

2014 AND 2015

NURSING OUTCOMES REPORT





Dear Colleagues,

As the Senior Vice President & Chief Nursing Officer at Excelsa Health, it gives me great pleasure to share with you the 2014-2015 Nursing Outcomes Report. With this report, we highlight the key accomplishments of our nursing teams and celebrate the significant contributions they make in our continued focus and commitment to nursing excellence. The Outcomes Report highlights our journey to excellence and progress in attaining standards in accordance with the five components/elements of the Magnet Model: Transformational Leadership, Structural Empowerment, Exemplary Professional Practice, New Knowledge, Innovations, Improvements and Empirical Quality Outcomes.

This journey has led staff nurses in the development of a Professional Practice Model and strengthened our commitment to evidence-based practice. We have accepted the challenges of transformational change in finding ways to be safer and more efficient in providing coordinated care across the continuum and to focus on health care reform mandates of value-based care. This is a time for nursing to lead the effort. We have the ability to significantly impact both sides of the financial equation and we look at this as an opportunity to be proactive rather than reactive.

Our nursing staff continued work in evidence-based practice projects such as the nurse-led protocols, published in nursing journals, attended and presented at national conferences, increased our numbers of baccalaureate prepared nurses and increased our number of nationally certified nurses. We set our goals and we make them happen! Our nurses lead with a vision and passion for excellence. I remain confident that we will sustain and enhance our success in a challenging and ever-changing health care environment.

Thank you for your commitment to professional nursing practice. I am honored to be part of your team. You bring our mission and values to life and are true ambassadors of patient and family-centered care.

Our patients remain our focus. The energy, enthusiasm and passion you bring to your work confirms our accomplishments and underscore optimism about the future. Read on - it is an exciting story! The Excelsa nursing excellence journey continues!

Helen

Helen Burns, PhD, RN, FAAN
Chief Nursing Officer

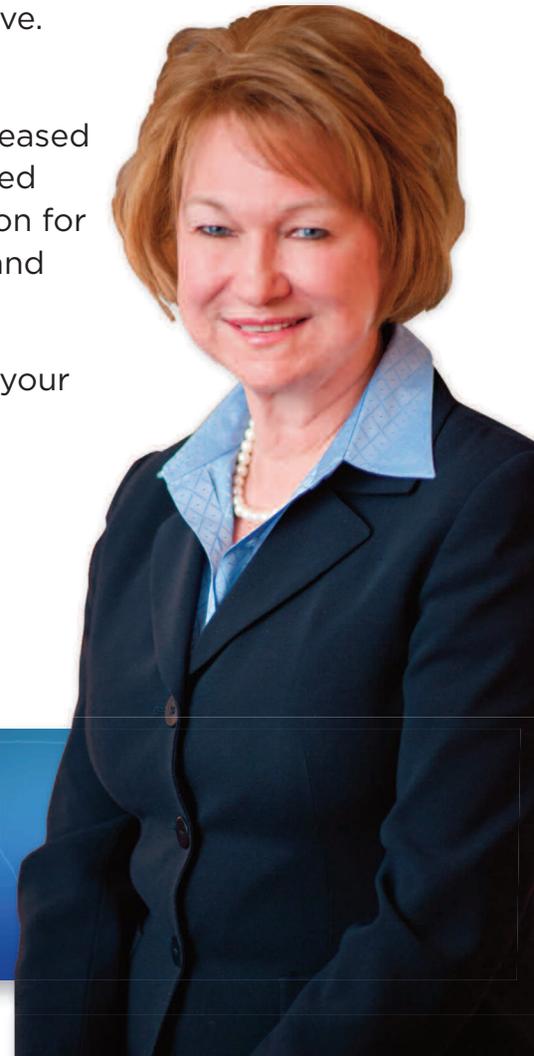




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TRANSFORMATIONAL LEADERSHIP

In today's complex, rapidly changing health care environment, the ability to be a transformational leader is essential. Transformational nurse leaders are able to identify the change their environment needs, guide the change by inspiring followers, and create a sense of commitment to change. Transformational leadership hinges on a high level of engagement between leaders and followers. Nurses at all levels of the organization demonstrate advocacy and influence change to achieve extraordinary outcomes in an environment of mutual respect.



Traci Fick, MSN, RN, NEA-BC
VP, Patient Care Services

Attention to quality, safety, and kindness from our incredible nursing staff is key in creating the healing environment of Excela Health. Through Shared Governance, the nurses play a pivotal role in establishing best practices, keeping our patients safe, and promoting a culture of professional development. Interprofessional team work is evident through collaborative practice. Autonomy and accountability support a setting that supports the challenge to achieve perfect patient care. Nurses should never underestimate the impact of one; however, as a group, the power of one is intensified and makes a lasting impact on those around us.

Traci



Maryann Singley, MSN, RN
VP, Patient Care Services

Excela Health nursing provides compassionate and comprehensive care in an environment that encourages engagement from all staff members. Nursing utilizes our strategic plan as a framework for excellence which challenges us to continuously improve, to develop new ways of thinking and deliver care with a strong focus on positive patient outcomes. At Excela Health, nursing is pursuing our strategic goals, striving to exceed our targeted goals and celebrating our successes along the way.

Maryann



Lonna Paterline, MSN, RN
VP, Patient Care Services

The complexity of our patients' health needs as well as the imperative to provide a safe and healing environment makes the Patient Safety Associate (PSA) a key member of the nursing care team.

The concept of patient sitters is not new but with this new position, our nurses and technical partners can provide direct patient care to other patients on their unit knowing that patients who have a need for ongoing direct observation, companionship or diversion are having their needs met.

We are so fortunate to have PSAs from various career paths including college students, retirees and future nurses who can see it truly takes an entire team to provide safe and quality care.

Lonna



MAGNET: JOURNEY TO EXCELLENCE

When asked to reflect on the progress Excelsa Health (EH) is making toward Magnet Designation it is with a sense of conviction and pride that I can report we are making real progress in the transformation toward our organization becoming a true center of excellence.

By acquiring nursing's most prestigious accreditation of Magnet designation, Excelsa Health would be recognized as an organization that places clinical excellence, quality and evidence-based practices at the forefront of everything we do. This would speak volumes to the public, most importantly to the people we serve in the community.

Being accredited as a Magnet organization is not about the title; it is about the journey. That journey entails a great deal of work in developing and refining processes and agendas that engage and empower staff throughout EH. Witnessing the evolution of the nurses from being task focused to critical thinkers while engaging in research and quality improvement, has been most rewarding.

Numerous studies reveal Magnet organizations have a higher percentage of satisfied nurses, lower nurse turnover and vacancy, improved clinical outcomes, greater nurse autonomy, and improved patient satisfaction. Those outcomes require a multi-year commitment, and offer a long-term framework for quality-improvement efforts. They also offer opportunities to enrich and engage Excelsa Nurses to become true champions for patient and staff safety, quality, and satisfaction.

Ranae



Ranae Splendore, MS, BSN, RN
Director, Professional Development/Nursing Informatics

SHARED GOVERNANCE

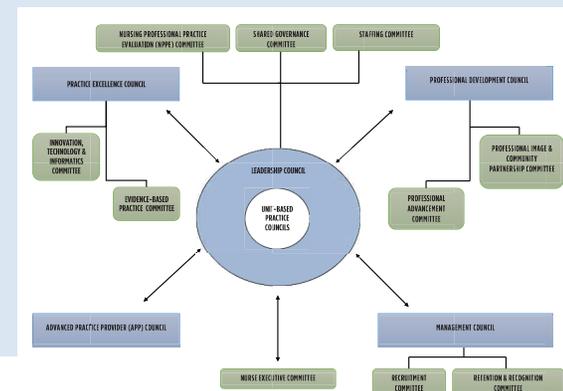
What is Shared Governance? The Shared Governance model at Excelsa Health provides the professional nurse autonomy and sets a standard of excellence for accountable and caring nursing practice, committed to patient advocacy and innovative care. It empowers the nursing staff to contribute collectively to the processes related to nursing practice, patient care and the nursing work environment.

Does Excelsa Nursing have Shared Governance? Absolutely! Excelsa Nursing has a Shared Governance Structure that promote nurse involvement with decision making. The structure consists of councils, committees, and working groups at both the unit level and the system level.

What does Shared Governance mean to the Excelsa nurse? Excelsa Health's clinical professional nurses assume full responsibility for nursing practice while participating in strong collegial relationships with other disciplines in the planning and delivery of patient care.

Are there formal rules that provide direction to Excelsa Shared Governance? The Professional Nursing by-laws describe the Nursing Governance Model at Excelsa Health. The by-laws were adopted in 2012 after approval by the Nurse Executive Council. These bylaws provide a framework for clinical nurse participation in decision-making to create a positive impact on the quality of patient/family care and the development a healthy work environment.

Does the structure always remain the same? No! The Shared Governance model at Excelsa Health is based on a councilor format, comprised of five nursing councils (Leadership, Quality & Safety, Practice, Professional Development, and Management), with a reporting relationship to the Nurse Executive Committee, chaired by the Chief Nursing Officer. As the nursing profession and health care environment evolve, council structure modifications are needed as well. Through a series of nursing retreats where more than 700 staff members, most of whom were Registered Nurses, input was received to develop the 2010-2015 nursing strategic plan. Upon finalization of the strategic plan, assessment of the shared governance structure was completed and recommendations for change were analyzed. A revised shared governance structure will be introduced in 2016.



NURSING STRATEGIC PLAN

In 2015, Excelsa Nursing developed a five-year strategic plan that builds upon the continued progress of strategic milestones set in 2011-2014. This strategic plan is aligned with Excelsa's mission, vision and values, contributing to overall goal attainment within the health system's corporate pillars.

The Excelsa Nursing leadership team held nine planning retreats, engaging more than 700 attendees to design a plan focused on five overarching aims, each with an associated goal, and multiple objectives. Related actions and annual measurable outcomes were identified. Nursing leaders across the system will serve as initiative champions to assure successful attainment of these objectives.



1) Advance Nursing Practice Excellence and Transformation

Goal: Establish systematic approaches to support safe, efficient, and effective patient-driven care in all settings and programs.

Objectives:

- Set a new standard of excellence in autonomous, accountable, and caring nursing practice, committed to patient advocacy and innovative care in a climate of trust and collaboration.
- Support a culture that empowers nurses to make decisions about their practice through shared leadership and a defined Professional Practice Model.
- Maintain a culture of quality and safety by utilizing national standards as a guide to facilitate excellence in nursing practice.
- Establish a care delivery model that drives patient/family and staff satisfaction.
- Embrace innovation.

