the professional nursing practice activities of the Hospital Shared Decision Making Councils, nursing policies, nursing newsletter on-line, hot topics and the nursing calendar of events
- Held annual educational session on Shared Decision Making with record attendance of nursing representatives from York and Gettysburg Hospitals. PSNA credits awarded for this class for the first time
- Developed a new quarterly report to identify key council goals, status and timelines to reach empirical outcomes
- Established bi-annual meetings between service line representatives and coordinating council chairs to strengthen our structure and improve communication
- Incorporated Blue Book Objectives and the nursing strategic plan into the nursing Shared Decision Making Council’s yearly agendas
- Served as a consultant and resource for Magnet and Shared Decision Making to St. Joseph’s Hospital and Greater Baltimore Medical Center, in Baltimore and Holy Spirit Hospital in Camp Hill, Pa
- Developed and distributed Shared Decision Making surveys to hospital, service line and unit representatives to evaluate and strengthen our governance model
- Provided oversight to the design & implementation of Relationship Based Care and new Magnet guidelines
- Reviewed and revised councils’ mission/vision statements
- Transitioned terms of chair and chair-elect from one to two years to enhance continuity of leadership
- Redefined the role of clinical director/advisor for Shared Decision Making responsibilities
- Approved a new representative from central resource team to join the Hospital Practice Council
**Education Council**

**Angela Calvert, RN, CCRN** has been a WellSpan employee for 17 years and is currently a clinical nurse III in the trauma surgical ICU. Angela began her WellSpan nursing career in 1993 on 5 South. She progressed to a clinical nurse III in 1998. Angie has worked in TSICU since 2000 and is certified as a CCRN as well as FCCS and ATCN. Angela is a recognized member of the AACN.

Angela chaired the TSICU Education Committee from Jan. 2007 to Jan. 2009. The committee's focus was nursing excellence and positive patient outcomes. She is currently on TSICU Recognition/Retention Committee. She also has dedicated two years to the SSL Panel as a representative. She currently serves on the hospital wide Organ/Tissue Procurement Committee. Angela was the Education Council chair for hospital-wide Shared Decision Making from July 2008 through July 2010.

**Education Council Accomplishments 2009-2010**

- Conducted a comprehensive annual nursing needs assessment
- Provided education based on the off-shift needs assessment (competencies, HELP team, CHF zones)
- Developed process for data collection for Magnet re-designation
- Converted the live session of “Professional Practice” (ANA Code of Ethics, ANA Staffing Principles, PA State Practice Act, overview of professional practice integrated with RBC and shared decision making, Caring Model, teamwork, assertiveness, delegation and lateral violence) into computer-based training
- Sponsored nursing grand rounds, with topics related to the annual nursing needs assessment
- Orchestrated activities recognizing National Nurse’s Week
- Consolidated central venous line education with new nurse employee orientation
- Developed policy ED-001 (Guidelines for effective partnership with student nurses and faculty at York Hospital sites) (Inpatient and Outpatient)
- Evaluated effectiveness of clinical practicum’s with participating educational affiliates
- Sponsored education fair with multiple colleges and universities
- Developed list of free CE links for non-WellSpan employees on external website

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**Structural Empowerment**

for staff interested in obtaining further education or degree (Drexel, Widener, York)

- Expanded the nursing web portal to include affiliated college's nursing programs, nursing grand rounds schedule, meeting minutes, sample of staff orientation notebook and primary RN checklist
Elizabeth A. Fisher, BS, BSN, RN, CCRN is a clinical nurse III in MSICU where she has worked for 19 years. She received her B.S. in chemistry from Gettysburg College in 1990 and her B.S. in nursing from The Johns Hopkins School of Nursing in 1991. Elizabeth has been active in MSICU on the following committees: Scheduling, Leadership, and Recruitment & Retention. She has provided education to staff as an ACLS Instructor, and in the form of in-services for new equipment and therapies. She has been a preceptor for many graduate nurses and new staff in MSICU over the course of 16 years. Elizabeth also enjoys precepting nursing students from York College and The Johns Hopkins School of Nursing. Elizabeth was the first recipient of the York Hospital EBP Fellowship in fall 2007. She serves as the chair of the Collaborative Research Day Planning Committee.

Evidence-Based Practice/Nursing Research Council Accomplishments 2009-2010

- Improved the EBP/Research Council’s approval responsibility for EBP and nursing research proposals
- Increased council member responsibility to report on unit or service line projects
- Completed two hospital wide EBP projects in the EBP Forum (Fall 2009 ~ “What are the best methods for promoting rest in hospitalized adult patients? Spring 2010 ~ “What are the best ways to promote physician – nurse collaboration on inpatient adult med-surg floors?”)
- Planned and sponsored Research Day 2010 in collaboration with York College Department of Nursing, Eta Eta Chapter of Sigma Theta Tau, Memorial Hospital, and Hanover Hospital
- Tracked EBP projects across service lines and achieved goal of one EBP project in each service line
- Increased representation of units on council by two nursing units
- Provided funding for two EBP Fellows ~ Valerie Smeltzer and Karen Dykstra
- Supported collaborative nursing activities between York Hospital, York College of PA and the South Central PA EBP Consortium
- Completed 14 Collaborative projects with YCP students and staff nurses from York Hospital
- Updated EBP/Research website
- Increased the number of local, regional, and national EBP and research presentations by York Hospital nurses by over 10 percent
- Increased the number of manuscript publications by York Hospital nurses by 10 percent
- Provided a venue for York Hospital staff making podium or poster presentations at conferences for internal dissemination of EBP
- Research initiatives every six months at EBP/Nursing Research Council. (This is called “Nursing Scholarship at York Hospital: Projects by your Peers”)
- Created a process for research at York Hospital that all staff can articulate (from PI to research)
- Tracked active nursing research projects with a goal of five per year
Leadership Council
Tracy Miller, MHA, BSN, RN

Tracy Miller, MHA, BSN, RN has been employed at WellSpan for 18 years. Initially working as a unit secretary, she took advantage of the educational opportunities at WellSpan and went back to school in the spring of 1995, completing a B.S. in nursing from York College. She then worked as a staff nurse and found great satisfaction in working with oncology patients. She spent the next several years learning the intricate detail of medical nursing and also growing as an individual.

In 2004, her aspirations were to move toward a management role and accepted a position of the nurse manager of the inpatient psychiatric unit. Her role as a nurse manager and the growth in nursing practice has allowed her to be part of such a wonderful transformation leading staff through Wave I of Relationship Based Care and primary nursing that enhanced a strong shared decision making structure on the BH unit.

In May 2008, she went back to school to pursue a M.S. degree at the University of Phoenix in health administration, graduating in May 2010. She was coauthor of a research article published in the May/June issues of Journal of American Psychiatric Nurses Association entitled “Clothes Encounter: Patient Perception of Nursing Attire in a Behavioral Health Unit”. Tracy is also a member of Pennsylvania Organization of Nurse Leaders.

Leadership Council
Accomplishments 2009-2010

- Set annual goals and divided them into six subgroups, identifying six sub-teams to develop, plan, and implements changes according to the measurable goals
- Increased nurse manager participation in the council; decision made to increase nurse manager membership to 50 percent per service line
- Increased membership to include a clinical nurse specialist and case management
- Established measurable goals in alignment with the nursing strategic plan focused on leadership development, professional development, succession planning, and RN workload
- Established a joint venture meeting with Gettysburg Leadership Council; meetings every six months and focus on leadership and team building.
- Continued quarterly report-out of service line NDNQI data and focused on best practice and barriers to success
- Restructured the mission and vision statement to include professional practice and leadership as core values
- Restructured retention and recruitment council with focus of council interviewing strategies and refinement of application to hire process
- Established measurable goals for RN certification; all units to have at least 20 percent ANCC recognized certification by July 2012
- Established a measurable goal of house wide RNs with BSN degrees to be 60 percent within a five year time period (2015)
- Identified core measures and regulatory requirements for each patient care area; plan established for inconsistent documentation of core measures in patient medical record to improve documentation benchmarks
- Revised and implemented nurse manager orientation
- Developed and approved RN preceptor book that will be used on all nursing units to orient new RN to the system and to understand professional practice
- Incorporated data from each council meeting into sources of evidence for magnet re-designation.

2010 ACUTE NURSING PROGRESS REPORT • EXCELLENCE IN NURSING AT WELSPAN HEALTH
Performance Improvement Council

Jodi Collins, RN, BSN has worked at York Hospital since 2004. She started as a nurse extern until she graduated from York College in 2005. She is currently working as a clinical nurse II on 6 South. She has been a member of her unit’s Performance Improvement committee since 2005, and started on the Shared Decision Making Performance Improvement Council in 2007 as a service line representative, taking over as chair in 2009. Jodi has been a volunteer for the flu clinics in York County.

Performance Improvement Council Accomplishments 2009-2010

- Created a sub-group to develop an educational program focused on various aspects of performance improvement for nursing staff to be implemented July 2010
- Implements unit bulletin boards to assure that council members are up to date and display data that is meaningful, translatable, understandable to all staff
- Created a sub-group focusing on assisting the outpatient areas in identifying two nurse-sensitive indicators to track
- Created a standardized action plan for restraint compliance
- Held performance improvement semi-annual presentations with 34 out of 36 units presenting and excellent attendance from staff
Practice Council

Megan L. Keeney, BS, BSN, RN, RRT has worked at WellSpan since 1999. She initially graduated with a B.S. in respiratory therapy from York College of Pennsylvania and worked in the pulmonary department and the pulmonary physiology lab. Within two years, Megan decided to return to nursing school and received her B.S. in nursing, also from York College, in 2003.

Megan currently works in the Medical Transitional Care Unit as a clinical III nurse. She quickly became involved in the shared decision making process at York Hospital and has been a member of the hospital-wide Practice Council since 2005. Megan is the current chair of Practice Council, as well as the current chair elect of Coordinating Council. She is a medical service line representative for the CPAP program, serving on the panel since 2007. Over the course of five years, Megan also has been a preceptor for many new graduates and new employees orienting to the unit.

