

Nursing Accomplishments 2012

Dear Nursing Colleague:

As your Chief Nursing Officer, I am proud to present our Nursing Annual Report for 2012. It spotlights key nursing achievements of the past year, brought about by the collaborative efforts and dedication of our entire staff. Working towards the common goals of providing the highest quality of patient care, improving mobility, and enhancing the quality of life of all our patients, we have once again been able to realize many achievements.

This past year, as we celebrated our third consecutive Magnet designation, we also had an eye on the future. The evidence-based approach found in the Magnet environment encourages us to constantly raise the bar for what we expect of ourselves and our profession. As a result, much of our effort in 2012 has been focused on finding ways to continue to grow and develop our council structures so that they continue to empower nurses to improve their provision of care.

During 2012, we set new goals and searched for innovative ways to improve care and create best practices. We took the lead in the development of a Strategic Plan for Nursing that closely aligns itself with the Hospital's Strategic Plan. Work that began this year will impact our practice and patient care delivery and help meet the demands of an increasingly complex and ever changing workplace today and tomorrow. We are pleased to report that we are well on our way towards reaching the 2015 Strategic Plan goals of:

- Supporting and aligning our world-class nursing staff.
- Maximizing quality and efficiency for operational excellence.
- Advancing the practice of nursing through research and innovation.
- Educating nursing staff to deliver safe and effective care and encourage creative problem solving and innovation.

As we look back on 2012 and anticipate the future, I am proud of the expertise and accomplishments of our staff and applaud each of you for your commitment to the professional practice of nursing. Thank you for your dedication to our patients.

Sincerely,



Stephanie J. Goldberg, MSN, RN, NEA-BC

Senior Vice President, Patient Care Services and Chief Nursing Officer



Nursing Accomplishments 2012



Magnet: Recognition, Celebration, Knowledge

American Nurses Credentialing Center (ANCC) National Magnet Conference 2012

Fifteen HSS nurses joined more than 7,000 nurses and nursing leaders from top hospitals in the United States and abroad at the October 2012 American Nurses Credentialing Center (ANCC) National Magnet Conference in Los Angeles. While there, they celebrated the third consecutive Magnet designation for Hospital for Special Surgery. HSS is the first hospital in New York State to achieve this prestigious recognition. While the HSS team feted “in style,” they also eagerly shared their knowledge of evidence-based practices and learned from others in attendance. The ANCC Conference, known as a showcase for the best nursing practices from the Magnet community, provided a valuable forum for these HSS staff members to deepen their understanding of Magnet’s mission of excellence in nursing philosophy and practice, adherence to national standards for improving patient care and leadership, and sensitivity to cultural and ethnic diversity. Staff learned how to both put these practices to use on a daily basis at HSS, and also continue to strive towards excellence. The following staff members attended the conference (in alphabetical order):

Amanda Aiello, MS, BSN, RN, CNS, TNCC
Aron Celiz, RN, BSN
Joanne Baesl, RN, BSN
Jason Feldman, RN
Ricky Guillot, MHA, BSN, RN, CNOR
Ann LoBasso, MBA, RN, NE-BC
Lolita Lopez, RN, BSN
Christine McMorrow, BSN, RN, ONC
Patricia Quinlan, DNS, MPA, RN, CPHQ
Dorothy Russo, RN, BSN
Noreen Ryan, RN
Virginia Soria, BSN, RN, ONC
Anne Stroud, RN
Myrna Villanueva, RN, BSN
Melissa Waxman, RN



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Our Expanding Workplace

Rheumatology



The Rheumatology Department expanded its services and practice areas, acquiring the existing Belaire 7 practice and office area space. The entire space was renovated to accommodate eight rheumatology physicians and includes a welcoming reception area, additional examination rooms, physician offices, administrative space, a nursing station and lab drawing facilities. The space was occupied in October 2012 and offered much needed space for the rapidly expanding rheumatology service. Rheumatology 6 West also underwent a staged renovation to increase and update examination areas and administrative space. Planning for the move and renovation required an intensive interdisciplinary effort, with Julie Pollino-Tanner, MA, RN, Nurse Manager, providing nursing oversight and coordination for the renovation and move.