2) Intensify an Evidence-Based Practice (EBP) and Translational Research Approach

Goal: Create an environment of inquiry in which all nurses apply the best available evidence to improve health care delivery and outcomes throughout Excelsa Health.

Objectives:

- Assess Excelsa nurses' beliefs and abilities to implement evidence based practice and measure existing organizational culture and readiness to practice from an evidence base within Excelsa Health.
- Promote a culture of professional autonomy and confidence to utilize an EBP approach to clinical practice.
- Support an interprofessional EBP approach across the continuum of care.

3) Promote Leadership, Excellence and Career Development

Goal: Enhance the competent, dedicated, compassionate, and high-performing nursing workforce and assure leadership excellence through organizational initiatives.

Objectives:

- Establish a work culture where expectations support healthy, safe work environments.
- Support all nurses in all settings to attain their highest level of professional development and career achievement.
- Set a standard of excellence across the organization that supports leadership development at all levels and for all positions.
- Establish succession planning as an ongoing initiative within Excelsa Nursing.

4) Foster Financial Stewardship and Workforce Management

Goal: Nurses at all levels will identify measures to safely and effectively improve operations and will support recruitment and retention of nurses.

Objectives:

- Increase staff engagement in process improvement utilizing the LEAN methodology.
- Establish system-wide staffing strategies/standards that will address patient safety and the delivery of quality nursing care.
- Ensure that professional nurses providing direct patient care have the opportunity to provide input in determining hospital staffing plans.
- Create a more experienced, highly educated, and more diverse nursing workforce with nurses practicing to the full extent of their education and license.
- Contribute to the attainment of Value-Based Performance.

5) Enhance Nursing Image and Community Partnerships

Goal: Promote visibility of Excelsa Nursing and community engagement.

Objectives:

- Promote a positive image for Excelsa Health Nursing within the organization.
- Identify opportunities to recognize and reward Excelsa Health Nurses.
- Promote a positive image of Excelsa Health Nurses in the community.
- Increase visibility of Excelsa Health Nursing within professional circles across the region, at the state level and nationally.

EXEMPLARY PROFESSIONAL PRACTICE

Nurses ensure high-quality patient outcomes and a culture of safety through interprofessional collaboration and the integration of the Professional Practice Model with the delivery of patient care.

NURSING MISSION AND VISION

Our Nursing Mission

Delivering on the Excela promise to improve the health and well-being of every life we touch by providing exceptional patient centered nursing **CARE**.

Our Nursing Vision

The vision of Excela Health Nursing is to support attainment of the Excela organizational vision by building a culture within nursing that promotes a positive patient experience, employee engagement, and overall quality of **CARE**.

- **WE** will uphold our nursing mission through the practice of relationship based care and interprofessional collaboration.

- **WE** will assure nursing excellence by promoting education, professional development, leadership and advocacy.

- **WE** will direct our evidence-based nursing practice in alignment with the Excela Health corporate goals of safety, quality, productivity, human development, and growth and margin.

- **WE** will endorse our professional practice environment that focuses on a shared governance model. This vision is designed to help Excela as a whole acknowledge and achieve its vision to be a premiere high quality and value driven community health and wellness system as measure by achieving top decile performance again national quality standards.

NURSING PRINCIPLES AND PHILOSOPHY

● Our Nursing Guiding Principles

Compassion

We act with empathy, kindness, and concern toward others.

Accountability

We are committed to partnering with our colleagues in embracing the Excelsa Health values of putting patients first, having a passion for quality, working as a team, acting with highest levels of integrity and honesty, and being good stewards of financial and community resources.

Respect

We treat patients, families and colleagues with dignity and sensitivity, while valuing their differences.

Excellence

We hold ourselves to the highest standards of nursing practice through leadership, exemplary nursing care, autonomy and interprofessional collaboration.

● We Believe

- The patient and family are the center of our professional practice and actively participate in planning their own care.
- A healthy work environment empowers the nurse to deliver compassionate, safe, holistic care to the patient in a competent, ethical and caring manner.
- Relationship-based care promotes positive human connections while creating a caring and healing environment.
- Professional nursing values an interprofessional, collaborative process to create a patient- and family- centered environment.
- Our nurses are committed to innovative strategies, lifelong learning and research to advance clinical nursing.

PROFESSIONAL PRACTICE MODEL

The Nursing Professional Practice Model (PPM) establishes guiding definitions and the framework that supports professional nurses in everyday practice. The model upholds our beliefs in the importance of excellence in patient care based on partnerships with all members of the health care team, patients, families and community.

Identifying the need to standardize nursing practice across the Excelsa Health System, the Professional Development Council led the charge to create the Professional Practical Model.

All nurses at Excelsa Health were queried to identify words that describe an Excelsa Health nurse. Those “key words” were used to create the Excelsa Health guiding principles. Building on the guiding principles, the PPM was constructed on concepts from multiple nursing theories and frameworks: Theory of Human Caring (Jean Watson), Relationship-Based Care (Mary Koloroutis), Novice to Expert Theory (Patricia Benner), and The Caring Model (Kristen Swanson).

Once the framework of the PPM was complete, the work of Professional Development Council centered around design of a graphic image. All components of the PPM led the Professional Development Council down the path to create an image of a tree.

The PPM was presented to Excelsa Health Nurses through the Advancing Nursing Excellence Series in November 2014. Noting the PPM is a living, changing tribute, the model was adopted. The guiding principles have been added to the nursing badges that are worn as part of the professional attire.



- **Angela Truswell, RN** (Frick PCU)
- **Angie Ritz, RN** (Westmoreland 2D)
- **Carol Emanuel, MSN, RN** (Nursing Education)
- **Clyde Urbanowitz, RN** (Latrobe Emergency)
- **Christine Mansour, BSN, RN** (Care Support)
- **Dawn Jordan, RN** (Westmoreland 4AB)
- **Gina Hrach, MSN, RN** (Latrobe ICU)
- **Jennifer Barrick, BSN, RN** (Westmoreland 2D/2AB)
- **John Giesey, BSN, RN** (Latrobe Emergency)
- **Kayla Ellis, RN** (Latrobe Emergency)
- **Michelle Knight, RN** (Westmoreland)
- **Ranae Splendore, MS, BSN, RN** (Administration)

COMMITTEE MEMBERS

PATIENT AND FAMILY ADVISORY COUNCIL

DRIVES IMPROVEMENTS IN CARE

In December 2014, Excelsa Health launched a Patient Family Advisory Council. The purpose of the Council is to serve in an advisory capacity to assist Excelsa Health in always putting the patients and families first, by promoting quality, safety, and efficiency, and therefore achieving the aspirations of Excelsa Health's Vision, Mission and Values.



The Council is Co-Chaired by **Denise Addis, MSN, RN, CPHQ**, Director of Value Based Quality and Martin Lang, MS, Vice President of Patient Experience. The Council membership consists of a cross section of health care staff and active consumers of our health care services who partner to improve the safety and quality of the services provided by Excelsa Health.

The membership on the council includes the professional care team, which includes two registered nurses (**Maureen Cutrell, BSN, RN** and **James Jellison, RN**), a phlebotomist, a mammography technologist, a social worker, an environmental services worker, a nurse practitioner (**Jennifer Penrose, MSN, CRNP**) and two physicians and eight community members that represent the demographics of the patient population served by the health system.

The focus of the inaugural meeting was "patient stories". All members in attendance, including staff and community members of the council, Senior Leadership and Board Members, shared their personal stories and why they were passionate about this work. Storytelling is a very powerful way to understand the perception and the emotional side of healthcare. In health care we take care of people every day and tell them "what they need". We do not always ask them what they want. This Council is an attempt to begin to understand the difference.

The agenda for the Council is very open and informal and ideally is set by the Council members. Topics for consideration are presented by members of the council and / or by other members of the health care team at Excelsa Health. All of the agenda items target the promotion of quality and safety outcomes.

• Fall Prevention and Education of Patients / Families

Jessica Spiker, MSN, RN, Quality Analyst, Regulatory / Accreditation

Tammy Vogel, MSN, RN, Director, Nursing Service / Quality

• Venous Thromboembolism (VTE)

Jessica Spiker, MSN, RN, Quality Analyst, Regulatory / Accreditation

• Observation Status

John Dolan, MBA, RN, Director, Clinical Resource Management

• Telemedicine Stroke Process

Gina Hrach, MSN, RN, Stroke Coordinator and Nurse Manager



Giving the health care team the opportunity to hear directly from the "Voice of the Patient" when designing, redesigning or implementing strategies to improve the overall safety and quality of a service or process is invaluable. All work products of the Council are branded with a designed logo to represent the voice of the patient. The presence of the Council and its members also has helped to strengthen the health system brand and reputation within the community.

STRUCTURAL EMPOWERMENT

Nurses engage in shared decision-making to establish standards of practice and improve patient outcomes through professional development, collaboration and contributions within the community.

NURSE RESIDENCY PROGRAM

The Nurse Residency Program, implemented in 2012, continues to be a recruitment strategy for new graduate nurses to Excelsa Health. In calendar year 2014, 83 nurses entered the program while 119 nurses entered the program in calendar year 2015. A measure of success of the Nurse Residency Program is nurse retention rate. Over the period of time that the program has been in existence, there has been a steady increase in new nurse retention rates.

The Nurse Residency Program is composed of three phases. Phase I consists of Excelsa Health system orientation and Excelsa nursing orientation in a classroom setting followed by a unit-level clinical orientation with a designated preceptor. Phase II includes 16 additional hours of interactive classroom education with a focus on the development of clinical skills, and professional and leadership roles. Phase III fosters professional development through opportunities for Nurse Residents to attend various Excelsa Health staff development classes, completion of independent self-directed activities and development of a professional nursing portfolio.

Some Phase III independent activities include joining a professional nursing organization, conference attendance, membership on a shared governance council or committee, enrollment in a BSN program, participation in a LEAN initiative or engaging in a variety of unit based or community projects.