In addition to her nursing career, Megan continues to work as a respiratory therapist at the outpatient pulmonary physiology lab. When a student in the respiratory therapy program, she volunteered at Camp Green Zone, a weeklong day camp devoted to asthmatic children. Since 2008, Megan is now a yearly instructor at Camp Green Zone.

Practice Council Accomplishments 2009-2010

- Formed a subgroup between York and Gettysburg Hospitals to standardize progress notes; recommendation made to write an evaluative summary and/or progress note every shift, defined as an eight- or 12-hour period
- Approved guidelines for and supported “Peer Case Review” hospital-wide; MS and Oncology SL are currently active in this endeavor
- Established accountabilities of service-line representatives for the Professional Practice Model (PPM) and Relationship-Based Care (RBC)
- On a monthly basis, each service line discussed implementation and progress of best practices, such as RN and MD rounding, for purposes of potential implementation hospital-wide
- Ensured Patient Satisfaction Action Plans were submitted quarterly for any nursing sensitive indicators (NSI’s) that are below “outperforming the mean” (March 2010 – Start Date)
- Continually reviewed over 350 active nursing policies, utilizing an evidence-based framework; developed and approved new policies for new equipment and/or procedures, including the PleurX catheter, insulin pump management and heart failure zones
- Revised “Ticket to Ride,” approved by the Patient Safety Committee, and standardized its use throughout the hospital
- Practice Council will review the YH PPM to evaluate its effectiveness on each unit. The “Operationalizing the Tenets” grid will be updated every June
- Formed a subgroup to analyze and improve hand-off communication within the hospital; Held Optivox system demonstration
- Collaborated with and supported various interdisciplinary departments, such as pharmacy, information technology and materials management, in ever-changing endeavors.

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2010 ACUTE NURSING PROGRESS REPORT • EXCELLENCE IN NURSING AT WELLSPAN HEALTH 15
Practice Council continued

- Implemented recommendations from an EBP project directed at promoting bed rest in patients, trialed on Tower 2
- Supported education of the patient transport staff, regarding the connection and titration of oxygen prior to patient transfers
- Investigated the possibility of disabling alarms to eliminate possible implications from occurring and meet current National Patient Safety Goals.
- Established recommendations to encourage and support that all CNIIIs attain a specialty certification

Education Council

Vickie Myers, R.N. has been a nurse for 30 years and has worked at Gettysburg Hospital for 20 years. She has worked in many areas of the hospital including the ER, ACU, as a float nurse on the med surg floors. She is currently working in the OR as clinical nurse III. Vickie has been a member of the hospital-wide education council since the beginning of our councilor structure. She was employee of the quarter last year and has been an active participant in the HRSA collaborative, Spiraling Upward. She is also a member of the local ambulance company and makes calls with a team at night.

Education Council Accomplishments 2009-2010

- Hosted Alan Carroll Lectureship in November 2009
- Attended joint meeting with York Hospital Education Council in December 2009
- Developed education policy
- Developed validator form
- Attended educators conference
- Toured Sim Lab at York Hospital
- Collaborated with CHF Heart Zone

- Collaborated with Toye Moore for CNA competency
- Shared appreciative inquiry stories

Structural Empowerment

Gettysburg Hospital Council Accomplishments
Leadership Council

Jayne Sorber, RN is the chair of Leadership Council and has been in the nursing profession for 30 years. She served for 27 years as an OB nurse, ten years as a lactation consultant and 20 years as a childbirth educator.

Leadership Council Accomplishments 2009-2010

- Held two joint meetings with York Hospital Leadership Council
- Discussed workplace violence
- Decided to pursue Relationship-Based Care model for CCU, ED, OB as A2 and B1 are involved in TCAB
- Continued involvement in the HRSA grant; reviewed survey results ~ discussion on action plans
- Discussed recommendations for Nurses Day activities
- Worked on Red Rule for accountabilities
- Shared appreciative inquiry stories
- Participated in capital budget; carrying out the Gettysburg Hospital operational plan
- Continued work on Shared Decision Making Journey
Performance Council
Lauren Cullison, RN, is a clinical nurse III who enjoys being a preceptor and charge nurse in Gettysburg Hospital’s PACU. She is a graduate of Clarion University and has enjoyed the opportunity to become more involved with hospital-wide issues through her leadership of PI council. She is active in the community with Meals-on-Wheels and church activities.

Performance Improvement Council Accomplishments 2009-2010
- Participated in HRSA grant to recruit and retain nurses
- Developed a portfolio for CCU on HRSA/TCAB and relationship-based care initiatives
- Participated and supported the use of a modified TCAB report model in CCU
- Supported and participated in the implementation of evidence based practice at the hospital wide PI council level
- VAP free for more than 2 years
- Currently have modified our practice to use mitts as an alternative to restraints for intubated patients in CCU
- Support coworker advancement on the clinical ladder
- Reviewing/auditing: infection control compliance, in-patient fall rates, scanning compliance, pain assessment, SCIP criteria, restraint use, critical values and CareCom issues
- Evaluate data collection in regards to STEEP/LEAN principles and blue book objectives
Practice Council

Glenda Heyser, RN, BSN, CEN, has worked at Gettysburg Hospital for 33 years, 30 of those years in the emergency department. She has also worked in medical/surgical unit, critical care, and cardiac rehab. She is currently working in the emergency room as clinical nurse III and is board certified in emergency nursing. Glenda is the chair of the hospital-wide and unit-based Practice Council. She is active in the Boy Scouts and Gettysburg Fire Department.

Practice Council Accomplishments 2009-2010

- Reviewed all nursing policies; new policies for skin breakdown and CHF Heart Zones
- Developed and implemented new protocols for the appropriate care and removal of an indwelling foley catheter in collaboration with infection control specialist
- Worked with Maxplus company, which reviewed and improved their manufacturing process to address issues with the IV power-extension tubing
- Supported infection control specialist in adopting hand hygiene foam throughout the hospital
- Collaborated with pharmacy regarding nursing concerns
- Collaborated with radiology for safe and appropriate transportation for fall precaution patients
- Collaborated with operating room and admissions to facilitate admission to floor from OR in the computer
- Participated in HRSA grant to recruit and retain nurses
- Instituted bedside report for shift change on medical/surgical units; trialed communication trees, shift huddles and communication boards
- Implemented the following new products: electric bariatric recliners; O2 carriers; hand hygiene foam; Sofcare cushions and mattresses; new universal wrist bands; peek-a-boo hand mitts (to protect patients); and Dignicare bowel system - CCU
Coordinating Council

Angela Johnston R.N., B.S.N.

has been a Gettysburg Hospital employee for over seven years. She currently serves as director of Nursing Operations overseeing the emergency department and outpatient services. During her career, Angela has worked in a variety of nursing settings including critical care, open heart ICU and emergency nursing. In addition, she has more than 17 years of leadership experience in a variety of environments. At Gettysburg Hospital, she was instrumental in leading the Shared Decision Making Design in the development of the model in 2002, and continues to support the Shared Decision Making Journey as chair of the Coordinating Council. She holds a B.S. in nursing degree from York College and plans to graduate with a M.B.A. from Frostburg University in December 2010.

Coordinating Council

Accomplishments 2009-2010

- Established a regular meeting schedule for Coordinating Council for 2010
- Reviewed and revised Shared Decision Making Councils guidelines and accountabilities
- Revised council membership rotation structure
- Designed and developed a nursing web portal
- Created a strategic action plan for enhancement of the Shared Decision Making journey
- Developed a strategy for SDM assessment and education for nurse managers and staff
Cutting-edge clinical informatics

Patient-care technology continues to make remarkable advances, and WellSpan remains in the vanguard of adapting technology to better serve its patients and their caregivers. This year saw the successful implementation of several clinical informatics projects, and the creation of a special vendor partnership that will enable the nurses of WellSpan to influence future technology design.

“We’ve done a number of things this year concerning patient safety, nursing efficiency, and innovation, all of them building toward not only giving nurses and physicians the information they need, but giving it to them in context,” said Sharon Muller, MSN, RN, coordinator of nursing informatics.

As examples, Muller pointed to the addition of Cerner Corporation’s CareAware® connectivity software in all WellSpan EDs and ICUs, and the piloting of iAware™ in York Hospital’s Medical/Surgical ICU. A comprehensive in-room dashboard displayed on a 32-inch monitor, iAware offers clinicians a wealth of information at a single glance.

“It provides immediate access to the patient’s data in an illustrative way,” explained Kris O’Shea, chief nursing officer and clinical transformation officer. “It is hundreds of points of data rendered in a picture. Nurses and physicians can get a quick, bird’s eye view of what’s going on with their patient.”

O’Shea noted that the unprecedented access to information provided by iAware and other applications is merely the beginning. Patient-safety devices, such as “smart” infusion pumps, will soon be extended across the entire health system. Smart pumps contain a built-in drug library, with hard and soft limits for each medication, so they cannot be accidentally programmed with an inappropriate dose.

Currently, WellSpan staff is working with Cerner to establish two-way communication between smart pumps and a patient’s electronic health record (EHR). Following barcode scanning of the patient, pump, and medication, the pump will access orders directly from the EHR, and automatically transmit data back to it. Nurses will oversee the entire process and verify data, but they will have fewer documentation duties. “Our strategy is to optimize staff’s time at the bedside, so that the nurse is not spending time constantly writing things down,” Kris O’Shea said.

The project is the first of its kind in the world, and the result of an Alpha partnership between WellSpan and Cerner. Feedback by WellSpan nurses will help shape the product’s final design. “The decisions we’re making with Cerner will ultimately benefit health care providers all around the world,” O’Shea said.
Evidence-Based Practice and Nursing Research

WellSpan is a founding member of the South Central Pennsylvania Evidence-Based Practice/Nursing Research Consortium. The group, which came together in early 2009, consists of health systems, educational institutions, and professional nursing organizations.

“It’s an effort to promote evidence-based practice and research throughout our region, and to serve as a bridge between hospitals and academic institutions,” said Dr. Linda Pugh, director of nursing research at York Hospital and a professor at York College. “We’ve had this huge outpouring of people in the region looking to get involved. Each meeting has gotten larger.”