Inpatient and PACUs



Step Down Unit that opened in 2012

In 2012, two new patient care floors were constructed on the East Wing of the main hospital building. Located on these floors are two inpatient units, 10 East and 11 East. A new Step Down Unit was also opened in the latter part of 2012. Intermediate care for patients discharged from the Post-anesthesia care unit (PACU) but not quite ready for the inpatient unit is provided in the Step Down Unit. Additionally, the first free standing Special Procedures Unit opened on 75th street to allow for easy access and expanded outpatient services.

Two operating rooms (OR) opened in February 2012 in the Hand & Foot Center. Lastly, two new Main ORs were added to the HSS facility to accommodate the orthopedic patient population we serve. This expansion brings the total operating rooms capacity for all of the operating room locations to 35.

The Alfred and Norma Lerner Pediatric Pavilion



This specialized unit offers amenities and services individualized to the special needs of our pediatric patients. The Alfred and Norma Lerner Children’s Pavilion opened on 5 East in October 2012. The pavilion was designed as a “hospital within a hospital” to meet the needs of children and families that come to HSS for musculoskeletal care. Extensive planning involved input from the generous donor, pediatric team, including nursing, along with administration and the design team, which culminated in a new state of the art center for orthopedic care.

The pavilion includes a new outpatient area, an expanded radiology suite, 10 new private in-patient rooms with a dedicated nursing station that allows for the direct view of each room, along with a children’s day room. There is an expanded pediatric physical therapy gym which includes facilities for all pediatric therapies. Throughout the pavilion there are play spaces, colorful rooms and hallways with the common theme of a flowing river. The theme of the pediatric pavilion presents an inviting, non-threatening environment that children and families find welcoming.

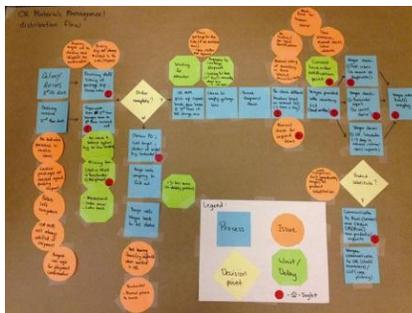
The units are staffed by a team of pediatric nurses, a pediatric nurse practitioner, and patient care assistants (PCAs), a pediatric social worker and support staff. Members of the pediatric physical therapy and nutrition departments join the team for daily rounding and discharge planning to provide comprehensive care and optimize patient outcomes.

The Lerner Pavilion is designed to promote family-centered care. Family is essential to the recovery and healing of the pediatric patients. We encourage families to be involved in decision making on every level of their care. The Pediatric staff works together with the family to meet the needs of each child. The private rooms provide the patient and their families with additional space and a quiet environment needed for their recovery.

Responding to the Hospital’s Growth with a Skilled and Trained Staff

In response to the Hospital’s exponential growth, the Nursing Department began to shape the supply of talent needed to staff these new units. Our Nurse Manager team was expanded to provide nursing leadership. We welcomed Richard Persaud, MPH, RN; Vivian Leveille-Charles, MPH, RN; Vaughn Hansen, BSN, RN and Bridget Gray, RN, MPH, CAPA. Maura Keenan, MPA, RN, formerly the Nurse Manager of 5 East, a blended unit of pediatrics and adult patients, is now Manager of the new pediatric center. These Managers provide leadership to new teams of staff prepared through the rigorous training efforts and support provided by Clinical Nurse Specialists and Nurse Educators. In 2012, 63 nurses participated in multiple and varied nurse residencies tailored to achieve competencies needed to work in the new patient care areas. Nurse preceptors provided meticulous guidance and hands-on instruction to transition these newly hired or transferred nurses to their respective areas of practice.