To meet the requirements of the independent projects, a total of 46 nurse residents chose to become a member of a shared governance council or committee with the majority becoming members of a Unit-Based Practice Council (UBPC). Several have even served as the chair of the UBPC. Enrollment in a BSN program came in a close second with 43 nurse residents continuing their education in a BSN program. Twenty-three nurse residents have joined professional nursing organizations including the American Nurses Association (ANA),

NURSE RESIDENTS WHO HAVE COMPLETED THE PROGRAM IN 2014-2015

Adrienne Alger	WH	BH IP U1
Tina Baker	WH	M/S 3AB
Rachel Beward	LH	EPIC IP Rehab
Samantha Brown	WH	PCU 1E
Nicole Clark	WH	OB Gyne 5D
Corrine Comin	WH	PCU 2D
Briana Craig	WH	PCU 1E
Jordan Culler	LH	ED
Courtney Depree	WH	OB Gyne 5D
Mandy Emmerick	WH	OB Gyne 5D
Maria Fink	WH	S/S 3D
Jessica Fordyce	WH	M/S 2AB
Amber Fratto	FH	PCU
Paula Frey	FH	OR
Leslie Giesey	WH	ED
Brandy Gratzinger	WH	PCU 2D
Patricia Higgs	LH	ED
Abby Johnston	WH	IP Wound Care
Dawn Jordan	WH	ICU
Melissa Kelly	WH	M/S 3D
Alyssa Klingensmith	WH	M/S 3D
Angela Kolenc	LH	Neuro/JointWorks
Moriah Kromer	WH	M/S 2AB
Blakely Leonard	WH	M/S 4S
Megan Livengood	WH	Labor & Delivery
Rachel Lucullo	LH	Neuro/ JointWorks
Mary Martin	WH	M/S 2AB

NURSE RESIDENCY PROGRAM (CONT.)

Pennsylvania Nurses Association (PSNA), American Association of Critical Care Nurses (AACN), Emergency Nurses Association (ENA), American Psychiatric Nurses Association (APNA) and Sigma Theta Tau.

To date, more than 100 nurse residents have reported on a variety of other independent projects they have participated in including creating bulletin boards on the unit, starring in or assisting with Magnet videos, assisting with the Professional Development Forums, and assisting with unit based quality improvement initiatives. Nurse Residents have also taken on the role of the unit OSHA Educator, Unit Based Educator, EBP Champion, Falls Champion, Skin Care Champion, Safety Advocate, Magnet Maestro, and CLAB Champion. Others have chosen to participate in community based wellness programs including blood pressure screenings and the school backpack program as ways to fulfill Phase III requirements of the Nurse Residency Program.

Upon completion of all requirements of Phase I, II, and III, nurse residents submit a professional portfolio containing evidence of their accomplishments while enrolled in the program.

Published here is a list of nurse residents who completed the nurse residency program in 2014/2015. Congratulations to all of them.



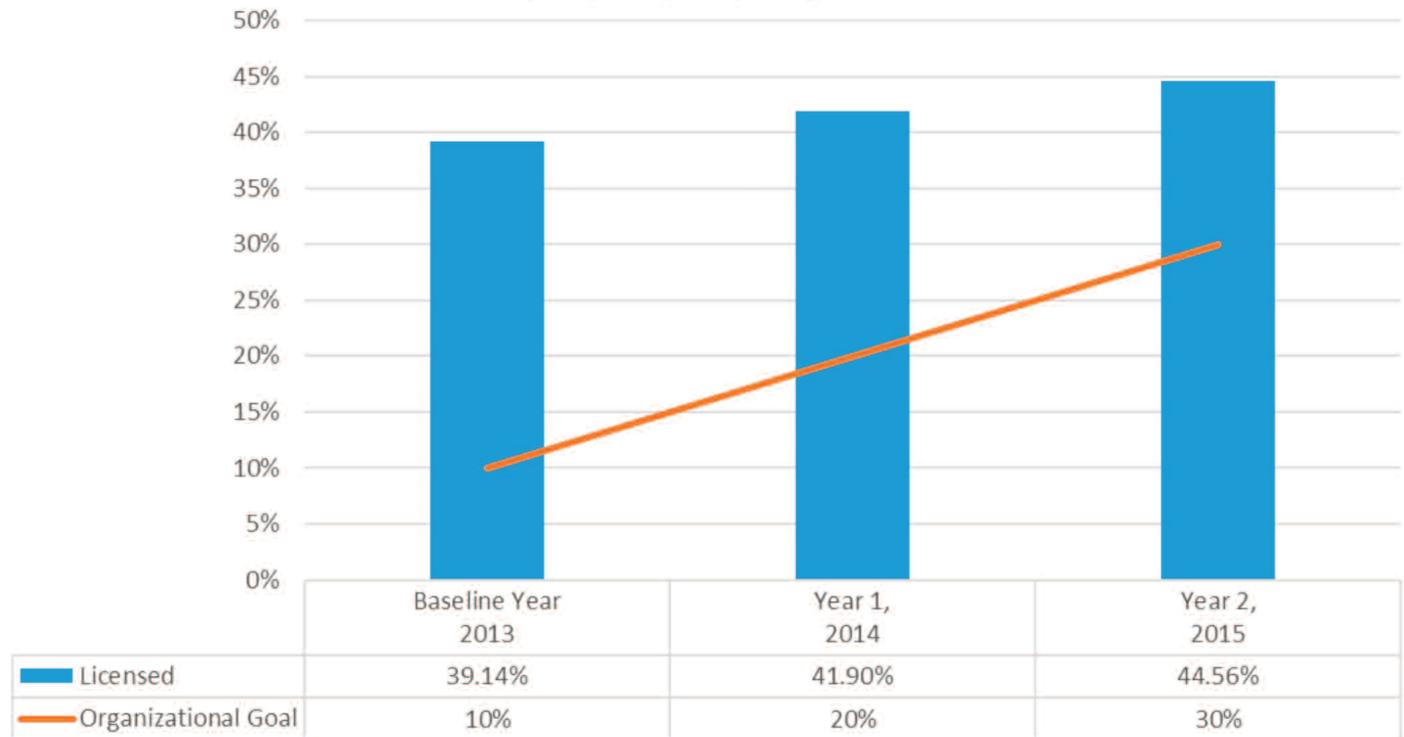
NURSE RESIDENTS WHO HAVE COMPLETED THE PROGRAM IN 2014-2015 (continued)

Tiffany McCauley	WH	M/S 4AB
Jenna McFarlane	WH	ED
Amanda McKierman	WH	M/S 3E
Hollie McNight	LH	Staffing Support
Larissa Omlor	WH	ED
Ann Patterson	WH	ED
Emily Petrazio	WH	ICU
Larissa Poorbaugh	WH	PCU 1D
Rachel Prettiman	WH	BH IP U1
Rebecca Ragan	WH	M/S 4D
Sara Rayman	LH	EH Family Medicine
Cheyenne Rossi	WH	M/S 4D
Eric Schmadel	WH	PCU 2D
Angela Scott	FH	CCU
Megan Seibel	LH	Staffing Support
Jamie Shogan	WH	CCU
Kendra Stansbury	WH	BH IP U1
Taylor Stiffler	WH	OB Gyne 5D
Rachel Tylka	WH	ICU
Alyssa Vijuk	WH	M/S 4AB
John Wheelus	WH	M/S 3E
Caroline Young	LH	EPIC Rehab
Shelly Zadroga	LH	EPIC Rehab

BSN OR HIGHER NURSING DEGREES

The Institute of Medicine (IOM) of the National Academies published *The Future of Nursing, Leading Change, Advancing Health* report in 2010. A recommendation from the report is to increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020. Excelsa Health supports the recommendation by implementing actions included in the IOM report. These actions include encouraging nurses with an associate's and diploma degrees to enter baccalaureate nursing programs soon after hire, offering generous tuition reimbursement, providing a salary differential for the nurse with a bachelor degree in nursing, and promoting self-scheduling with a 72 hour work schedule, to support the nurse's ability to complete course work.

**% of RN's w/BSN or Higher Nursing Degrees
(BSN, MSN, DNP, PhD)**



In support of:

- >Institute of Medicine, *The Future of Nursing Report (2010)*: Increase the proportion of nurses with a BSN degree to 80% by 2020, and
- >Joint State Government Commission Report, *Professional Bedside Nursing in Pennsylvania (2015)*: Increase the percent of nurses with a BSN degree.

SPECIALTY NURSING CERTIFICATION

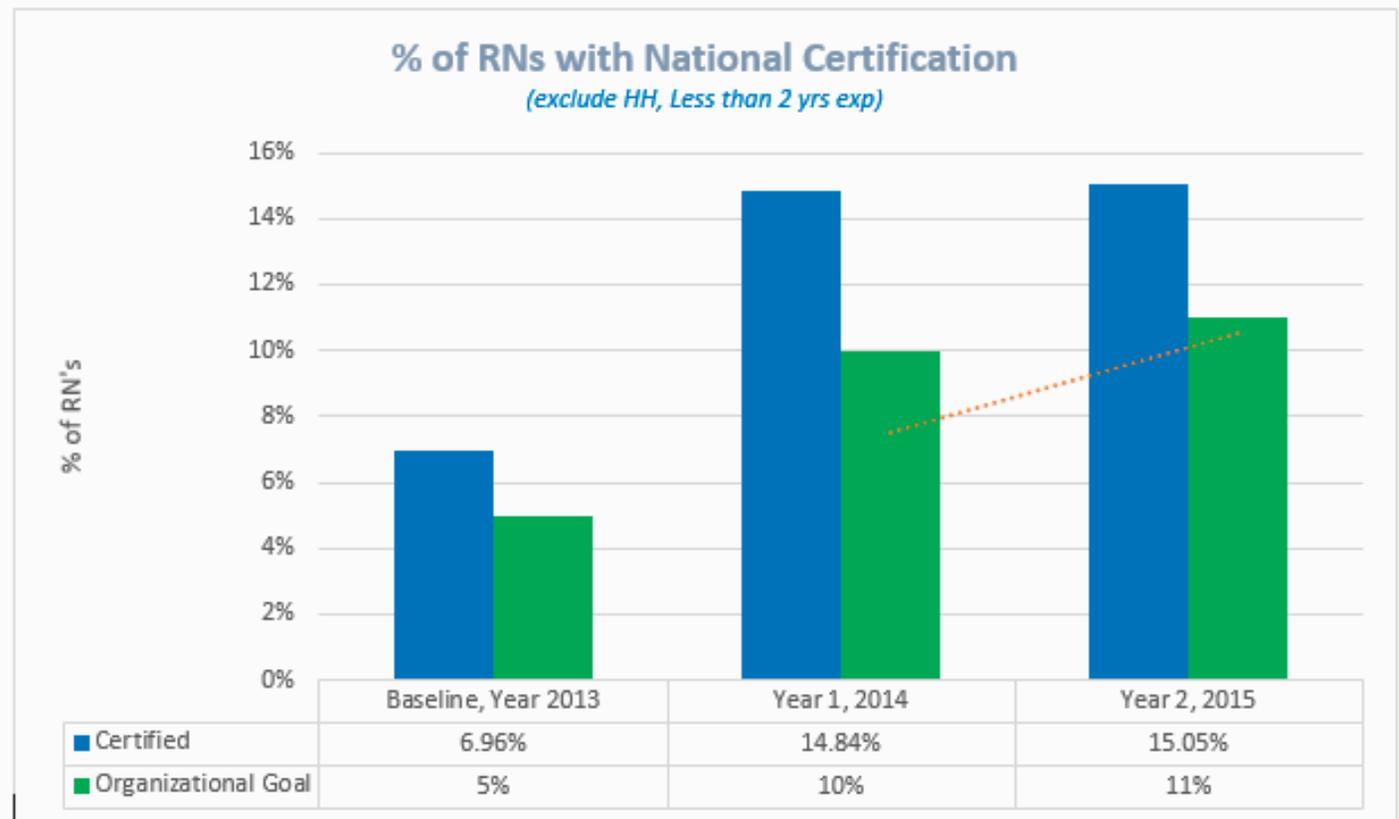
Excela Health honors its board certified nurses annually on March 19, Certified Nurses Day, which recognizes nurses worldwide who contribute to better patient outcomes through national board certification in their specialty.