Pugh explained that evidence-based practice, or EBP, is an effort to use the best available scientific and practical evidence to ensure positive patient outcomes. Studies show that it takes an average of 17 years for research to be translated into widespread practice. EBP supporters seek to reduce that delay through an emphasis on empirical evidence. Their hope is to break down barriers such as custom, ritual, and organizational inertia so that patients may benefit from new research sooner.

The consortium stretches across the following eight counties: Adams, Cumberland, Dauphin, Franklin, Lancaster, Lebanon, Perry, and York. Its members meet quarterly to promote a culture of EBP and provide mentoring and collaboration opportunities. The group is working to become an incubator for EBP throughout the region.

Jane Oyler, MSN, RN, director of career development at Gettysburg Hospital, serves on the consortium’s executive council. Valerie Hardy-Srenkle, chief nursing officer, represents York Hospital on the council along with Dr. Linda Pugh and Elizabeth Fisher, BS, BSN, RN, CCRN, Chair of York Hospital’s EBP/NR Council.

“The really neat thing about the consortium is that we’re out there talking about EBP to nursing
students,” Jane Oyler said. “So when they get out into practice they’ll already know what EBP is, and they’ll be looking for it.”

Oyler added that she is grateful for WellSpan’s ongoing commitment to EBP. York Hospital offers two EBP fellowships each year and supports an Evidence-Based Practice/Research Council. The council’s activities include basic research education, a journal club, and open research consultation sessions with Dr. Pugh. Gettysburg Hospital, meanwhile, has hosted a wide variety of EBP research projects and educational opportunities.

EBP Spotlight: Developing Forensic Evidence Guidelines

When trauma victims come in to the emergency department, nurses must not only be concerned with saving the patient’s life, but also with preserving forensic evidence. Forensics have long been an interest of Pete Eisert, BS, RN, SAN E-A, SAN E-P. Eisert is a staff nurse at the York Hospital NICU and a member of the hospital’s sexual assault forensic examiner (SAFE) team. In 2008, when Eisert was named to one of York Hospital’s two evidence-based practice fellowships, he immediately chose a project of developing guidelines for collecting forensic evidence.

Eisert and his colleagues reviewed more than two dozen pieces of literature on the subject. “All of the experts in these articles called for emergency departments to have forensic guidelines and policies in place, but none of the authors offered them,” he explained. “What sets our project apart is that we actually offer practical guidelines.”

So far the group has shared their findings via one local poster presentation, two state presentations and two national presentations, one national podium presentation, an article published in the spring 2010 issue of Critical Care Nursing Quarterly and the guidelines were published in Virginia Lynch’s 2nd Edition of Forensic Nursing Science textbook. Eisert said the experience has been extremely rewarding. “I had always been intimidated by the idea of getting involved in nursing research, but evidence-based practice bridges the gap between all those research articles and what we actually do at the bedside,” he said.

Team members: Peter J. Eisert, BS, RN, SAN E-A, SAN E-P; Kelli Eldredge, MSN, RN, CCRN, SAN E-A; Tami Hartlaub, BSN, RN, CEN; Emily Huggins, MHA, RN, SAN E-A, SAN E-P; Geneva Keirn, BSCJ, RN, SAN E-A; Patti O’Brien, RN, SAN E-A, SAN E-P; Heather Rozzi, MD, FAAEM, FACEP; Linda C. Pugh, PhD, RNC, FAAN; and Karen S. March, PhD, RN, CCRN, ACNS-BC

EBP Spotlight: Alternatives to Restraint for Ventilated Patients

Gettysburg Hospital’s Critical Care Unit had long used soft wrist-restraints to prevent ventilated patients from harming themselves through self-extubation. Last year, staff began exploring alternatives to the wrist restraints, hoping to allow patients a sense of freedom while still ensuring their safety.

“I couldn’t find any evidence in the literature that soft wrist restraints prevented self-extubation better than any other method,” said Susan Callahan, RN, BSN, CCRN, who led the project.

Callahan surveyed nearly 50 nurses, respiratory therapists, hospitalists, and surgeons to collect data on their practical experience with physical restraints. After analyzing the results, staff tested a variety of soft, no-grasp mitts. The unrestrained mitts allow patients to move freely, but without the
finger control that could lead to self-extubation.

“We went from using restraints 100 percent of the time down to almost zero in just a couple of months,” Susan Callahan said.

The project’s results appeared in Gettysburg Hospital’s professional development newsletter, plus the online newsletter of the PA State Nurses Association (PSNA), and as a poster presentation at WellSpan’s 2010 Quality Forum.

Study members: Susan Callahan, RN, BSN, CCRN, Beth Scarbrough, RN-BC, Tara Harshbarger, RN, BSN, Kriss Helman, RN, Joey Kuhn, RN, Jennifer Fernandes, RN, Courtney Spangler, RN, Sonya Hyde, RN, CCRN
Advances in care delivery

Acute care has undergone a revolution in recent years, with the implementation of innovative care delivery models across the country. The nurses of WellSpan remain at the forefront of this transformation, with steady progress in three important initiatives:

Transforming Care at the Bedside (TCAB) -

Funded by the Robert Wood Johnson Foundation, with technical support by the Institute for Healthcare Improvement and the American Organization of Nurse Executives, this initiative focuses on safe, reliable, patient-centered care in medical/surgical units. Reduced waste, increasing the nurse’s time spent at the bedside and better teamwork are considered integral components of this goal.

“The emphasis of TCAB is to tap into the ideas of staff nurses at the bedside, and get their thoughts on what would make care better,” said Cheryl Hale, RN, MSN, director of nursing inpatient operations at Gettysburg Hospital.

Both WellSpan hospitals joined the second wave of TCAB participants, with training in November 2009 and implementation in March 2010. At Gettysburg Hospital, Units A2 and B1 have integrated TCAB; so has York Hospital’s Tower Three.

Cheryl Hale said the process begins with staff brainstorming sessions called “snorkels.” Staff members then vote on which innovations they wish to pursue. Gettysburg’s first snorkel focused on reducing wasted time, steps, and resources.

“The A2 nurses decided to look at standardizing their vital signs equipment, and that innovation has done a great deal to save steps on that unit,” Hale explained. “The B1 nurses secured unused closet space in their patient rooms for placing frequently used supplies at the bedside, and that in turn has saved them a lot of steps.”

On Tower 3 at York Hospital, nurses have created an innovative “Patient Stars” program which indicates the mobility status and need for assistance for each patient. Not only has this program been successful for the nursing staff, but patients and their families look forward to seeing the patient’s progress from “red to yellow to green”. When the Tower 3 TCAB team presented this concept at the national TCAB conference in February, they were approached on site by 4 hospitals wanting more details so they could implement the program for their patients.

For better patient-centeredness, both units are trialing bedside rounding/reporting, in order to make patients and families part of the transition to a new caregiver. The move was so successful that other units in the hospital have begun adopting this practice.
Relationship-Based Care (RBC)

This patient centered nursing care delivery model will be fully integrated in all York Hospital acute care units by the spring of 2011. Waves of units have been adopting RBC over the past three years, with the final wave currently in training.

“Relationship-based care establishes a therapeutic relationship with patients and their families, with the primary nurse being central to the development of that relationship,” explained Michele DeStefano, MPA, RN, NEA-BC.

DeStefano said York Hospital has noted a strong correlation between RBC and improved NRC Picker scores. “We’ve found that the units which have implemented RBC are the highest performing units in terms of patient satisfaction, while those units that have been exposed to RBC and are going through the training have started to improve their patient satisfaction scores.”

Patients in RBC units report more confidence and trust in their nurses. They say the staff listened to their concerns, kept them informed, treated them courteously, and did everything possible to lessen their pain.

In addition to satisfied patients, nurses working under the RBC model have reported a better work environment. “Units are showing higher nurse satisfaction scores in RN-to-RN relationships, autonomy, and decision-making,” Michelle DeStefano said.

Gettysburg Hospital has adopted its own unique version of RBC, taking advantage of the model’s inherent flexibility. “Each implementation can be different, as long as it incorporates the guiding principles,” DeStefano said.

‘Spiraling Upward’

Last year, Gettysburg Hospital became one of just five rural Pennsylvania hospitals chosen to participate in the innovative “Spiraling Upward for Nurse Retention & Quality Care” project.

Funded by a grant from the Health Resources and Services Administration (HRSA), Spiraling Upward seeks to enhance the small-hospital work culture. “It’s about teamwork and building relationships with your colleagues,” Cheryl Hale said.

The three-year project will improve collaboration and communication among registered nurses and with other members of the health care team, and increase RN involvement in decisions about patient care.
Empirical Outcomes

BSI (Blood Stream Infection)

Both hospitals have seen reductions in Blood Stream Infection rates even in light of improvement in the national benchmark. Implementation of barrier precautions, utilization of the central line cart as well as a standardized check list have all contributed to this success. Insertion of the central line has now become a highly reliable process resulting in lower infection rates.

UTI (Urinary Tract Infection)

Reduction of device days, which subsequently result in Urinary Tract Infections, has been a major initiative across both hospitals. Protocols for foley utilization, daily assessment and documentation as to the indication for foley use have resulted in the significant decreases in UTIs as well as device days.
Pressure Ulcer

Both institutions continue to exhibit excellence in nursing care resulting in pressure ulcer rates significantly below the national NDNQI benchmark.

Falls with Injury

There has been focused attention on falls at both institutions via implementation of several interventions. At Gettysburg Hospital, the following have been implemented: safety huddles, individualized plans of care based on risk assessment, use of low bed to mitigate injury. At York Hospital, the Multidisciplinary Falls Task Force has demonstrated excellent success in reducing falls with injury. With the initiation of the TCAB initiative in October 2009, we anticipate there will be further reduction in patient falls with injury.
Patient Satisfaction

The clinical nursing staff has spent an enormous amount of time focusing on improving customer service and patient satisfaction. Initiatives have included completion of the 13 WellSpan Customer Service videos, implementation of GLATS (Greet, Look, Ask, Touch and Share), implementation of Relationship Based Care and unit specific action plans.

Several units are piloting bedside rounding, bedside report, hourly rounding as well as revised white boards in the patient’s room.

Professionalism - BSN

Gettysburg Hospital has partnered with Penn State Mont Alto to provide on-site RN to BSN courses. This partnership has resulted in a significant increase in BSN prepared RNs and currently has 21 students enrolled in BSN education.