Nursing Accomplishments 2012



Nursing Achievements

Nursing Involvement in Operational Excellence: Value Streams and Nursing Leadership

The Operational Excellence program is organized by several “value streams.” Value streams are sets of processes and activities that together deliver a valuable product or service to the patient. The perioperative and inpatient value streams are the two largest value streams involving direct patient care. Each is led by a leadership triad consisting of a physician champion, a business process redesign lead, and a nursing lead. Nursing plays a strong leadership role in this structure, supporting and directing the work of the interdisciplinary teams. This model supports the value of nurses and their ability to lead and guide multidisciplinary teams, thus adding value to the organization as a whole.

The teams identified action items through a combination of staff interviews, data collection, and direct process observation. The perioperative value stream identified the below as areas of improvement that would not only improve quality and safety, but also have a positive economic impact on the organization:

- Missing instrument and case cart completion
- Perioperative information system implementation
- First case on time starts
- Room turnover time
- Tray standardization and supply rationalization
- Coordination and communication

Strategic teams were formed to work on process improvement initiatives in each of these areas. Team members from the operating rooms, Central Sterile Processing (CSP), Information Technology, and others met routinely and formulated tools and processes that continue to drive the changes needed to reach the above mentioned goals.

During the last quarter of 2012, an OR Supply Chain group was formed that includes team members from the Department of Nursing, OR Materials Inventory & Distribution, Central Sterile Processing, OR Materials Business Department, and Materials Management. There were many areas for improvement identified and the smaller work groups are already starting to work on process changes. One example of an improvement process is the



implementation of Q-Sight, a perpetual inventory management system, which will assist in the tracking and management of very expensive orthopedic implants. This team will be working on several initiatives in 2013.

Team members from Nursing play a key role in leading work groups participating in significant Lean Operational Excellence process improvement initiatives that are driving change throughout the organization.

Results

Room turnover time is a measure that all the operating rooms use to measure efficiency. Any time an operating room sits empty costs the organization. Nursing plays an important role in both monitoring and decreasing down time for any operating room. The strong sense of patient advocacy from nursing stands as a protector for all patients. The implementation of processes that affect team efficiency can produce results that are both clinically beneficial to patients and economically beneficial to the organization. The work from these nurse-driven teams has proven this through collaboration and coordination. Overall turnover time for same surgeon, same room was decreased from 30.76 minutes in January 2012 to 28.3 minutes by December 2012.

The tray standardization and supply rationalization initiative used multidisciplinary teams including Central Sterile Processing, Lean team coaches and Nursing to evaluate instrument tray complement and use with a focus on reducing the number of trays needed for a select group of surgical procedures. This initiative was rooted in feedback given to the leadership team by staff nurses. These trays and procedures were identified and the team was able to reduce the number of trays opened for example a sports procedure from 7 to 3. These trays were reorganized with the focus on an “open and use” philosophy. This philosophy allows the surgical scrub staff to open the tray and place it on the back table ready to use. The result of this change is quicker set up time, and reduced volume of tray processing.

Nursing Accomplishments 2012



Nursing Achievements

Nursing Involvement in Operational Excellence: Standardizing Bedside Reporting

The standardization of bedside reporting among all inpatient units is a strategy for quality improvement that transforms care at the bedside and promotes patient safety and best practices. A benefit of bedside handoff is increased patient involvement through the opportunity to ask and respond to questions about his or her care, activities, health status, updates of care plan, and individualized goals. Other benefits include increased communication, relationship building, and increased accountability between staff members. The standardization of bedside reporting has also proven to be effective in patient satisfaction and is measured through Press Ganey results related to "response to concerns and complaints."