There are many hallmarks of a nurse's professional competence - a college degree, a state license and years of experience, to name a few. Certification ties all these elements together for nurses who embrace the long-term commitment to learning and growing within a particular scope of practice.



Achieving national nursing certification reflects a commitment to professional practice standards at the highest level, requiring a mastery of knowledge, skills and practice for a particular specialty area. Unlike nursing licensure, which is a requirement of all nurses to enter professional practice, specialty certification is optional.

Research demonstrates that patient satisfaction increases and patient mortality decreases when care is delivered by certified nurses. Certified nurses implement evidence-based care and guidelines more often. Individually, certified nurses benefit as well; research shows they enjoy increased professional opportunities, autonomy, confidence, job satisfaction and enhanced collaboration with other disciplines.



EXCELA HEALTH CERTIFIED NURSES

Acute Care Nurse Practitioner

Adult Acute Care

Michelle Culler, Hospitalist
Kari Halaut, Hospitalist
Raymond Paronish,
Palliative Care
Jerod Smith, Vascular

Family Health

Mary Augustine, Cardiology
Sally Cline, Cardiology
Dawn Repak, Cardiology
Chantal Trice, Cardiology
Janine Meneghini,
Cardiology
Rebecca Heinle, Palliative
Care
Marian Hazy, Family
Medicine
Brittany Steele, Family
Medicine
MaryBeth Farina-Mazur,
Gastroenterology
Shawnaa Rutkowsky,
Gastroenterology
Laurie Christner, General
Surgery-Wound
Anna South, General
Surgery-Wound
Mandee Mikeska, Hospice
Maryann Dowling, Hospice
Ashley Batsa, Hospitalist
Amanda Connors,
Hospitalist
Lauren Love, Hospitalist

Randolph Wadsworth,
Hospitalist
Leanne Wiltrout, Hospitalist
David Geiger, Intensivist
Emily Tetil, Intensivist
Kayla Ellis, OB-Gyn
Mallory Gergely, Ob-Gyn
Kristina Smouse, OB-Gyn
Kelly Snively, OB-Gyn
Vicki Beal, Behavioral
Health
Rene Smail, Behavioral
Health
Jennifer Penrose, Thoracic
Surgery
Regina O'Leary, Special
Care Nursery
Heather Penzera-Ulicne,
Pain Management

Family Home Health

Diane Navarre, Cardiology
Victoria McInay, Cardiology

Family Planning

Judith Svidron

Obstetric/Gynecology

Mary Draghi, OB-Gyn
Cathy Piper, Family
Medicine

Neonatal

Susan Barbarossa, Special
Care Nursery
Kathleen Campbell, Special
Care Nursery

Jeanine Doyle, Special Care
Nursery
Kathleen Eisensmith,
Special Care Nursery
Karen Ewing, Special Care
Nursery
Mary Kish, Special Care
Nursery
Merry Kruger, Special Care
Nursery
Amy Medved, Special Care
Nursery
Regina O'Leary, Special
Care Nursery
Paula Urban, Special Care
Nursery

Adult Health Clinical Nurse Specialist

Erin Prettiman

Board Certified in Infection Prevention and Control

Mary Bellush

Cardiac Surgery Certification

William Widmann

Certified Ambulatory Perianesthesia Nurse

Eloise Cary

Certified Case Manager

Joyce Hodcak
Susette Lasher
Rosanne Maticko
Eugenia Ochap
Edith Spinneweber

Certified Clinical Documentation Specialist

Rebecca Fello

Certified Critical Care

Pamela Caruso
Jamie Culley
Carol Emanuel
Barbara Grote
Chelsea Long
Deborah Medley
Andrah Palmer
Erica Palmer
Danielle Pavlik
Kathleen Radocaj
Bridget Rafferty-Himler
Glenn Repko
Karen Scanlan
Beverly Smith
Anna South
Christen Stercho
Sarah Stewart
Chad Toth
Robin Weyandt
William Widmann

EXCELA HEALTH CERTIFIED NURSES (CONT.)

Certified Diabetes Educator

David Hinzman
Marcella Marhefka

Certified Emergency Nurse

Kelly Bedner
Amanda Vesely

Certified in Professional Healthcare Quality

Denise Addis
Anne Marie Scekeres

Certified in Medical-Surgical

Cindy Glod
Erin Prettiman

Certified Nurse Operating Room

Victoria Harmon

Certified Occupational Health Nurse

Rebecca Herroscheck

Certified Ostomy and Continence Nurse

Joyce Hodczak

Certified Post Anesthesia Nurse

Staci Orbell

Certified Registered Nurse Anesthetist

Amy Acie
William Antonucci

Terri Baker

Michele Bailey
Jacinta Baldini
Melissa Barras
Robin Bell
Gabrielle Beltz
Brian Berry Jr.
Lisa Berdar
Louis Bottegal
Richard Burkey Jr.
Danielle Cooley
Linette Copelli
Melissa Cunningham
Carol Curry
Michael DeBroeck
Ann Delattre
Joseph Dorazio III
Lori Droschak
Patricia Eisner
Diane Fair
Cynthia Gladora
Danielle Gray
Lisa Groft
David Guidry
Cara Haines
Deborah Hill
Elizabeth Hollar
Brian Holt
Todd Hrtynaski
Mark Kantola
Christine King
Christopher Kolowitz
Rae Ann Kozinko
Patricia Kuster
Leslie McClarren

Stephen Miller

Beverly Nickelson
Tammy Nuzzo
Theodore Oshie
William Pileggi
Amber Raimondo
Donna Ross
Victor Sansing Jr
Heather Scanlon
Kristen Schnauber
Diana Sommer
Rebecca Sullivan
Stephen Taylor
Susan Tranchine
Lisa Vittone
Renee Wilson
Vicki Vecchiolla

Certified Wound Care Nurse

Susan Poklembo
Kimberly Strashensky

Certified Wound Ostomy and Continence Nurse

Sandree Hartman
Sarah Vanderelli

Certified Wound Ostomy Nurse

Sue Zezzo

Inpatient Obstetric Nurse

Barbara Alexander
Susette Lasher
Beverly Leidy
Susan Patula
Waynette Reynolds

International Board Certified Lactation Consultant

Tracey Downs
Ann Kremer
Cynthia Morris
Roseann Rudy

Nurse Executive, Advanced Board Certified

Traci Fick

Nursing Professional Development

Deborah Medley
Sheri Walker

Prepared Childbirth Educator

Susan Patula

Progressive Care Nursing Adult

Erin Prettiman
Betsy Stefano

Registered Cardiovascular Invasive Specialist

Elizabeth Dell

Wound Care Certified

Amy Phillips

Fellow-American Academy of Nursing

Helen Burns

CASE MANAGEMENT MODEL

A new case management model is helping the Excelsa Health hospitals streamline processes, improve care coordination and facilitate efficient transitions of care for our patients.

The model aligns nurse case managers and social workers to each unit in each of the Excelsa hospitals, The focus is on earlier assessment, enhanced care coordination and efficient planning for discharge.

The goal for this change is to have nurse case managers and social workers interact more with patients, caregivers and the clinical team at the bedside to coordinate the patient's hospitalization, Clinical Resource Management staff partner with physicians to identify a plan and assist nursing units with the necessary action items to facilitate care progression.

The model also provides a bridge between the clinical and financial roles in health care, Clinical Resource Management Utilization Review staff help support the clinical team in meeting the regulatory and payor requirements in providing care to our patients.



From Left

Tosha Gornall, MSW, LSW, Lead Social Worker;
Edith Spinneweber, BSN, RN, CCM, FH Lead Case Manager; **John Dolan, MBA, BSN, RN**, Director of Clinical Resource Management; **Ann Esachina, MSN, BSN, RN**, LH Lead Case Manager, and **Rosanne Maticko, MSA, BSN, RN, CCCM**, WH Lead Case Manager

CLINICAL EDUCATION/SIMULATION LEARNING

The Clinical Education and Simulation Center is an innovative learning environment located at the Frick Hospital campus that provides opportunities for clinicians from all disciplines to practice clinical procedures in a safe learning environment.

Both centers have a total combined area of 2,250 square feet. The Clinical Education Center is 1,125 square feet and offers a large central classroom surrounded by several patient bays.

The Simulation Center is 1,125 square feet and offers a central conference area surrounded by functional critical care rooms. The rooms are equipped with both high and low fidelity mannequins that provide humanlike responses to clinician interventions. A control room allows an operator to control mannequin responses. The rooms are equipped with cameras for recording and playback contributing to an enriched learning experience.

The mannequins and various task trainers allow clinicians to learn how to perform such procedures as insertion of IV's and central lines, insertion of foley catheters, lumbar puncture, chest tube insertion, airway management and emergency procedures. Adjacent to the simulation lab is a debriefing room that allows for private discussion, review and critique of simulation activities.

Since opening in December 2014, the center has seen a steady growth in utilization. A total of 1,456 clinicians have participated in a variety of simulation activities. The area is utilized by nursing, respiratory therapy, physicians, residents, anesthesiologists and other health care providers. Nursing activities in the center include orientation, competency assessment and validation, nurse residency classes, basic arrhythmia and critical care classes.

Equipment available includes:

- High fidelity Mannequins - SimMan Essentials, SimMan and SimBaby
- Medium fidelity Mannequins - Advanced Life Support (ALS) and Nursing Anne
- Low fidelity Mannequins
- Ventriloscope-heart and breath sounds simulator
- IV/phlebotomy virtual trainer, arms and hands
- Chest/torso-Central line training
- Torso-wound management
- IV and pain management pumps
- Male and female task trainers for foley catheter insertion
- Intubation mannequins and a variety of equipment for IV, epidural and spinal access, Central Venous Pressure (CVP) insertion, pain/sedation and airway management

CLINICAL EDUCATION/SIMULATION LEARNING



COMMUNITY PARTNERSHIPS

Excela Health is present in a community where there are many hungry children. Childhood hunger is reaching epidemic proportions and thankfully is being acknowledged by organizations who are taking action. The No Kid Hungry Program was launched in 2010 to change the lives of children across the nation. Excela nursing staff wanted to be a part of the solution locally. Our health care organization collaborated with the United Way to complete a Community Needs Assessment in 2012-2013. The nurses wanted to participate in a community project that would make an impact on the children and families in our community who access our health system. The Shared Governance, Professional Image and Community Partnership Committee reviewed our 2012-2013 community assessment to determine which school district might benefit most from our project. The committee chose a school district with the highest poverty level in our county.