York Hospital has been privileged to provide clinical practicums to BSN students from predominantly York and Messiah Colleges, and has enjoyed a BSN rate higher than the national average for several years.
Certification

Both hospitals are honored and privileged to have nursing professionals who are motivated to obtain certifications in their clinical or administrative specialty. We know that our quality metrics and outcomes are directly impacted by the certified nurses in our organizations. Both hospitals will continue to support and encourage RNs to become certified in their specialty.
2009-2010 Awards Achievements and Professional Accomplishments

2009 Clinical Ladder Advancements

**York Hospital**

**Behavioral Health Services**
- Ivandra Adams - CN 2
- Tebetha Artigiani - CN 2
- Melissa Grove - CN 2
- Jenna Tate - CN 2

**Cardiovascular Services**
- Marcia Adams - CN 3
- Teresa Clineburg - CN 2
- Renee Howard - CN 2
- Michelle Hantzicker - CN 2
- Dustin Matthews - CN 3
- Kim McCaughey - CN 3
- Jennifer Merrick - CN 2
- Porsche Runyon - CN 2
- Yvonne Seltzer - CN 3
- Allison Taylor - CN 2
- Patrice Wilson - CN 2

**Emergency Services**
- Gorman Fuhrman - CN 3
- Keith Jones - CN 2
- Lindsey Lehman - CN 2
- Vianca Ott - CN 3
- Jennifer Roberts - CN 2
- Cathy Weaver - CN 3
- Julie Wilson - CN 2

**Medical Services**
- Pamela Aument - CN 2
- Stacy Barnes - CN 3
- Lindsey Crouse - CN 2

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**Cardiovascular Services**

- Gorman Fuhrman - CN 3
- Keith Jones - CN 2
- Lindsey Lehman - CN 2
- Vianca Ott - CN 3
- Jennifer Roberts - CN 2
- Cathy Weaver - CN 3
- Julie Wilson - CN 2

**Behavioral Health Services**
- Ivandra Adams - CN 2
- Tebetha Artigiani - CN 2
- Melissa Grove - CN 2
- Jenna Tate - CN 2

**Cardiovascular Services**
- Marcia Adams - CN 3
- Teresa Clineburg - CN 2
- Renee Howard - CN 2
- Michelle Hantzicker - CN 2
- Dustin Matthews - CN 3
- Kim McCaughey - CN 3
- Jennifer Merrick - CN 2
- Porsche Runyon - CN 2
- Yvonne Seltzer - CN 3
- Allison Taylor - CN 2
- Patrice Wilson - CN 2

**Emergency Services**
- Gorman Fuhrman - CN 3
- Keith Jones - CN 2
- Lindsey Lehman - CN 2
- Vianca Ott - CN 3
- Jennifer Roberts - CN 2
- Cathy Weaver - CN 3
- Julie Wilson - CN 2

**Medical Services**
- Pamela Aument - CN 2
- Stacy Barnes - CN 3
- Lindsey Crouse - CN 2

**Note:** The list continues with names and titles for other services and hospitals.
2009 Awards

2009 York Hospital Excellence in Caring and Practice

EXCELLENCE AWARDS:

APN/CNS: Matthew Hendell
Pediatric Neurology

LPN: Christine Miller
Tower 2

Nurse Educator: Elizabeth Fisher
MSICU

Nurse Researcher: Peter Eisert
NICU

Nurse Leader: Patricia Bennett
5 Main

Nursing Assistant/Tech: Michelle Peashey
Tower 2

Preceptor/Mentor: Karen Gladfelter
Tower 2

RN-CNI: Julie Floyd
Emergency Medicine

RN-CNII: Heather McKinne
Tower 2

RN-CNIII: Joan Luce
Pediatrics

RN-New Graduate: Bridgette Gove
MSICU

Staff Nurse Leader: Jennifer Chivers
Tower 2

Unit Secretary: Ruth Shuey
6 Main

Community Service: Reda Willis
Trauma Services

Sharon G. Hardy
“Caring at the End of Life”: Lisa Smith
Tower 2

Interdisciplinary Collaboration: Palliative Care Department

Kitty Reisinger “Heart of Nursing”: Gladys Zinn
Palliative Care

Shared Decision Making: 6 Main

Charles T. Spurlock
“Care for the Caregiver”: Sue Witmyer
Care Management

PHYSICIAN AWARDS:

Collegial, Respectful Partner: Neonatology Associates of York

MD/RN Educator, Teacher: William “Tex” Landis, M.D.

MD/RN Research Award: Mike Goodstein, M.D.

2009 Gettysburg Hospital Spirit of Nursing Award Winners

Jane Oyler
Nursing Administration – Leader

Christine Cipairk
Medical/Surgical – RN

Jane Gladhill
Medical Surgical – LPN

Terri Hertz
Medical Surgical – NA

2009 Nightingale Nominees and Winner

Nancy K. Mann, MS, RN, PMHCNS-BC
2009 Nightingale Awards of Pennsylvania
Advanced Practice Nurse - Nominee/Finalist
Patient Safety
York Hospital
Judith Aburn – 5S
Stacy Balderston – NICU
Chere Beachtel – OHICU
Michele Brown – T4
Tara Horn – 5S
Leslie Johnston – Pediatrics
Cynthia Kauffman – T2
Nancy Lake – OR
Cortni McGinnis – OR
Richelle Narber – 5S
Lori Strickler – 5S
Lisa Swope – T2
Colleen Vaccaro – T4

York Hospital Evidence-Based Practice Fellowship
Amy Mong, BSN, RN – OR
Best Practices for Preventing Hypothermia during Surgery (Winter 2009)

Mary Myers, BSN, RN – SSU
Evidence-based Practice: Economic Feasibility and Patient Implications Related to Bag Baths Versus Traditional Baths (Spring 2009)

Valerie Smeltzer, BSN, RN, CCRN – OHICU
Does a TRALI education program for nurses facilitate prompt recognition and treatment of TRALI? (Fall 2009)

Karen Dykstra, RN, BSN, CPAN
Perioperative Management of the Chronic Pain Patient (Spring 2010)

Inducted into Sigma Theta Tau International, Eta Eta Chapter, York College of Pennsylvania
Emmy Huggins, RN, BSN, MHA, SANE-A, SANE-P – ED
Valerie Smeltzer, BSN, RN, CCRN – OHICU

PI MU-At Large Chapter, Eastern Mennonite University
Lorraine Bortner, RN, AD – 5M

2009 Certifications
York Hospital
Chere Beachtel, CCRN – OHICU
Suzanne Beichel, PCCN – T2
Robin J. Bohanan, FNP-BC – YH CHC
Susan C. Bowman, CBCN – York Cancer Center
Audrey Carbaugh, CN – 5S
Cynthia Dantro, CCNS, ACNP-BC – OHICU
Kathy Dittenhafer, RCIS – Cath Lab
Peter J. Eisert, SANE-P – NICU & SAFE
Kelli Eldredge, CCRN, SANE-A – TSICU

Donna Fitz, OCN – AH Infusion Center
Julie Floyd, CEN – ED
Nicole Kratz Flemmens, CNOR – Vascular Lab
Gorman Fuhrman, CEN – ED
Ashley K. Gardner, RNC-M ed-Surg – STCU
Angela Hartman, RNC-M ed-Surg – STCU
Kathleen Heicher, OCN, FCN – Radiation Oncology
Jean Ann Heim, CCM-BC – Case Management
Emily Huggins, CEN – ED
Leslie Jacoby, CNOR – OR
Suzanne Johnson, RNC-NIC – NICU
Linda Junkerman, SAFE – Adult BHS Inpatient
Melanie Kane, RNC-Med-Surg – MS
Kristine LaGore, CN – 5S
Jennifer Leash, RNC-OB – L&D
Glynnis Lowe, Green Belt Six Sigma/ Villanova Univ. – ED
Ashley Manuel, RNC-Med-Surg – 5S
Shelby Matseur, OCN – T3
Dustin Matthews, CCNS – OHICU
Sue McDonald, SANE-A – ED
Ashley McLaughlin, CEN, PHRN – ED

Jill Messersmith, RNC-NIC – NICU
Amy Mong, CNOR – OR
Mary Ellen Moran, CEN – ED
Wendy M. Nightingale, CNOR – OR
Ababa Parker, ONC – T3
Sandra Patchel, CEN – ED
Susan Prevas, BSN, RNC-NCC – NICU
Nicole Rauhauser, ATCN – 5S
Christine Rotz, CEN – ED
Kristen Seitz, CEN – ED
Nicole Shue, CEN – ED
Celia Shermeyer, RNC-NICU – NICU
Barrett Skandera, ACCL – Preventive Cardiology
Marcia Shindler, Tobacco Education Specialist – Cardiac Rehab
Valerie Smeltzer, CCRN-CSC – OHICU
Laura L. Smith, RCIS – CVL
Catherine B. Stetler, RNC-NIC – NICU
Lynn Strausbaugh, CBN, RNC – 5S
Abigail C. Strouse, CBN – SSL/STCU
Mary M. Swindlehurst, CDE – Diabetes Self-Management
Theresa Turner, Med-Surg – 4SW
Awards Achievements and Professional Accomplishments

William Varnell, RN – Lean Six Sigma/ Robert Morris University – Cath Lab
Reda Willis, RNC, CNS-BC – Trauma
Margaret Winemiller, CRN – Imaging
Susanlee Wisotzkey, PLNC – BHS Administration
John M. Zerfing, OCN – 75 Oncology

Gettysburg Hospital
Jamie Lilie – Adult Health CNS
Ann Norwich – Palliative Care
Michelle Shriner – Oncology

2009 Re-Certifications

York Hospital
Diane L. Anderson, RNC – MTCU
Leslie A. Bowen, CCRN – CCU
Crystal Boyer, CNOR – OR
Marilyn Brandon, CAPA – SSU
Howard Burtnett, CRNA – Anesthesia
Dora Calhoun, CPN – Pediatrics
Rita J. Clayton, CCM – T4
Louise Crumbling, CPAN – PACU
Cynthia Culton, CEN – ED
Cynthia Dantro, CCRN – OHCICU
G Lenda Dellinger, RNC, Med-Surg – 5S
Lynne Eitel, OCN – Oncology