HOSPITAL FOR SPECIAL SURGERY		Today's Date:
Room #: 11#-# Call 1442 to activate TV & phone services	Telephone #: (646)797-1###	
Nursing Team Nurse: Patient Care Assistant:	Pain Management is our goal. Having Pain? Call your Nurse.	Case Manager:
Today's Plan:	Extension: Discharge Plan:	Questions for your healthcare team:
Activity Level: AA		
We will check on you HOURLY , and as needed, to anticipate your needs.	Don't Fall! ALWAYS call for help.	

* Clean only with soap & water, Dyeo cleanser, Windex or hospital alcohol. Do not use other cleaners or disinfectant from a/button.com

Nursing Accomplishments 2012



Nursing Achievements

Nursing Involvement in Operational Excellence: Improving Worksite Safety

Nursing initiated a Safe Patient Handling and Movement Committee with the goal of reducing nursing and health care worker injuries, and to reduce lost work time related to injuries resulting from patient handling and movement. Subsequent to a presentation on Safe Patient Handling in Orthopedics at a Nursing Research Conference conducted by a national nursing expert in this area, an interdisciplinary team was formed consisting of Inpatient Nursing, Ambulatory Care Nursing, Physical Therapy, Professional Development, Central Sterile Processing, Risk Management, Nursing Research and Education, Radiology, and Food and Nutrition Services.

Early in 2012, a review of the literature was conducted, an equipment vendor was selected and equipment was purchased. Education of Nursing and Physical Therapy staff was conducted during July, August and September 2012. Written standards and protocols were developed using The National Institute for Occupational Safety and Health (NIOSH) and National Association of Orthopaedic Nurses (NAON) guidelines.

Equipment was cleared for use in January 2013. The Safe Patient Handling and Movement (SPHM) Committee, in conjunction with the Worksite Safety Committee and Occupational Health Services, will be evaluating this new program by monitoring and reporting metrics, such as injuries with associated lost work time related to patient handling and Worker's Compensation costs attributed to same. Additionally, in 2013, the Safe Patient Handling and Movement (SPHM) Committee and the Worksite Safety Committee and Occupational Health Services will be developing ongoing competency and education, investigating a possible link to patient fall prevention, developing a perioperative specific Safe Patient Handling Movement (SPHM) plan, and creating equipment moving and ergonomics plan for the Central Sterile Processing department.

Nursing Accomplishments 2012



Nursing Achievements

Nursing Involvement in Operational Excellence: Expanding Electronic Clinical Documentation

It is Nursing's goal at HSS to use the technology of Electronic Medical Records to facilitate and support the clinical decision making and delivery of the highest quality care. This year, nursing at HSS took great strides toward electronic clinical documentation through support of a double upgrade of the inpatient Electronic Medical Record, and implementing the first electronic nursing clinical documentation of the Nursing Initial Patient Assessment and Pressure Ulcer structured notes.

Guided by the Nursing Informatics Council and the expertise and recommendations of clinical nurses, tremendous progress has been made towards meeting the organizational goals of HSS, meeting Stage one of Meaningful use, complying with regulatory requirements, and enhancing nursing documentation. This is an important step in the department's work to make Electronic Medical Record fit seamlessly into nursing workflows and processes. Electronic Medical Record keeping provides a number of benefits:

- Improved quality of care
- Reduced medical errors
- Financial and operational benefits
- Improved ability to conduct research
- Improved population health

The Nursing Informatics Council, along with their Information Technology colleagues, steered the design of this electronic documentation, while being mindful of evidence-based guidelines, and focusing on patient centered care, as well as timeliness and efficiency. Highlights of the year included:

A Double Upgrade of the Inpatient Documentation System

Similar to upgrading the operating system of a cell phone, updating a clinical documentation system provides the newest functionality -- a visual facelift -- which hospitals need. It also provides more streamlined ways to interact with the program. With much planning, testing, and input from Nursing, the new and improved version of the

software went live in 2012, enabling us to meet our documentation goals for the year, and to set the stage for those goals that we will be tackling in the year to come.