As a first step, the committee collaborated with Excela dietitians to choose nutritious foods and create menus that were age appropriate. Items in the back packs are individually wrapped and include items such as cereal, juice, granola bars, fruit cups and soup. We received a monetary donation to assist with the purchase of the back packs from a local store. The school is responsible for handing out the back packs, collecting them after the weekend, and keeping the bags each week. Hospital departments bring their designated food items to a central location and bagging takes place with the help of volunteers, such as the identified champions. The bags are then delivered to the school each week.

To raise awareness of the project and to keep the staff engaged our Professional Image and Community Partnership Committee partnered with the Quality department to participate in the 2015 National Red Nose Campaign. Red Noses were sold during the lunch hours at each campus and proceeds went toward the back pack program. Due to our enthusiastic success with the Back Pack Program in the local elementary school, the committee has expanded the program to partner with a Head Start Preschool Program in the community to provide an additional 32 back packs. As a result, 132 preschool and elementary students are receiving back packs full of nutritious food to sustain them over the weekend.



PROFESSIONAL IMAGE COMMITTEE

Chair: **Cathleen Choby, RN**

Tracy Gilbert, RN

Linda Sopher, RN

Kennette Grohal, MSN, RN

Jane McManigle, BSN, RN

Mary Jane Kubasky, RN

Ranae Splendore MS,

BSN, RN

Linda Hines, TP

Letters of thanks

Dear Editor, *The Jeannette SPIRIT*

The Jeannette McKee staff and faculty would like to acknowledge Excela Health for their collaboration with the school to provide nearly 75 students with non-perishable food to take home each weekend.

Thanks to the efforts of all the workers at Excela Hospital, a large number of our students will have meals and snacks over the weekend.

*Yours in education,
Shelley Muto
Principal, Jeannette McKee Elementary*

THURSDAY, OCTOBER 22, 2015
Jeannette SPIRIT

"Thank you once again to all the staff and volunteers participating in the program to help these children. You all are truly a blessing for making a difference in these children's lives."

- Seton Hill Child Services, Inc. Latrobe

COMMUNITY PARTNERSHIPS (CONT.)

Discussion took place with the principal of the elementary school to see what results the program has had on the students. She relayed that there has been an “increased attendance on Fridays because the students have a good reason to come to school to get the food for the weekend.” She also stated that the nurse has seen a decrease in regard to upset stomachs. As stated by the School Principal, “I would say there is an overall sense of gratitude from the students who receive the bags, they seem happier to be here and more personable. They are very excited each week to come to the office to get their bags and are always smiling when they walk out holding the bag. “

A particularly poignant moment occurred when a staff member was driving through town and saw two of the children eating the food from their back pack on Thanksgiving Day. This is one of those times that reinforced the positive impact this project is having on our community

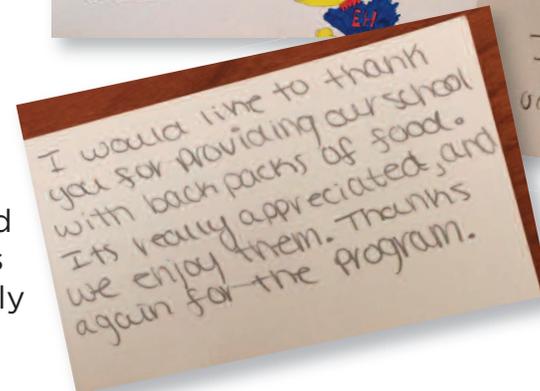
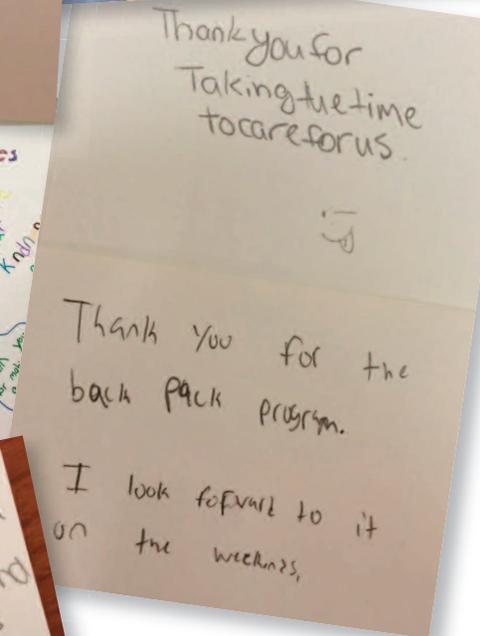
As word spread throughout the health system, other departments have asked to participate. As an example, donations from our Food and Nutrition Services department were distributed over Christmas break. Over 39 weeks, our organization has delivered approximately 5,100 bags of food and logged 900 hours of volunteer time.

BIG RED NOSE DAY

May 26, 2016
Buy a Red Nose for \$1 in the café during the lunch hours and have your picture taken or send us a selfie.

Donate your loose change throughout the week of May 23.

Excelsa Health
Funds support Excelsa Health Nursing Professional Image Committee and its Backpack Program partnering with local schools to address childhood hunger.



EMPIRICAL OUTCOMES

Nurses evaluate quality outcomes to demonstrate the positive contributions to patient care produced by strong nursing leadership and clinical practice.

NDNQI® CLINICAL INDICATOR PERFORMANCE

2014 & 2015 NDNQI® Clinical Indicator Performance

Quality Indicator	Facility	Q1'14	Q2'14	Q3'14	Q4'14	Q1'15	Q2'15	Q3'15	Q4'15
Falls with injury	FH			●	●	●	●	●	●
	LH			●	●	●	●	●	●
	WH		●	●	●	●	●	●	●
Hospital acquired pressure ulcers Stage 2 and above (HAPU)	FH		●	●	●	●	●	●	●
	LH		●	●	●	●	●	●	●
	WH	●	●	●	●	●	●	●	●
Catheter associated urinary tract infection (CAUTI)	FH			●	●	●	●	●	●
	LH			●	●	●	●	●	●
	WH			●	●	●	●	●	●
Central line associated bloodstream infection (CLABSI)	FH			●	●	●	●	●	●
	LH			●	●	●	●	●	●
	WH			●	●	●	●	●	●

Legend

Color	Definition
●	>50% Nursing units above performance*
●	<50% Nursing units above performance*
	Data not available for quarter

*Standardized score; Comparison-Bed size (Peer Group Bed Size FH-25-49; LH-<100; WH-200=299)

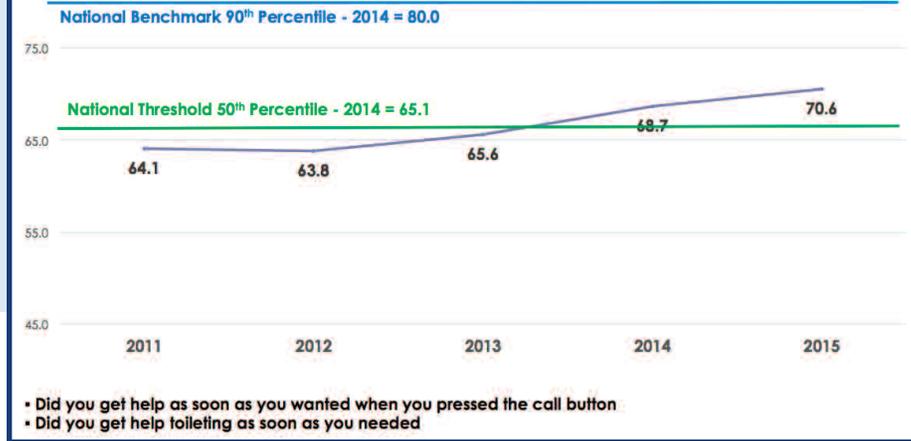
The National Database of Nursing Quality Indicators (NDNQI) was established in 1998 by the American Nurses Association (ANA) and is a leading quality improvement program that analyze relationships between nursing and patient outcomes. NDNQI consists of a comparative national database of nursing-sensitive quality indicators at the unit level. Since 2014, Excela health had provided data for benchmarking ourselves against other similar bed size hospitals. As a system Excela Health has outperformed the national median on three of the four nurse sensitive quality indicators during six quarters from July 2014 – December 2015.

EXCELA HEALTH PATIENT SATISFACTION

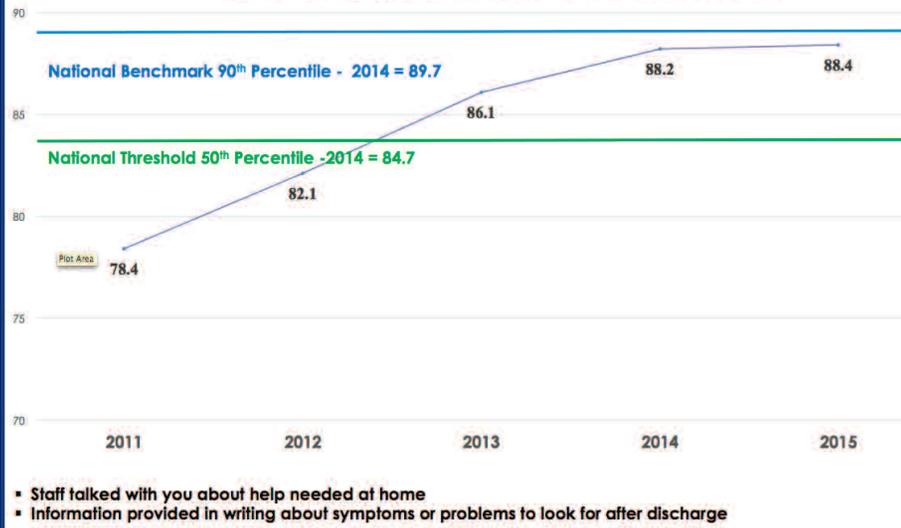
FRICK, LATROBE AND WESTMORELAND HOSPITAL

Excela Health considers patient satisfaction a key indicator of organizational success. Excela measures a patient's perception of care using the Hospital Consumer Assessment of Healthcare Providers and Systems or HCAHPS survey issued by the Centers for Medicare and Medicaid Services. Nursing has many opportunities to impact the survey domains positively. Based on the many initiatives advanced over the past few years, it is clear Excela Nursing is trending upward on key survey questions.