Gettysburg Hospital
Kelli Eldredge, CCRN, SANE-A – TSICU
Susan Eline, CCRN, CSC – Dialysis
Wendy Evangelista, CMSRN – MSL
Barbara Fauth, OCN – OR
Sharon Gates, CCRN-Gastroenterology – GI Lab
Yuan Goodis, CNIC – Open Heart ICU & NICU
Susan Gunnet, CCRN – TSICU
Rhada Hartmann – CT-Thanatology - Palliative Care
Rich Haas, CRNA, PHRN – CRNA Program
Margaret Davitt Harris, AOCN – ED
Wendy Hawse, CCRN – TSICU
Dereen L. Houck, OCN – Oncology
Patricia E. Hufnagel, CNOR, RNFA – OR
Janice T. Hull, AO RN, CNOR – OR
Brandi M. Ibarra, RNC-NIC – NICU
Andrea Junggust, CCRN – SSU
Debra Kalpowsky, CCRN (20 year recognition) – M SICU
Tiffanie Kemp, RNC-OB – L&D
Martha Kottmyer, CNOR – OR
Vickie Livelsberger, CPAN – PACU
Nancy C. Livingston, CPAN – PACU
Joan Luce, RNC – Pediatrics
Vicki McClure, OCN – Oncology
Mary Jane MCKee, CCRN – TSICU
Luanne L. McNew, CPN – Pediatrics
Ellen Metzger, CHPN – Palliative Care
Donna C. Miller – CCRN – CCU
Kathleen O’Connor, RN-C-NIC – NICU
Greg Paronish, CEN – ED
Ann Proctor, OCN – Oncology
Christine Scarpato, CCRN – CCU
Suzanne K. Schultz, RNC, Med-Surg – 5S
Barrett Skandera, CRNP – Preventive Cardiology
Elizabeth Stone, NCC – NICU
Lori Strickler, RNC, Med-Surg – 5S
Barbara Taylor, NNP-BC – NICU
Shannon Tracey, CEN – ED
Susan White, CAPA – SSU
Lorraine Wilson, CPN – Pediatrics
Sandra Yingling, CPN – Pediatrics
Lori Young, CAPA – SSU

2009 Degrees

York Hospital

Master’s
Robin J. Bohanan – YHCHC
Ruth Brainerd – 5S
Madubuchi Gabriel – BHS
Antonia Slonaker – L&D
Lisa Swords – PHAS

Bachelor’s
Julie Bakke – ED
Whitney Bausman – T2
Suzanne Belchner – T2
Lisa M. Boyd – Littlestown Dialysis
Joan E. D’Aiello – 4SW
Kimberly L. Druck – OR
Deneen Harbold – 4M
Angela Hartman – STCU
Christine Miller – Pediatrics
Wendy M. Nightingale – OR
Michelle Schauer – Vascular Lab
Shauntel Schlesman – 4 SW
Carolyn Schneider – T3
Edyn Stapel – 5M
Tammy Straw – Oncology

Associate’s
Kim Armstrong – T3
Andrea Biehl – T3
Beth Brenneman – 5S
Amanda Bumsted – T2
Jody Carlton – OR
Lindsey Delp – 4 SW
Geraldine Dennis – N3A
Awards Achievements and Professional Accomplishments

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Gettysburg Hospital

Master’s
- Jill Madigan – Case Management

Bachelor’s
- Steven Arentz – Emergency Department
- Frank Conley – WellSpan Surgical Center
- Marlene Crouse – Outpatient Services Unit
- Glenda Heyser – Emergency Department

Associate’s
- Brandy Adolini – Medical/Surgical
- Michele Beecher – Emergency Department
- Patricia Hess – Medical/Surgical
- Ann Marie Scott – Emergency Department

2009 Passed Boards/ Newly Licensed

York Hospital
- Kim Armstrong – T3
- Julie Bakke – ED
- Whitney Bauman – T2
- Beth Brenneman – SS
- Amanda Bumsted – T2
- Amy Cover – 3E
- Joann D’ Aiello – 4SW
- Lindsey Delp – 4SW
- Geraldine Dennis – N9A
- Kimberly Druck – OR
- Brandi Frame – 5M
- Cigi Gass – Dialysis
- Dana Gaultney – OHICU
- Karrie Grim – SS
- Deneen Harbold – 4M
- Celeste Aubert – Cardiovascular Lab
- Allie Hinkle – 4SW
- Louanne Hinkle – 4SW
- Lori Johnson – 4SW
- Dawn Kreeger – Pediatrics/N3A
- Allyson Leonard – 6S
- Peggy Lloyd – 6M
- Cheri Lubawski – 6M
- Stephanie Mahanes – 5S

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- Allie Hinkle – 4SW
- Louanne Hinkle – 4SW
- Lori Johnson – 4SW
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- Allyson Leonard – 6S
- Peggy Lloyd – 6M
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- Dana Gaultney – OHICU
- Karrie Grim – SS
- Deneen Harbold – 4M
- Celeste Aubert – Cardiovascular Lab
- Allie Hinkle – 4SW
- Louanne Hinkle – 4SW
- Lori Johnson – 4SW
- Dawn Kreeger – Pediatrics/N3A
- Allyson Leonard – 6S
- Peggy Lloyd – 6M
- Cheri Lubawski – 6M
- Stephanie Mahanes – 5S

Gettysburg Hospital

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Associate’s
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- Patricia Hess – Medical/Surgical
- Ann Marie Scott – Emergency Department

2009 Passed Boards/ Newly Licensed

York Hospital
- Kim Armstrong – T3
- Julie Bakke – ED
- Whitney Bauman – T2
- Beth Brenneman – SS
- Amanda Bumsted – T2
- Amy Cover – 3E
- Joann D’ Aiello – 4SW
- Lindsey Delp – 4SW
- Geraldine Dennis – N9A
- Kimberly Druck – OR
- Brandi Frame – 5M
- Cigi Gass – Dialysis
- Dana Gaultney – OHICU
- Karrie Grim – SS
- Deneen Harbold – 4M
- Celeste Aubert – Cardiovascular Lab
- Allie Hinkle – 4SW
- Louanne Hinkle – 4SW
- Lori Johnson – 4SW
- Dawn Kreeger – Pediatrics/N3A
- Allyson Leonard – 6S
- Peggy Lloyd – 6M
- Cheri Lubawski – 6M
- Stephanie Mahanes – 5S
2009 Nursing Quality Forum Presentations

York Hospital

John Castronuovo, MD; Stephanie Mckoin, RN, BSN, MPHASA, NEA-BC; Virginia Wesner, MPA, Surgical Services - "Using Quality Improvement Tools to Enrich Clinical Effectiveness, Patient Centeredness, and Patient Safety"

Jodi Collins, RN, BSN; Burnell Kehr, RN, BSN; Susan Dayhoff, RN, MS, CNS - "Falls Down Through Practice Change"

Co-Leaders: Stephen Manzella, PhD & Emily Cooper, RN, MSN, CCRN; Josephine Trimmer, RN; Brenda Pitzer, USMT; Lorraine Bortner, RN, AD; Alissa Groff, MT II; Sharon Mead, MT; Lori Topper, MT; Amanda Hospodar, PBT; Ryan Sentz, PharmD; Ted Bell, MS, CLSp; Rodney Grim, MA - "Accurate and Timely Glucose Measurement in Patients with Low Hematocrit"

Susan Dayhoff, RN, MS, CNS; John Manzella, MD; George Onderko, MD; Ted Bell, MS - "Prudent Indwelling Catheter Use"

Brian Getner, RRT; Donald "Chip" Gerhart, RPh; David Fillman, RRT; Tony Ruppert, RRT; Sharon Muller, MSN, RN - "Improving Respiratory Medication Ordering Process"

Trina Jayne, Lori Wampler, Kim Romoser, Marsha Braucher, RN; Revenue Management, Care Management - "Maximizing Transfer DRG Payments"

Melissa Malatesta, Pharm. D.; Melinda Fuller, BSN, RN; Larry Owens, Pharm. D.; - "Evaluation of Preemptive and Multimodal Analgesic Care in Open Heart Surgery Patients"

Michele Morgan Mills, BSN, RN, IBCLC; Barbara L. Buchko, MS, RN; Tracy Cadawas, RN; Deborah Fake, RN; Connie Gutshall, MS, RN, NE-BC; Faye Hammers, RN, IBCLC; Donna Snyder, BSN, RN; Ted Bell, MS - "An Evidence-Based Plan of Care: Potential for Greater Stability in the Late Preterm Newborn Care on a Mother-Baby Unit"

Barrett Skandera, MSN, RN, Kevin McCullum, MD; Sandy Young, MSN, RN; Judy Flemmens, BSN, RN; Perrette Fasnacht, MSN, RN; Joy Olp - "Cardiovascular Health Management Program"

Jenna Tate, RN, BSN; Terri Gisher, RN; Tracy Miller, RN, BSN; Cheryl Bjorium, Ivandra Adams, RN, BSN; Baron Garman; Gloria Orr; Ryan Hershey - "BHS Fall Rate and the Formation of the BHS Falls Task Force"

Cindy Varnell, RN, BSN, LSS Certified; Deb Audette, BSN, RN; Mindy Fuller, BSN, RN; Roxy Cooley, RN; Emily Cooper, RN, MSN; MaryAnn Jurewicz, RN; Jo Trimmer, RN - "Prolonged Length of Stay for Isolated Coronary Artery Bypass Graft Patients"

Tuan Vu, MD; Robert Reif, MD; Gretchen Chiroster, PA-C; Crystal Buchanan, LPN; Tara Reider, LPN; Gwen Floyed; Amanda Fleckenstein; Julie Hazleleaf; Lori Clark; Megan Lecas; Patrick Ball - "Adult Neurology Outpatient Office Queue Reduction"

Sandra Yingling, RN, MSN; Sue Rost, RN; Nancy Orwick, CLS, BSEd - "Pediatric Infection Control Project"

Gettysburg Hospital

Susan Callahan, RN - "Ventilator Associated Pneumonia"