Electronic Documentation of the Nursing Initial Patient Assessment

Nursing made its first foray into structured electronic notes, rather than paper formats with its Electronic Documentation of the Nursing Initial Patient Assessment. The patient information documented in this note is used to communicate pertinent information throughout the patient stay and across disciplines. Patients benefit from not being asked the same information multiple times, while the entire care team benefits by having this information readily accessible.

Electronic Pressure Ulcer Documentation

Nurses began documenting Pressure Ulcer Assessments at the same time as the Initial Patient Assessment. This note was built to ensure all pressure ulcers are documented in accordance with the best practice guidelines for Pressure Ulcer assessment and treatment. The information documented is readily available for providers and other parts of the interdisciplinary team.

HSS and the Global Immunization Initiative

HSS Nursing became involved in the World Health Organization's (WHO) initiative aimed at controlling morbidity and mortality from vaccine-preventable diseases. Our commitment at HSS was to assess all patients for the eligibility for Influenza and Pneumococcal Vaccinations. In 2012, we leveraged the clinical documentation system and clinical decision support using an approved Registered Nurse driven protocol as a tool for documentation of assessment, and administration of these vaccines.



Nursing Accomplishments 2012

Nursing Achievements



National Nurses Week 2012

HSS nurses enjoyed a wonderful week full of educational and festive activities.

This time-honored tradition celebrates the birth of Florence Nightingale and recognizes the contributions of nurses nationwide. At HSS, the May celebration, which is planned and coordinated by the Recruitment Council, featured various events that were designed to reward and recognize our valued nursing staff.

Magnet Award Presentation



It was a particularly important week for HSS nurses as the department celebrated the achievement of its third consecutive magnet designation. The program was well-attended and nurses enjoyed white-glove catered services, as well as flowers, music and enthusiastic camaraderie. Karen Drenkard, PhD, RN, NEA-BC, FAAN, Executive Director of the American Nurse Credentialing Center Magnet Program, presented Nursing with its third Magnet plaque. Using her unique wit and wisdom, she generously shared her time with staff while passing on her knowledge of the Forces of Magnetism.

Leadership Luncheon

The annual leadership luncheon for the management staff resulted in a discussion around the sustainability of Magnet forces and was facilitated by Dr. Drenkard. The energy was palpable and Ms. Stephanie Goldberg, Senior Vice President Patient Care Services and Chief Nursing Officer, both inspired and challenged the leadership group to raise the bar and seek out opportunities to incorporate creativity and innovation in their practice settings. Light-hearted role play with the nurses and their patient care assistant partners was designed to improve patient interactions and most importantly reinforced the verbal and nonverbal messages that nurses are expected to deliver to their patients and families.

High Tea for Nationally Certified Nurses

A "High Tea for Board Certified Nurses" honored those that achieved board certification in 2011 and was an integral part of the National Nurses Week activities. Stephanie J. Goldberg, Senior Vice President & Chief Nursing Officer shared her enthusiasm and support for nurses pursuing certification, which validates a nurse's knowledge and deems them experts in their field. She encouraged all to attain this valuable credential. HSS nurses who achieve

certification have their name added to the long list of certified nurses that already appear on the HSS web site under [Certification Honor Roll](#). As part of the event, Jack Davis, MSN, RN, ONC, facilitated a discussion about, “What certification means to me and my nursing practice.” Featured panelists included: **Sandra Johnston**, BSN, RN, ONC; **Elizabeth Colman**, RN, ONC; and **June Belcourt**, BSN, RN, ONC.