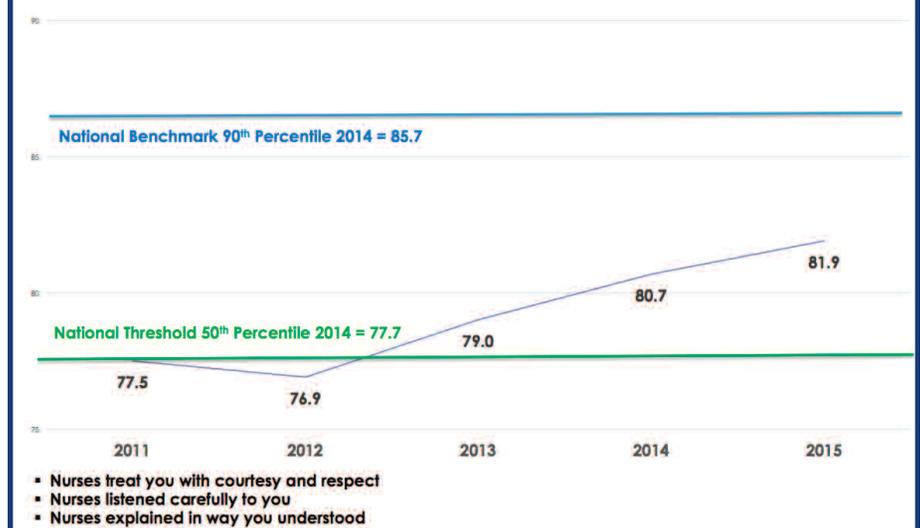
RESPONSIVENESS OF STAFF



DISCHARGE INFORMATION



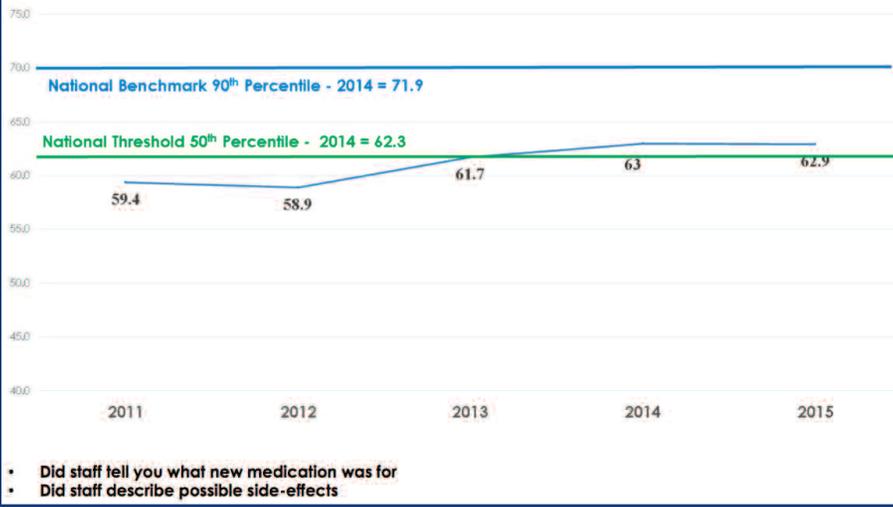
COMMUNICATION WITH NURSES



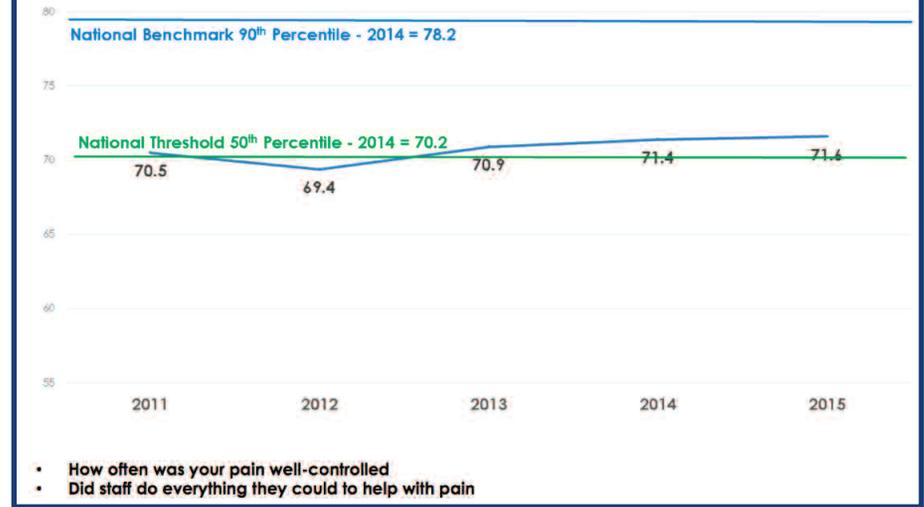
EXCELA HEALTH PATIENT SATISFACTION

FRICK, LATROBE AND WESTMORELAND HOSPITAL

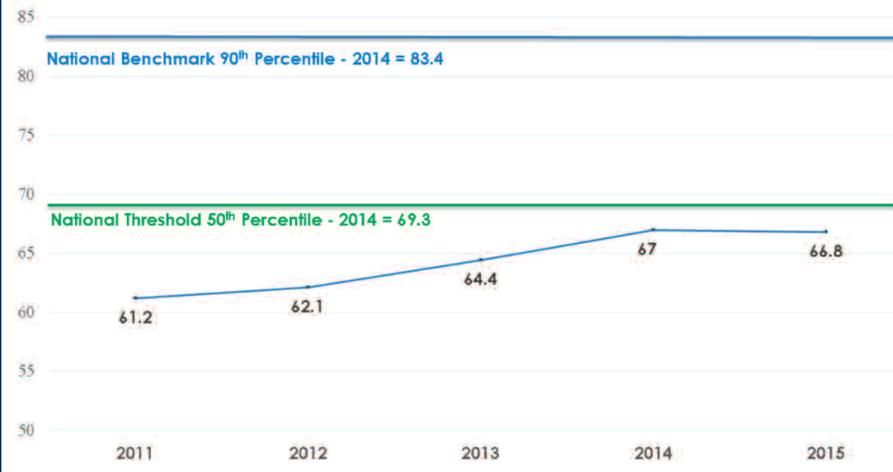
COMMUNICATION RE: MEDICATIONS



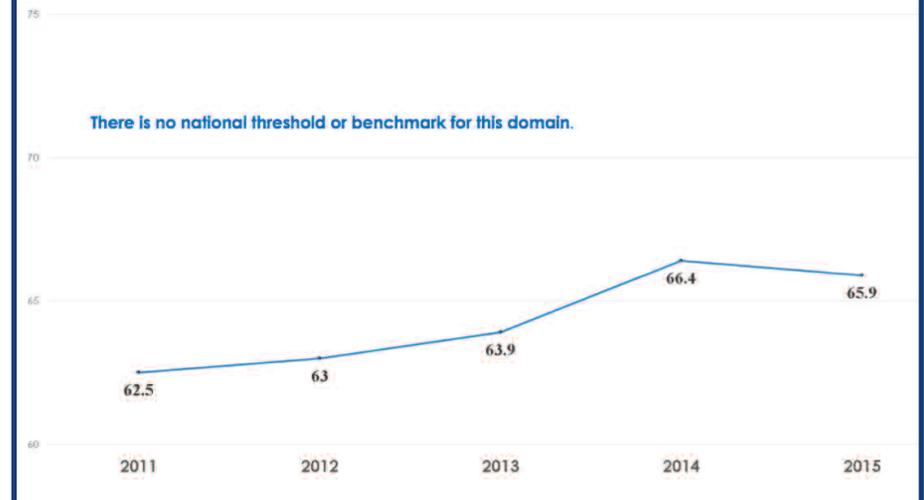
PAIN MANAGEMENT



RATE THE HOSPITAL

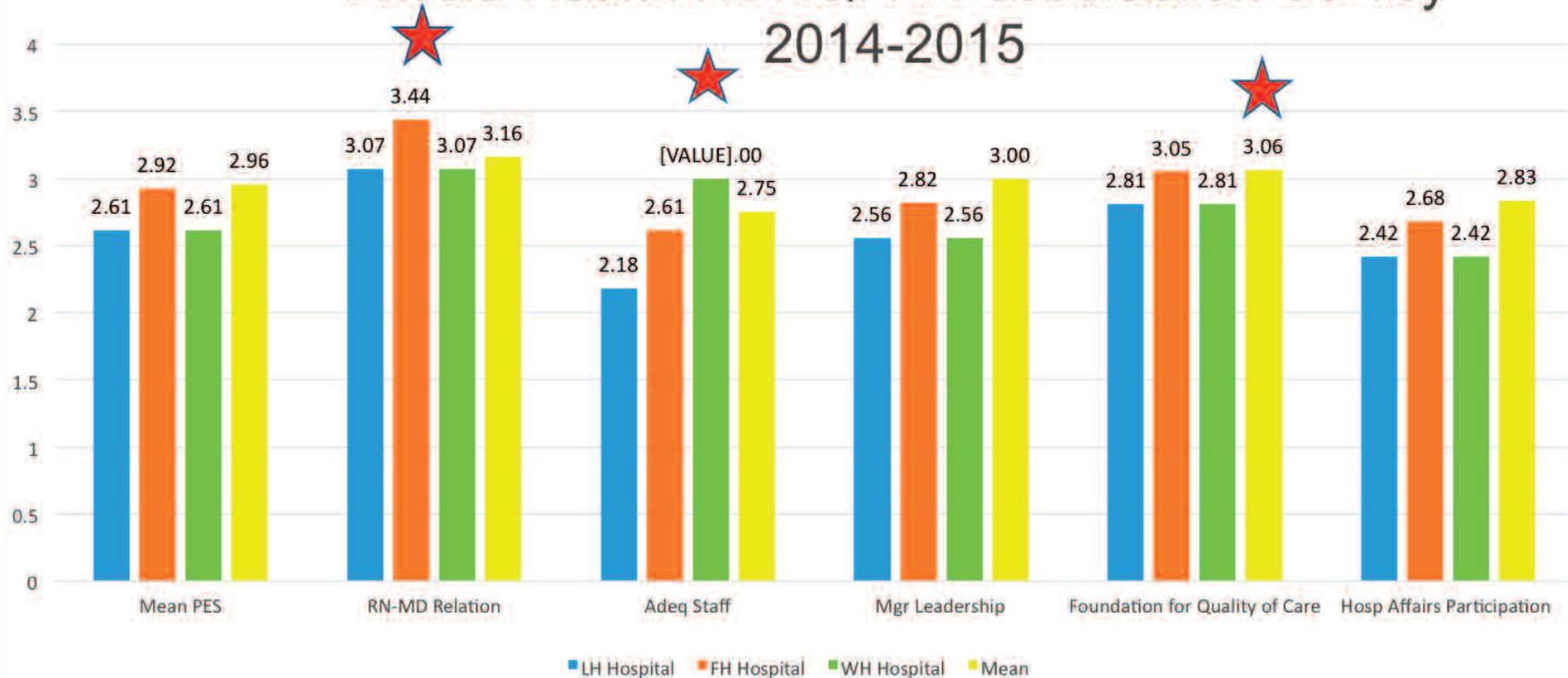


RECOMMEND THE HOSPITAL



NDNQI® RN SATISFACTION SURVEY

Excela Health NDNQI RN Satisfaction Survey 2014-2015



Measure	Mean PES	RN-MD Relation	Adeq Staff	Mgr Leadership	Foundation for Quality of Care	Hosp Affairs Participation
LH Hospital	2.61	3.07	2.18	2.56	2.81	2.42
FH Hospital	2.92	3.44	2.61	2.82	3.05	2.68
WH Hospital	2.61	3.07	3.00	2.56	2.81	2.42
Mean	2.96	3.16	2.75	3.00	3.06	2.83
Latrobe and Frick Hospitals Year: 2015 Compared By: Like Bed Size Peer Group: Bed Size <100			Westmoreland Hospital Year: 2014 Compared By: Like Bed Size Peer Group: Bed Size >200			