2009-2010 Nursing Publications


Richard E. Haas, PhD, CRNA - Book Chapter - A Resource for Anesthesia Educators, Chapter 1 - Socratic Method. 2009

Brandi M. Ibarra, RN - NICU - "Cribs for Kids - York Hospital’s Journey in Promoting Safe Sleep Environments for their Command" - Advance for Nurses, Web Article 2009

Nicole Kratz Flemmens, BSN, RN - "Endovascular Nursing: Journey to Excellence", AORN Journal, February 2009

Thomas Falvo, DO, MBA; Suanne McKniff, BSN, RN; Gregory Smolin, DO; David Vega, MD; and James T. Amsterdam, MD, MMM - "The Business of Emergency Medicine: A Nonclinical Curriculum Proposal for Emergency Medicine Residency Programs", The Society for Academic Emergency Medicine, 2009


Lynn Robertson, MSN, RN – “A New Horizon: Recommendations and Treatment Guidelines for Barrett’s Esophagus,” Gastroenterology Nursing, 2009

Melissa Schneider, MSN, RN-BC, ONC – “Diabulimia: What it is & how to recognize it in critical care” Dimensions of Critical Care Nursing, Jul/Aug 2009


Susanlee Wisotzkey, PhD, CCRN, NE-BC – “Will I Stay or Will I Go: Insight into Nursing Turnover”, Nursing Management Journal, date to be determined

2009 Nursing Oral Presentations

Barbara Buchko, MS, RN – “Potential for Greater Stability in the Late Preterm Newborn Cared for on a Mother-Baby Unit”, Annual Eastern Nursing Research Society Conference, March 2009

Barbara Buchko, MS, RN; Michele Mills, BSN, RN – “Stability in the Late Preterm Newborn Cared for on the Mother-Baby Unit: an Evidence-Based Plan of Care”, AWHONN Convention, June 2009

Barbara Buchko, MS, RN; Linda Pugh, PhD, RNC, FAAN – “Evidence-Based Practice: Building the Infrastructure for Bedside Nurses,” ANCC National Magnet Conference, October 2009

Michelle DeStefano, MPA, RN, NEA-BC – panelist, “cultures of excellence” Panel at the Relationship Based Care Symposium, July 2009


Sharon Muller, MSN, RN – “IView and eMar Training: Scenario-Based Clinician-Driver,” Cerner Healthcare Conference, October 2009


2009 Nursing Poster Presentations

Brenda Artz, MS, RN, CCRN; Karen March, PhD, RN, CCRN, ACNS-BC; Linda Pugh, PhD, RNC, FAAN; Rodney Grim, MA – “Bridging the Gap from Performance Improvement to Nursing Research in Temperature Measurement: Temporal Artery vs Oral Electronic?” Evidence-Based Practice Conference, April 2009


Barbara Buchko, MS, RN – “Potential for Greater Stability in the Late Preterm Newborn Cared for on a Mother-Baby Unit,” Annual Eastern Nursing Research Society Conference, March 2009

Barbara Buchko, MS, RN; Tracy Cadawas, RN; Deborah Fake, RN; Connie Gutshall, MS, RN, NE-BC; Faye Hammers, RN, AND, IBCLC; Michele Mills, BSN, RN; Donna Snyder, BS, RN; and Theodore Bell, MS – “An Evidence-Based Plan of Care: Potential for Greater Stability in the Late Preterm Newborn,” ANCC National Magnet Conference, October 2009

Barbara Buchko, MS, RN; Linda Pugh, PhD, RNC, FAAN – “Building the infrastructure for EBP, ANCC National Magnet Conference,” October 2009
Evidence-based practice: Economic feasibility and patient implications related to bag baths versus traditional baths.

Michèle Destefano, MPA, RN, NEA-BC; and Valerie Hardy-Sprenkle, MPH, RN, NEA-BC, FACHE - "From Conceptualization to Practical Application: Integrating a Professional Nursing Practice Model with the RBC Care Delivery Model," RBC Symposium, July 2009

Peter Eisert, BSN, RN, SANE-A; Kelli Eldredge, MSN, RN, CCRN; Tami Hartlaub, RN, CEN; Emily Huggins, MHA, RN, SANE-A, SANE-P; Geneva Keirn, RN, SANE-A; Heather Rozzi, MD, FAAEM, FACEP; Patti O'Brien, RN, SANE-A, SANE-P; Nicole Shue, BS, RN; Heidi Wilkerson, BSN, RN, ATCN; Linda Pugh, PHD, RNC, FAAN; Karen March, PhD, RN, ACNS-BC - "CSI: New@ York: Development of Forensic Evidence Collection Guidelines for Emergency Nurses Association," October 2009

Valerie Hardy-Sprenkle, MPH, RN, NEA-BC, FACHE; Jacqueline Harrington, DEd, RN, William Bogart, PhD; Robert Batory - "Innovative Faculty Solution: A Dual Role for RNs: Bedside Nurse and Nursing Faculty," Nursing Management Congress, September 2009


Tami Hartlaub, RN, CEN, SAFE; Emily Huggins, RN; and Heather Rozzi, MD - "Collaboration to Improve Care for Victims of Domestic Violence," Family Violence Protection Fund Conference, October 2009

Michael Goodstein, MD; Brandi Ibarra, BSN, RNC; and Barbara Taylor, MS, RNC, CNS - "Implementation of an Infant Safe Sleep Program," National Association of Neonatal Nurses Conference, September 2009

Pradeep Alur, M.D.; Jane Cirelli, CRNP; Michael Goodstein, M.D.; Theodore Bell, MS; Kate Kelly, MLS; and Jonathan Liss, M.D. - "Role of Handheld PCs in Health Literacy of Parents in the NICHU," American Pediatric Society Conference, May 2009

Emily Cooper, MSN, RN, ACNS-BC, CCRN; Stephen Manzella, PhD; Josephine Trimmer, RN; Brenda Pitzer, USMT; Lorraine Bortner, RN, AD; Alisa Groft, MTI (ASCP); Sharon Mead, MT (ASCP); Lori Topper, MT (ASCP); SH; Amanda Hospodar, PBT (ASCP); Ryan Sentz, PharmD; Theodore Bell, MS, CLSp(MB); and Rodney Grim, MA - "A Accurate Glucose Measurement: More than Just a Finger Stick," Cardiovascular-Thoracic Critical Care Conference, October 2009

Susan Dayhoff, MS, RN, CNS; Jodi Collins, BS, RN; and Burnell Kehr, BS, RN - "Falling Down Through Practice Change", Evidence-Based Practice Conference, April 2009

Nancy Mann, MS, RN, APRN-BC; Tracy Miller, BSN, RN – “Clothes Encounter: Patient Perception of Nursing Attire in a Behavioral Health Unit,” Evidence-Based Practice Conference, April 2009

Mary Myers, BSN, RN, CAPA; Ashley Barge, BSN, RN; Kathy Gladfelter, RN, CAPA; Susan White, RN, CAPA; Valerie Smeltzer, BSN, CCRN; Yvonne Seltzer, RN; Michelle Wagman, RN; Kathaleen Patierno, BSN, CCRN; Karen March, PhD, CCRN, ACNS-BC – “Evidence-based Practice: Economic Feasibility and Patient Implications Related to Bag Baths Versus Traditional Baths,” Challenges in Critical Care Conference, August 2009

Debi McNamara, BSN, RNC; Barbara Taylor, MS, RNC, CCNS – “Managing Neonatal Abstinence Syndrome,” National Association of Neonatal Nurses Conference, September 2009


Linda Pugh, PhD, RNC, FAAN; Kelli Eldredge, MSN, RN, CCRN; Emily Huggins, MHA, RN, SANE-A, SANE-P – “CSI: New York: Development of Forensic Evidence Collection Guidelines for the Emergency Department,” Critical Care Nursing Quarterly – Vol. 33 – No 2, April/June 2010


Melissa Schneider, MSN, RN-BC; Pam Fake, BSN, ONC – “Implementing Relationship-Based Care on a Large Orthopaedic Neurosurgical Hospital Unit,” Orthopaedic Nursing, 2010

2010 Nursing Publications

Peter Eisert, BSN, RN, SANE-A, SANE-P; Kelli Eldredge, MSN, RN, CCRN; Tami Hartlaub, RN, CEN; Emily Huggins, MHA, RN, SANE-A, SANE-P; Geneve Keirn, RN, SANE-A; Heather Rozzi, MD, FAEAM, FACEP; Patti O’Brien, RN, SANE-A, SANE-P; Nicole Shue, BS, RN; Heidi Wilkerson, BSN, RN, ATCN; Linda Pugh, PhD, RNC, FAAN; Karen March, PhD, RN, ACNS-BC – “CSI: New York: Development of Forensic Evidence Collection Guidelines for the Emergency Department,” Critical Care Nursing Quarterly – Vol. 33 – No 2, April/June 2010

Rod Grim; Diane McElwain, MSN, RN; Rhada Hartmann, BSN, RN, CT; Mary Hudak, MD; Sandy Young, MSN, RN; Catherine Kelly - “Evaluating Causes for Unplanned Hospital Readmissions of Palliative Care Patients,” Journal of Hospice and Palliative Care Medicine, March 4, 2010

Linda C. Pugh, PhD, RNC, FAAN; et al – Randomized controlled community-based trial to improve breastfeeding among urban low-income mothers, Academic Pediatrics, January 2010

Linda C. Pugh, PhD, RNC, FAAN; et al - Randomized controlled community-based trial to improve breastfeeding among urban low-income mothers, Academic Pediatrics, January 2010

2010 ACUTE NURSING PROGRESS REPORT • EXCELLENCE IN NURSING AT WELLSPAN HEALTH 39
Awards Achievements and Professional Accomplishments

Sheree Seben, RN, MSN, CCRN; Karen March, PhD, CCRN, ACNS-BC; Linda Pugh, PhD, RNC, FAAN – “EBP Forum: An Innovative Strategy to Improve Patient Outcomes,” Canadian Nurse Today, Fall 2010

Valerie Smeltzer, BSN, CCRN - “Transfusion-Related Acute Lung Injury: Would you recognize this potentially deadly transfusion reaction?” Nursing 2009 Critical Care Journal, 2010