Surgeon-in-Chief Certified Nurse Scholarship

Dr. Thomas P. Sculco, MD, Surgeon-in-Chief, a strong advocate of the importance of nursing certification, honored members of HSS Nursing with two scholarships. These scholarships are awarded annually and provide resources for nurses to attend educational conferences that help meet national certification requirements. The scholarship underscores the commitment of the Medical Staff to supporting the achievement of certification. The 2011-12 winners of the Surgeon-in-Chief Nurse Scholarship were:

Regina Cannon-Drake, MA, RN, ONC
Ann Marie Rakowicz, RN, C

Nursing Excellence Awards



The Nursing Excellence Awards were the centerpiece of Nurses Week at HSS. These highly-coveted awards were prized because Nurses were nominated by their peers and then underwent a panel review to determine the most deserving. This is never an easy task when there are so many commendable nurses who consistently demonstrate the values of a Magnet nurse. The winners received an all-expenses paid trip to attend the National Magnet Conference, where they shared their passion for patient care and showcased their expertise at the national level. The 2012 winners were:

- **Structural Empowerment**, Myrna Villanueva, BSN, RN; Aron Celiz, BSN, RN; Joanne Baesl, BSN, RN
- **Transformational Leadership**, Judy Agas, BSN, RN; Ann Devries, BSN, RN; Myungsook Kwon, BSN, RN, ONC
- **Exemplary Practice**, Lolita Lopez, BSN, RN; Dorothy Russo, BSN, RN; Melissa Waxman, BSN, RN
- **New Knowledge, Innovations and Improvements**, Ariel Gerber, BSN; Chrissie McMorrow, BSN, RN, ONC; Virginia Soria, BSN, RN, ONC



Nursing Accomplishments 2012

Professional Successes: Nursing Influencers

Published Journal Articles

- **Donna Ostrofsky, MSN, RN, CNOR.** "Incivility and the Nurse Leader," was published in *Nursing Management*. (December 2012)
- **Patricia Spergl, MSN, RN, ANP-BC.** "Bone Health 101," was published in *Health Connection HSS*. (December 2012)
- **Doreen Johnson, MSN, RN, ONC.** "Positioning: the Crown Jewel of Orthopaedics," was published in *NAON News*. (December 2012)

Text Book Chapter Authors

- **Catherine Biviano, MA, RN, ONC-BC** (2012) *Rehabilitation Nursing: A Contemporary Approach to Practice "Cardiac and Pulmonary Disease"* (p332-343) Jones and Bartlett Publishers Sudbury, Massachusetts

Poster Presentations

- "Management of a Potential Pertussis Exposure," by **Ann R. Bienstock, MS, RN, ANP-BC and Eileen A. Finerty, MSN, RN, FNP, CIC**, was presented at the 8th Annual Emerging Infectious Diseases Conference at Rutgers College of Nursing. (December 2012)
- "Cardiovascular Disease Prevention Counseling Program for Systematic Lupus Erythematosus and/or Antiphospholipid Antibody Positive Patients: Two-Year Preliminary Analysis of Diet and Exercise Habits." was presented at the 2012 American College of Rheumatology Annual Meeting by **Virginia Haiduc, MD; Monica C. Richey, MSN, ANP-BC/GNP; Sotiria Tzakas-Everett, MS, RD, CDN, CSSD; Aeshita Dwivedi, MD; Lisa Konstantellis, MSPT; Hassan Ghomrawi, PhD, MPH; and Doruk Erkan, MD.** (November 2012)
- "Implementing an Adult Influenza and Pneumococcal Pneumonia Vaccination Program in an Orthopedic Specialty Hospital," by **Eileen A. Finerty, MSN, RN, FNP, CIC; Helen Renck, MSN, RN; Patricia Griffin, MS, RN, CPHQ; Mary McDermott, MSN, RN, ANP, NE-BC; Barry Brause, MD; and Andy Miller, MD**, was selected as a poster presentation at the New York-Presbyterian Healthcare System's Quality Symposium at the New York Athletic Club. (November 2012)
- **Marie Serina, FNP-BC**, presented "Healthy People 2020: Sleep: A Critical Determinant of Health and Well Being," at the Nurse Practitioner Annual Conference. She received the first place award for the most innovative nursing poster. (October 2012)
- "Implementing the EMR in an Urban Specialty Hospital Occupational Health Setting," by **Ann Bienstock, MS, RN, ANP-BC; Sharyn Tondel, MSN, NP-C, COHN-S, AHN-BC, ONC; and Eileen Finerty, MSN, RN, FNP, CIC**, was presented at the National Conference of the Association of Occupational Health Professionals in Healthcare (AOHP), which is dedicated to the health and safety of healthcare workers.. (September 2012)
- "Implementing Systematic Evidence Based Changes to Improve the Management of Orthopedic Surgical Patients with Indwelling Urinary Catheters," by **Eileen A. Finerty, MSN, RN, FNP, CIC; Helen Renck, MSN, RN; Patricia Griffin, MS, RN, CPHQ; Mary McDermott, MSN, RN, ANP, NE-BC; and Ann LoBasso, MBA, RN, NE-BC** was presented at the Association for Professionals in Infection Control and Epidemiology (APIC) 39th Annual Educational Conference and International Meeting in San Antonio, TX (June 2012)
- "Educating Patients and the Reduction of Unassisted Falls," by **Doreen Johnson, MSN, RN, ONC; Tina Bailey, MS; Patricia Quinlan, DNS, MPA, RN, CPHQ; Ann LoBasso, MBA, RN, NE-BC; Ingrid Herrera-Capoziello, MSN, RN, ANP**, was presented by Doreen Johnson and Tina Bailey at the 2012 National Association of