NEW KNOWLEDGE, INNOVATIONS AND IMPROVEMENTS

Nurses achieve leading-practice for patients by integrating evidence-based practice into patient care through quality improvement and fostering new knowledge by translating nursing research.

NEW TECHNOLOGY

New Bar-coded Medication Administration Improves Quality and Patient Safety

Improving quality and ensuring the highest level of patient safety is a top goal for Excela Health. To further this goal, bar coded medication administration (BCMA) was implemented at all hospitals. Bar codes scanners were added to each mobile workstation for both nursing and respiratory therapy and bar code were added to all medications.

In this closed loop system, the patient wristband and medications are both scanned prior to any medication administration. The system assists in ensuring the five rights of administration: right patient, medication, dosage, route and time.

The three facilities have recorded 1,958,708 medications scanned, for an overall system compliance of 96%, exceeding our goal of 95%.



Kennette Grohal, MSN, RN; Shirley Brandon, MSN, RN; Mike Widmann, MSN, RN-BC, CCRN-CSC; Karen Edmunds, MSN, RN, and Sally Backus, MSN, RN

Evidence-Based Practice/Research Activities

Evidence-Based Practice (EBP) and Research activities at Excelsa Health strengthen and enhance the Excelsa Health nursing mission and the Nursing Strategic Plan.

Establish the infrastructure to support the development and maintenance of evidence-based practice and research at Excelsa Health.

The EBP Committee continues to extract evidence and evaluation outcomes with the Mobility and Foley Removal protocols. Ongoing chart audits identify compliance and outcomes with both protocols. To enhance compliance, documentation is facilitated using charting screens. In several chart audits regarding the Mobility protocol, it was noted that 90% of patients were able to maintain their functional status, while 10% improved during their hospital stay. There has been a slight downward trend in the CAUTI rates since the initiation of the Foley Removal protocol. The Nursing Research Consultant continues to offer guidance to staff, educators and leaders during nursing retreats and in scholarly and research endeavors.

Create, disseminate and evaluate education offerings related to the differentiation of QI, EBP and research, the process of EBP, the process of research and the process of professional presenting and publishing.

The First Annual Nursing EBP and Translational Research Forum, held in September 2015, was a success. Ninety two staff (including ancillary departments) and 15 students attended the forum. Keynote presentations included Dr. Debra Thompson who discussed the importance of collaborative relationships in providing and optimizing patient care, and Dr. Judith Kaufmann who offered insight into issues regarding evidence-based practice and clinical research. Other speakers highlighted clinical issues and concerns in breakout sessions offered during the day, including pain management, hand hygiene, body/mind

fitness and post-CVA care. There were 10 posters on a variety of topics presented by staff and associated faculty. Presentations were made available through the nursing intranet for review by interested staff.

Disseminate evidence-based and research-related project findings through professional publication and presentation venues.

Excelsa Health nurses continue to make great strides in scholarship activities. Nurses published in professional and peer review journals. Staff displayed posters of their research and EBP projects during the 2014 and 2015 Nurse Week activities. Staff, managers and nursing leaders presented their scholarly endeavors in regional and national professional venues.

Initiate and participate in inter-disciplinary evidence-based practice and research projects.

The Structured Interdisciplinary Bedside Rounds (SIBR) process was presented regionally and nationally. This inter-disciplinary project, initiated on nursing units across all three campuses, resulted in improved HCAHPS scores for patient satisfaction in the domains of communication with nurses, communication with physicians, responsiveness of staff and discharge information. Excelsa Health conducted its first system-wide research study in September 2015. This study was disseminated to all RNs and LPNs across the health system and measured nurses' beliefs in and implementation of EBP, as well as the support of the organizational culture for EBP. Results from this study will be used to further shape the nursing strategic plan, develop an EBP curriculum and further enhance nursing practice at Excelsa Health.

RECOGNITION

Excelsa Health nurses are often recognized for the care they provide to patients. These recognitions demonstrate a commitment to continuing education, clinical excellence and outstanding patient care.

OUR PATIENTS COMMENT



Beth went beyond my expectations in taking time to talk with me: in which I was more relaxed and happy. Beth took extra time to talk with me on a friendly level making me relax. Taylor was very sweet when checking in on us.

Westmoreland Hospital, 5P



The nurse is the most competent professional I have ever met in the health care system. Understanding the patient's needs and getting the proper assistance for the situation and following all guidelines to achieve the best results.

Home Care



The CCU unit staff was an incredible team who showed us nothing but care, concern and support. If we had questions, they answered them. If we needed anything, they got it for us. They not only cared for their patients but also for the family. So thank you for hiring a great group of people.

Frick Hospital, CCU



To all of the RN's, Techs, Kim from Housekeeping and anyone who I may have missed.....oops the dietary workers also. It has been so refreshing to be admitted to a hospital and put on a floor that everyone who in some way is responsible for my general health and well-being....does just that. The last time I was here I was on the 3rd floor and I was so impressed with the care I received on that floor....to receive the same type of care and concern on another floor is almost unheard of...I want to thank each one of you that I have had the pleasure of interacting with. Each of you show just how much the career choice each of you made....fits each of you to a tee. Thank you so much for your kindness, concern, consideration, time, effort in making my stay here as comfortable as it could possibly have been. The head nurse should be so proud of having a tremendous group of professionals on her team. What is better yet is to see and feel the concern that is radiated to the patient with ease. Thank you so much for being a great group of people that I have had the pleasure of meeting and having my stay here very comforting and my health concerns become each one of your concerns.

Latrobe Hospital, PCU



The staff was amazing. I love them. The staff made my stay very pleasant. They deserve a big pat on the back. Wish I could give them all a big hug. They were amazing.

Latrobe Hospital, Ortho



I've never had a bad experience at Westmoreland Hospital when it comes to the level of nursing care or specialized treatment personnel. NEVER! This unplanned visit to emergency followed by a brief stay in the CCU was no exception. There is no better ER care anywhere in my humble opinion. The manner in which information was explained was reassuring. My meds were there like clockwork. The entire staff on CCU must have been handpicked to provide the highest degree of care.

Westmoreland Hospital, ED/CCU



RECOMMENDATION



DEGREES EARNED

2014-2015

DOCTOR OF EDUCATION IN CURRICULUM AND INSTRUCTION

Earl Gardner, DEd, RN

MASTER OF SCIENCE, NURSING

Jennifer Barrick, MSN, RN
Michelle Curcio, MSN, RN
Karen Edmunds, MSN, RN
Brandi Hall, MSN, RN
Carrie Horner, MSN, RN
Michelle Lewis, MSN, RN
Wendy Reynolds, MSN, RN
Angie Ritz, MSN, RN
Jessica Stack, MSN, RN
Michael Widmann, MSN, RN

BACHELOR OF SCIENCE, NURSING

Mary Brown, BSN, RN
Brianna Craig, BSN, RN
Josh Head, BSN, RN
Amber Hyde, BSN, RN
Moriah Kromer, BSN, RN
Jeffrey Leonatti, BSN, RN
Shannon Loughner, BSN, RN
Janine McIntire, BSN, RN
Kim Miller, BSN, RN
Jonathan Morris, BSN, RN
Andrah Palmer, BSN, RN
Walter Rechenberg, BSN, RN
Tobi Ressler, BSN, RN
Samantha Rhodes, BSN, RN
Angela Roth, BSN, RN
Emily Schafer, BSN, RN
Lindsey Seremet, BSN, RN
Megan Shaw, BSN, RN
Adam Shinsky, BSN, RN
Jamie Shogan, BSN, RN
Mary Spino, BSN, RN
Rachel Tylka, BSN, RN
Sara Weinmann, BSN, RN

● The Cameos of Caring® Program & Awards honor exceptional bedside nurses who work at acute care hospitals. The program was established in 1999 in keeping with the University of Pittsburgh School of Nursing's commitment to the advancement and promotion of the nursing profession. Excela Health through its member hospitals has been a proud participant in the program for more than 15 years.



2015 CAMEOS OF CARING®

Christy West, BSN, RN
Westmoreland 4AB (inpatient)



Megan Reed, BSN, RN
Home Care and Hospice (outpatient)



Advanced Practice Nurse
Denise Addis, MSN, RN, CPHQ
Safety and Quality Awardee



2014 CAMEOS OF CARING®

Nicole Albert, RN
Frick, Progressive Care Unit



Matthew Klimchock, BSN, RN
Home Care and Hospice



Debbie Wilson, RN, CCRN
Latrobe, ICCU



Maureen Cutrell, BSN, RN
Westmoreland, ICU



● Excela Health Nursing recognizes that caring for patients is a team effort. Outstanding Care Team Members.

- Demonstrate putting patients first through teamwork and respect toward others
- Display a compassionate approach to patients and families through acts of kindness
- Demonstrate a commitment to personal and professional development
- Demonstrate a positive attitude
- Communicate effectively with all members of the health care team
- Provide mentoring to colleagues
- And demonstrate passion for the work they do.