2010 Nursing Oral Presentation Acceptances


Michelle DeStefano, MPA, RN, NEA-BC; and Valerie Hardy-Sprenkle, MPH, RN, NEA-BC, FACHE - “From Conceptualization to Practical Application: Integrating a Professional Nursing Practice Model with the RBC Care Delivery Model,” American Organization of Nurse Executives Conference, April 2010

Richard E. Haas, PhD, CRNA, PHRN – “Physiologic Responses of Students to the Stress of Simulation,” AANA National Meeting, August 2010

Valerie Hardy-Sprenkle, MPH, RN, NEA-BC, FACHE; Peter Hartmann, MD, DFAPA - “Successful Strategies in Dealing with Disruptive Physicians,” Pennsylvania Organization of Nurses Leaders, September 2010

Valerie Hardy-Sprenkle, MPH, RN, NEA-BC, FACHE; Peter Hartmann, MD, DFAPA - “Successful Interventions with Disruptive Physicians,” American Nurses’ Credentialing Center National Magnet Conference, October 2010

Maggie Davitt Harris, RN, PhD, AP-C, CRNP - “The Lymphoma Patient in the Emergency Department,” National American Oncology Society Annual Conference, February 25, 2010

Ellen Metzger, RN, CHPN; Liz Winders, RN, CHPN - “Palliative Care, the Musical: Singing the Symptom Management Blues,” NHPCO’s 11th Clinical Team Conference, Scientific Symposium and Pediatric Intensive, September 2010

Karen O’Shea, MS, RN, NEA-BC; Sharon Muller, MSN, RN, “Infusing Data into Nursing Care: Working Smarter, Not Harder,” Clinical Excellence Forum, May 2010.

Kristen O’Shea, MS, RN, NEA-BC; Sharon Muller, MSN, RN, “A Sweet Solution for In-patient Peripartum Insulin Pump Management: An Evidence-Based Protocol,” AWHONN 2010 Annual Meeting, June 2010

2010 Nursing Poster Presentation Acceptances

Beth Ann Allison, BSN, RNC; Elizabeth Burcin, MS, RNC – “Triage: Not just for the Emergency Department,” 2010 NANN Conference, September 2010


Barbara Buchko, MS, RN; Karen March, PhD, RN, CCRN, ACNS-BC; Stephen Manzella, PhD; Bruce Bushwick, MD; Julie Deel, MSN, RN; Karen Smith, BSN, RN; Sandra Yingling, MSN, RN; Lisa Ness, LPN; Jennifer Sullivan, PharmD; and Diane Seidenstricker, RN, CDE - “A Sweet Solution for In-patient Peripartum Insulin Pump Management: An Evidence-Based Protocol,” AWHONN 2010 Annual Meeting, June 2010
Melinda Fuller, BSN, CCRN, CSC; Deborah Audette, BSN, RN CCRN-CSC – “Pain Management of Post-operative Open Heart Surgery Patients Utilizing Preemptive and Multimodal Analgesia,” AORN National Teaching Institute and Critical Care Exposition (NTI), May 15-20, 2010


Gregory Gucirca, MBA, MS, RN; Michelle DeStefano, MPA, RN, NEA-BC – “Using the Magnet Model Improved Dissemination and Understanding of Key Nursing Sensitive Indicators,” NDNQI National Conference, January 2010

Melanie Kane, RN-BC, BSN; Bonita Trapnell, RN, MSN, NEA-BC – “Increase RN Retention Within the Medical Service Line,” PONL Annual Conference, September 2010

Kelly Koontz, MSN, RN-BC – “Beyond the Meaningful Use Checklist, Educating Staff How to Apply Quality Data to Clinical Practice,” University of Maryland, July 2010

Amy Mong, BSN, RN; Gail Wilson, BSN, RN; Barbara Kline, BSN, RN; Patricia Graybill D’Ercole, MSN, RN; Nancy Lake, BSN, RN; Stephanie McKoin, MPAHASA, RN, NEA-BC; Cortni McGinnis, BSN, RN; Colleen Fisher, BSN, RN; Melissa Mathieu, CRNA; Linda Pugh, PhD, RN, FAAN – “Best Practices for Preventing Hypothermia During Surgery,” M Arch 2010, AO RN 2010 Congress

Bonita Trapnell, RN, MSN, NEA-BC; Suzan Brown, MS, RN, CCNS, CCRN; Deborah Lampo, BSN, RN; Pamela Himes, BSN, CCRN; Patricia Iannini, MD; Lee Maddox, MD – “Taking the Rapid Response Team to the Next Level: It Takes a Team to “Knock Out Sepsis”,” Nursing Management Congress, September 2010

Angela Robinson, MSN, RN, CCRN; Leah Birch, MSN, CPN, NA-BC; Nancy Bowling, MBA, RN, NA-BC; Toye Moore, BSN, RN – “Navigating the Journey of a Successful Nurse Extern Program,” Drexel University Nursing Education Conference, June 22-24, 2010

Sheree Seben, MSN, RN, CCRN; Valerie Hardy-Sprenkels, MPH, RN, NEA-BC, FACHE; Karen March, PhD, RNC, CCRN, ACNS-BC, and Linda C. Pugh, PhD, RNC, CNE, FAAN – “Evidence-Based Practice Forum: Expanding EBP Beyond the Shared Decision-Making Council,” 2010 American Nurses’ Credentialing Center (ANCC) Magnet Conference, October 2010

Reda Willis, MS, RN, CCRN – “Development of Protocol to Detect At-Risk Drinking Behaviors in a Trauma Population,” 13th Annual Society of Trauma Nurses Conference, April 2010

Susan Lee Wosotzkey, PhD, BA, BSN, RN, CCRN, NE-B, PLNC – “Social Connectivity and Positive Psychology for Nursing Retention,” Nursing 2010 Symposium, April 2010

Sonia Zambito, BSN, RN; Jennifer Leash, BSN, RNC; Mary Jane Shenberger, RN; Connie Escher, RNC; Wanda Baublitz, BSN, RN; and Rodney Grim, MA – “Kangaroo Care: A Solution to Minimize Mother and Baby Separation,” AWHONN 2010 Convention, June 2010

Rhonda Zortman, RN, BSN; William Landis, MD – “Effects of Nurse/Physician Rounding on Patient Satisfaction,” Nursing Management Congress, September 2010

Wellspan Health, York College, Sigma Theta Tau International, Eta Eta Chapter Research Day - Spring 2009

Beth Ann Allison, BSN, RNC – poster presentation “Triage: Not Just for the Emergency Department”

Brenda Artz, MS, RN, CCRN – oral presentation “Bridging the Gap from Performance Improvement to Nursing Research: Temperature Measurement in the Hospitalized Patient: More than Just a Finger Stick”

Faye Hammers, RN, IBCLC – poster presentation “A Review of Literature for how to Collect Blood/Body Fluids”

Barbara Taylor, MS, RNC, CCNS – poster presentation “Applying EBP in Developing Strategies for Managing Infants with Neonatal Abstinence Syndrome”

Michelle Huntzicker, RN – poster presentation “Strategies to Decrease the Incidence of Sternal Psuedocyst”

Susan Mickey, MSN, RN, CNE, ACNS-BC, AOCNS - poster presentation “The Effects of Horizontal Violence, Oppression, and Gender Identity in Nursing”

Tracy Miller, BNS, RN; Nancy Mann, MSN, RN, PMHCNS-BC – poster presentation “Clothes Encounter: Patient Perception of Nursing Attire in a Behavioral Health Unit”

Celinda Sanders, RN, CPAN – poster presentation “Pain Management in Patients with Total Knee Arthroplasty”

Cynthia Stermer, MS, RN, CNS – oral presentation “EBP: What are the Best Post-Procedural Practices to Prevent Barium contrast Retention in Patients Undergoing Upper Gastrointestinal Series, Small Bowel Follow Through, or Barium Enema Examinations?”

Cynthia Stermer, MS, RN, CNS – poster presentation – “Moving Science into Action – Preventing Barium Retention: an EBP Project”

Faye Hammers, RN, IBCLC – poster presentation “Applying EBP in Developing Strategies for Managing Infants with Neonatal Abstinence Syndrome”

Tim Ward, RN - poster presentation “Patients’ View of Music as a Therapeutic Tool on a Behavioral Health Unit”

2009 Professional Day Posters

Beth Ann Allison, BSN, RNC; Elizabeth Burcin, MS, RNC – “Triage: Not Just for the Emergency Department”

Brenda Artz, MS, RN, CCRN; Karen March, PhD, RN, CCRN, ACNS-BC; Linda Pugh, PhD, RNC, FAAN – “Bridging the Gap from Performance Improvement to Nursing Research in Temperature Measurement: Temporal Artery vs. Ocular Electronic?”

Nancy Bowling, MSN, RN, NE-BC; 4SW Team – “Road Map Needed – 2 Years of Geographic Change and Expansion”

Suzan Brown, MSN, BSN, RN; Kathaleen Pateírno, BSN, RN, CCRN – “Induced Hypothermia for Cardiac Arrest Patients”

Jodi Collins, BSN, RN; Burnell Kehr, BSN, RN; Susan Dayhoff, MS, RN, CNS – “Falls Down Through Clinical Practice Change”

Suzan Brown, MSN, BSN, RN; Kathaleen Patéírno, BSN, RN, CCRN – “Induced Hypothermia for Cardiac Arrest Patients”

John Ward, RN - poster presentation “Prudent Indwelling Catheter Use”

Peter Eisert, BSN, RN, SANE-A; Kelli Eldredge, MSN, RN, CCRN, APFN; Tami Hartlaub, BSN, RN, CEN; Emily Huggins, MHA, BSN, RN, SANE-A, SANE-P; Geneva Keirn, RN, SANE-A; Patti O’Brien, RN, SANE-A; SANE-P; Nicole Shue, BS, RN; Wilkerson, BSN, RN; Linda Pugh; PhD, RNC, FAAN; Karen March, PhD, RN, CCRN, ACNS-BC – “Development of Forensic Evidence Collection Guidelines for a Community Teaching Hospital Emergency Department”

Guidelines for a Community Teaching Hospital Emergency Department

Michelle Huntzicker, BSN, RN; Sue Scandrol, BSN, RN – “What are the Best Sternal Incision Care Practices?”