2015 OUTSTANDING CARE TEAM MEMBERS

Shirley Kansky
Westmoreland, Escort

Brenda Koreen, LPN
Westmoreland, Short Stay

Karen Showman
Frick, Unit Clerk, Progressive Care Unit
Robin Palmer
Latrobe, Technical Partner, Emergency

2014 OUTSTANDING CARE TEAM MEMBERS

Pat Sabat
Frick, Escort

Charlene Marucco, LPN
Latrobe, 3 North

Peggy Chockla
Latrobe Hospital, Unit Clerk, 3 North

Linda Hines
Westmoreland, Technical Partner, PACU

● The Friend of Nursing Award recognizes a non-nurse member of Excelsa Health who has demonstrated leadership that has significantly impacted nursing practice, nursing education, nursing administration and/or patient safety and quality.

Criteria:

- Significantly enhances the image of nursing.
- Publically advocates for nurses and/or the nursing profession.
- Works collaboratively with nursing to create/establish patient focused processes.



2015 FRIEND OF NURSING AWARD

Excelsa Health Food and Nutrition Services

2014 FRIEND OF NURSING AWARD

Excelsa Health Pharmacy

● Excelsa Health recognizes nurses and nursing teams who create an exceptional patient care experience by participating in the DAISY Foundation's awards program. Honorees are selected from nominations submitted by patients, visitors and health system staff and judged for their compassionate care, kindness, teamwork, clinical expertise and professional collaboration. The award was created in memory of Patrick J. Barnes to recognize extraordinary nursing care everywhere.

2015 DAISY HONOREES

NOVEMBER

Kelly Neubauer, MSN | Westmoreland, ED

JULY

Susan Poklembo, BSN | Advanced Wound Center

APRIL

Carrie Polo, BSN | Latrobe, IMU



2014 DAISY HONOREES

JANUARY

Claire Hogan, BSN | Westmoreland, 1D

JUNE

Janet Tinkey, RN | Behavioral Health

AUGUST

Joann Condron, BSN | Latrobe, Nursing Supervisor

DECEMBER

Rita Martin, RN | Frick, Progressive Care Unit

2014 DAISY TEAM HONOREE

2D Collaborative Care Unit

Westmoreland

PROFESSIONAL PRESENTATIONS AND PUBLICATIONS

PUBLICATIONS

Snively, Kelly. "Managing Speech Delayed Patients". *Clinical Advisor*. February 2014.

PRESENTATIONS

Burns, H. (2014, August) UPMC Health Plan Conclave 2014, *Health Care at a Crossroads: How to Navigate the New Frontier*. Invited panel presentation.

Burns, H. (2014, June) Robert Morris University Board of Trustees Annual Retreat, *Complexity, Chaos, and Heroic Careers*. Invited panel presentation.

Burns, H. (2014, April) Ninth Annual Cobetto Lecture, University of Pittsburgh at Greensburg, *End of Life Care*. Invited panel presentation.

Burns, H. (2015, March) *Interprofessional Practice and Policy: The 10-Foot View*, University of Pittsburgh, School of Medicine. Invited lecture.

Edmunds, K. (2014, May) *Transforming Paper Checklists for Re-engineers Discharge to IPOC's (Interdisciplinary Plan of Care)*. Cerner North Atlantic Regional User Group Conference.

POSTER PRESENTATIONS

2014

[CLICK HERE TO VIEW 2014 POSTERS ONLINE](#)

Amina, N., Dolan J., Hartman, S., Rosatti, K., & Wentzel C. (2014 May). *Nursing professional practice evaluation*. Poster session presented at the Excelsa Health Nurse Week Evening Event, Greensburg, PA.

Barrick, J., Ellis, K., Hrach, G., Mansour, C., Splendore, R., & Urbanowicz, C. (2014 May). *Excelsa Health Nursing: mission, vision and values*. Poster session presented at the Excelsa Health Nurse Week Evening Event, Greensburg, PA.

Burns, H., Lang, M., Emanuel, C., Terhorst, R., & 2D Nursing Team. (2014 May). *Collaborative care on 2D*. Poster session presented at the Excelsa Health Nurse Week Evening Event, Greensburg, PA.

Crovak, K., Medley D, Backus, S., Barrick, J., Shope D., & Swiderski, K. (2014 May). *Functional mobility protocol*. Poster session presented at the Excelsa Health Nurse Week Evening Event, Greensburg, PA.

Edmonds, K. & Hixson B. (2014 May). *Transforming the care coordination checklist for heart failure to electronic format*. Poster session presented at the Excelsa Health Nurse Week Evening Event, Greensburg, PA.

Moffa, D., & Terhorst R. (2014 May). *Preceptor program*. Poster session presented at the Excelsa Health Nurse Week Evening Event, Greensburg, PA.

Scanlan, K. K., Medley, D., Backus, S., Mohan, P. C., Daniels M., Grote, J., . . . Wang B. (2014 May). *Nurse guided Foley removal protocol for adult patients*. Poster session presented at the Excelsa Health Nurse Week Evening Event, Greensburg, PA

Schroeder, D., & Medley D. (2014 May). *Improving patient satisfaction with pain management*. Poster session presented at the Excelsa Health Nurse Week Evening Event, Greensburg, PA.

Walker, S., Noonan, L., Hostetler, J., Daniels, M., & Clinical Policy & Procedure Committee Members. (2014 May). *Adoption of an online evidence-based procedure manual*. Poster session presented at the Excelsa Health Nurse Week Evening Event, Greensburg, PA.

POSTER PRESENTATIONS

2015

[CLICK HERE TO VIEW 2015 POSTERS ONLINE](#)

Addis, D., Asher, N., Barr, K., Bedner, K., Burns, H., Chaudhry, R., . . . Wang, B. (2015, May). *Creating and implementing a nurse driven sepsis bundle*. Poster session presented at the Excelsa Health Nurse Week Evening Event, Greensburg, PA.

Allison, C., Clark, J., Eagan, C., Elkin, T., Fakhri, A., Frick, K., . . . Sutter, R. (2015, May). *Creating and implementing standard work for isotope ordering*. Poster session presented at the Excelsa Health Nurse Week Evening Event, Greensburg, PA.

Backus, S., Curcio, M., Edmunds, K., Grohal, K., Widmann, M., Lewis, D., . . . Wright, H. (2015, May). *Implementing a bar code medicine administration system in a community hospital*. Poster session presented at the Excelsa Health Nurse Week Evening Event, Greensburg, PA.

Barrick, J., Emanuel, C., Mansour, C., Splendore, R., & Sciallo, K. (2015, May). *Professional practice model*. Poster session presented at the Excelsa Health Nurse Week Evening Event, Greensburg, PA.

Bernardo, L., Burns, H. (2015, September) - *The Role of the Nursing Research Consultant in Strategic Planning for Translational Research and Evidence-Based Practice*. Poster presented at South Western Pennsylvania Organization of Nurse Leaders Annual Fall Conference.

Burns, H., Mansour, C., Wheelus, J., Muffie, L., & Bortz B. (2015, May). *Implementation of a nursing staffing committee*. Poster session presented at the Excelsa Health Nurse Week Evening Event, Greensburg, PA.

Burns, H., Paterline, L., Tokarski, S., Sarkisian, S., Lingamgunta, R., Emanuel, C., . . . PCU Nursing Team. (2015, May). *Accountable care: implementation of structured interdisciplinary bedside rounds*. Poster session presented at the Excelsa Health Nurse Week Evening Event, Greensburg, PA.

Burns, H. and Pry, M. (2015, October) - *Shaping a Patient-centered Culture Through Unit-based Problem Solving in a Community Hospital Health System*. Poster presented at Pennsylvania Organization of Nurse Leaders Annual Fall Conference.

POSTER PRESENTATIONS

[CLICK HERE TO VIEW 2015 POSTERS ONLINE](#)

Choby, C., Gilbert, T., Grohal, K., Helfferich, J., Kubasky, M. J., McManigle, J., . . . Sopher, L. (2015, May). *Nursing intranet: redefined*. Poster session presented at the Excelsa Health Nurse Week Evening Event, Greensburg, PA.

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NURSING SCHOOLS ALUMNI EVENT

2015



Excela Health held the first all class reunion for graduates of Frick, Latrobe and Westmoreland Hospital schools of nursing on June 6, 2015, at Saint Vincent College in Latrobe. The 2,300 women and a handful of men who graduated from these schools were pioneers in their field. “You are the shoulders on which Excela Health stands today” Excela Health’s chief nursing officer Dr. Helen Burns said. This first combined reunion drew about 100 alumni, many of them in their 80s.

Hospital schools of nursing began closing in the 1970s as education trends shifted nursing training to two-year and four-year colleges, and even the graduate level. The nurses at the reunion carved their niches in general hospital work, specialty areas, emergency medicine, schools, colleges, private practices, the military, and health care businesses. Some went on to earn higher degrees. Most at the event were retired. And, everyone had a story to tell.

A second all class event is planned for June 2017.



Mildred Panigal, age 99

Millie was the oldest attendee and the focus of a video shown at the event. A lifetime resident of Latrobe she graduated from Latrobe Hospital School of Nursing in the class of 1938.



FRIENDS OF NURSING FUND

While compassionate care has long been the hallmark of the nursing profession, today's caregivers must likewise be recognized for their clinical skills, knowledge and ability to innovate while following evidence-based practice models. A new fund within the Latrobe Area Hospital Charitable Foundation (LAHCF) will support Excelsa Health Nursing in achieving these goals.

Donors to the fund will be considered Friends of Nursing, who wish to promote safe, quality care for our patients by supporting the professional advancement of the individual nurse, while advancing the perception that Excelsa Health nurses are leaders within our health system and the nursing profession as a whole.

In September 2015, LAHCF supported the first of many Evidence-Based Practice and Research Forums, which offered Excelsa nurses the opportunity to learn from other nursing leaders in the region as well as present research of their own. The forum was invigorating and challenging for the participants who see themselves as contributing to the health and well-being of every life they touch, not just in our community, but for the betterment of health care overall.

While personally gratifying to Excelsa nurses who know they must be lifelong learners to help their patients today and in the future, the professional development of Excelsa Health Nursing will help as our health system pursues Magnet status. Extended by the American Nursing Credentialing Center, the Magnet Recognition Program[®] is viewed around the world as the ultimate seal of quality and confidence. Magnet organizations are recognized for superior nursing processes and quality patient care, which lead to the highest levels of safety, quality and patient satisfaction. We are on the Magnet journey and will be making application for Magnet recognition in 2016.

Who are the Friends of Nursing? Anyone whose life has been touched by a nurse, be it at the bedside, the physician's office, or in the home. Donations made to the Friends of Nursing Fund may honor or memorialize those lives and the profound impact those nurses have made.

Donate by contacting:

Latrobe Area Hospital Charitable Foundation
724-537-1925

Westmoreland/Frick Hospital Foundation
724-832-4155





**When you are a nurse,
you know that every day
you will touch a life
or a life will touch yours.**

-Anonymous