Nancy Mann, MS, RN, PMHCNS-BC; Tracy Miller, BSN, RN – “Clothes Encounter: Patient Perception of Nursing Attire in a Behavioral Health Unit”

Michele Mills, BSN, RN, IBCLC; Barbara Buchko, MS, RN; Tracy Cadawas, RN; Deborah Fake, RN; Connie Gutshall, MS, RN, NE-BC; Fay Hammers, RN, IBCLC; Donna Snyder, BSN, RN – “An Evidence-Based Plan of Care: Potential for Greater Stability in the Late Preterm Newborn Cared for on a Mother/Baby Unit”

Lynn Robertson, MS, RN; and Kendra Gaumer, RN-C – “Endoscopic Management of Pancreatic Pseudocyst”

Lynn Robertson, MS, RN – “Barrett’s Esophagus: Recommendations and Treatment Guidelines”
Celinda Sanders, RN, CPAN; Brenda Artz, MS, RN, CCRN; Georgia Evearitt, RNC - “Pain Management in Total Knee Arthroplasty/Replacement: Comparing Patients Receiving General Anesthesia to those Receiving Spinal Anesthesia Plus a Femoral Nerve Block”

Diane Shoemaker, BSN, RN, CNN - “Dialysis Pearls of Wisdom”

Antonia Slonaker, BSN, RNC - “Horizontal Violence”

Cynthia Stermer, MS, RN-BC - “Preventing Barium Retention: An EPB Project”

Abigail Strouse, MS, RN; Mark Kahler, BSN, RN; Maria Smith, RNC; and Debbie Lookingbill, RN, CCRN - “Staff Led Self-Directed Work Teams: 10 Years of Success”

Sandy Yingling, MSN, RN - “Pediatric Infection Control Practices”

T3 and 7S Staff - “Relationship Based Care”

Editors

Nursing Newsletter Editors
Karen Dykstra, RN, BSN, CPAN - Nursing Newsletter
Colleen Costello Fisher, BSN, RN, CNOR - “Cutting Edge” for AORN
Richard Haas, PhD, CRNA, PHRN - CRNA Program - NAP News
Patricia Pollack, RN, BA - Nursing Newsletter

Shared Decision Making Councils

2009-2010 York Hospital Shared Decision Making Council Chairs and Chair Elects

COORDINATING COUNCIL:
Chair: Patti Pollack, RN, BA - Palliative Care
Chair-Elect: Sheree Seben, RN, MSN, CCRN - CCU

EDUCATION COUNCIL:
Chair: Angela Calvert, RN, BSN, CCRN - TSICU
Chair-Elect: Cindy Luong, RN, BSN, CCRN, RCIS - Cardiac Diag. Lab

EVIDENCE-BASED PRACTICE/NURSING RESEARCH COUNCIL:
Chair: Elizabeth Fisher, RN, BSN, CCRN - MSICU
Chair-Elect: Emily Cooper, RN, MSN - CVS

LEADERSHIP COUNCIL:
Chair: Tracy Miller, RN, BSN - BHS
Chair-Elect: Dare Gray, RN, BSN - GI Lab

PERFORMANCE IMPROVEMENT COUNCIL:
Chair: Jodi Collins, RN, BSN, BA - 6 South
Chair-Elect: Deb Yommer, RN, BSN - T3

PRACTICE COUNCIL:
Chair: Megan Keeney, RN, BSN, RRT - MTCU
Chair-Elect: Tim Ward, RN - BHS

SERVICE LINE SHARED DECISION MAKING CHAIRS
Behavioral Health: Bob Witmyer, RN
Cardiovascular: Heather McKinney, RN - T2
Medicine: Dekey Tenpa, BSN, RN - M SICU
Oncology: Ann Proctor, BSN, RN - 7 South

2009-2010 Gettysburg Hospital Shared Decision Making Chairs

COORDINATING COUNCIL
Chair: Angela Johnston, RN, BSN - ED, Cardiology

EDUCATION COUNCIL
Chair: Vicki Myers, RN
Chair-Elect: Joan Williams, RN - ED

LEADERSHIP COUNCIL
Chair: Jayne Sorber, RN - OB
Chair-Elect: Carol Rebert, RN CCU

PERFORMANCE IMPROVEMENT COUNCIL
Chair: Kristine Lively-Helman, RN - CCU

PRACTICE COUNCIL
Chair: Glenda Heyser, RN, BSN, CEN - ED
Chair-Elect: Stacie Maichle, RN - OB

2009 Leadership Role in Professional Organizations

York Hospital
Kay Ella Bleecher, RN, MSN, CRNP, CEN, PHRN - ED
President, Capital Emergency Nurses Association

Kay Bozart, MSN, RN - Education Services
Served as National Faculty for Basic Life Support for American Heart Association
Awards Achievements and Professional Accomplishments

Susan C. Brown, RN – Oncology
Co-Web Administrator, National Oncology Nursing Society
Co-Chair, National Consortium Breast Center Newsletter Committee

Gina Campbell, RN – PACU
Member, Board of Directors - South Central PA Association of Perianesthesia Nurses

Michelle DeStefano, MPA, RN, NEA-BC – Nursing Administration
Co-Chair, SCONL Research Commission

Karen Dykstra, RN, BSN, CPAN – PACU
Vice-President, Sigma Theta Tau International, Eta Eta Chapter

Beverly Eberly, RN – PACU
Conference Chair - South Central PA Association of Perianesthesia Nurses

Wendy Evangelista, RN, BSN, MS, NE-BC – Dialysis
Chair, Membership Committee - South Central Organization of Nurse Leaders

Barbara Fauth, RN, ONC – OR
Secretary, South Central PA Chapter of National Association of Orthopedic Nurses

Nancy Fike, RN, CWOCN – ET
Secretary/Treasurer, South Central PA Affiliate WOCN

Colleen Costello Fisher, BSN, RN, CNOR – OR
President, Central PA AORN

Patricia Graybill-D’Ercole, MSN, RN, CNOR, CRCST – OR
National Committee AORN - Continuing Ed Approval Committee
Perioperative Nursing Award Chair for AORN of Central PA AORN

Gregory Gurican, MBA, MS, RN – Nursing Administration
Secretary, South Central Organization of Nurse Leaders
Chair, The Harrisburg Section 503 of American Society for Quality

Connie Gutshall, MS, RN, NE-BC – Women & Children Svcs.
Member, Board of Directors - PA Organization of Nurse Leaders

Patricia E. Hufnagel, RN, CNOR, RNFA – OR
Treasurer, Association of PeriOperative Registered Nurses, Central PA Chapter

Patricia A. Keister, BSN, RN, IBCLC, CIMI – Parent Education
Treasurer, PA Breast Feeding Coalition

Mary Jane McKee, RN, CCRN – TSICU
Liaison, American Association of Critical Care Nurses

Lorene Newman, RN – NICU
SVANN, local of NANN

Linda C. Pugh, PhD, RNC, FAAN – Nursing Research
Treasurer, United States Breastfeeding Committee

Phillip Rogers, RN, CEN, BHCM-S – ED
President-Elect, Capital Chapter ENA

Cynthia Stermer, MS, RN – Surgical Svcs.
Membership Involvement Chair, Sigma Theta Tau International, Xi Chi Chapter

Abigail C. Strouse, MS, RN, CBN – SSL/STCU
Succession Chair, Sigma Theta Tau International, Eta Eta Chapter

Susanlee Wisotzkey, PhD, CCRN, NE-BC – BHS Administration
President, Sigma Theta Tau International, Eta Eta Chapter

Gettysburg Hospital need credentials

Jayne Oyler –
Recording Secretary, National Association Catholic
Member, SC PA EBP Consortium - Executive Council
Member, PSNA – Executive Committee for Congress
Other Awards and Recognition

Carol Berkheimer - Women’s Infusion Services
2010 Roberta Scofield Memorial Certification Award – Oncology Nurse’s Society

Kay Bleecher – ED
2009 National Distinguished Certification in Emergency Nursing Award, by the National Emergency Nurses Association

Robin J. Bohanan – YHCHC
Xicli, Sigma Theta Tau Research Award; Graduate Studies Research Award – Millersville University; A Top 10 National Finalist – “Pfizer Community Innovations Award” given in association with the Nurse Practitioner Healthcare Foundation

Amy J. Brickner – L&D
Beverly Malloy Scholarship Recipient

Emily Cooper – OHICU
Best Oral Presentation at Nursing Research Day April 2009 for her research on “Accurate Glucose Measurement in Hospitalized Patients: More than Just a Finger Stick”.
Recipient of the Andrew Foster Young Investigator Award at the 2009 Cardiovascular-Thoracic Critical Care Conference

Peter Eisert, Kelli Eldredge, Tami Hartlaub, Emily Huggins, Geneva Keirm, Patti O’Brien, Dr. Heather Rozzi, Nicole Shue, Heidi Wilkerson, Dr. Linda Pugh, Dr. Karen March
Awarded “Best EBP and Research Poster” given by the Institute of Emergency Nursing Research at the National ENA Conference in October 2009

Richard Haas – YH/YCP CRNA Program
Received a grant from the AANA Foundation for his research proposal entitled “Physiologic Stress Levels During Simulated and Actual Induction of General Anesthesia by Student Registered Nurse Anesthetists”

Valerie Hardy-Sprenkle – Administration
Sigma Theta Tau International, Eta Eta Chapter, 2009 Excellence in Leadership Award

Karen March – Nursing Research
Sigma Theta Tau International, Eta Eta Chapter, 2009 Excellence in Research Award

Ellen Metzger – Palliative Care
Marion Ryan Artistry in End of Life Nursing Care Award in recognition of grand rounds presentation “Palliative Care – the Musical.” (Presented by Hospice & Palliative Care Nurses Association)

Linda C. Pugh – Nursing Research

Surgical Transitional Care Unit
Awarded “Best in Initiative” for the 2009 ADVANCE for Nurses Best Nursing Team contest

Susanlee Wisotzkey – BHS
Received the Chapter Key Award and 25th anniversary recognition, Sigma Theta Tau International, Eta Eta Chapter