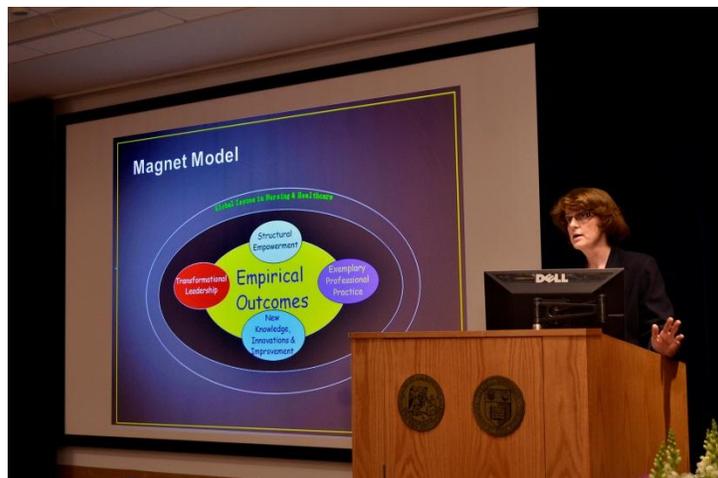
Orthopedic Nurses (NAON) Conference. Among the 118 poster submissions, this poster presentation was awarded 2nd place at the NAON Conference. (May 2012)

Speaking Engagements

- **Sotiria Tzakas-Everett; Virginia Haiduc, MD; Monica C. Richey, MSN, ANP-BC/GNP and Doruk Erkan, MD** presented "The Short Term Effect of Individualized Nutrition Counseling on Nutrients and Select Cardiovascular Risk Factors in Patients with Systematic Lupus Erythematosus" at the American College of Rheumatology 2012 Annual Conference. (November 2012)
- **Monica C. Richey, MSN, ANP-BC/GNP; Doruk Erkan, MD and Kyriakos A. Kirou, MD** presented "The Mary Kirkland Center for Lupus Care General Health Assessment Initiative for Systematic Lupus Erythematosus Patients" at the American College of Rheumatology 2012 Annual Conference. (November 2012)
- **Chao Wu, MBA; Stephanie Goldberg, MSN, RN, NEA-BC; Ann LoBasso, MBA, RN, NE-BC; and Bruce Slawitsky**, presented "Raising the Bar Even Higher: Building a Framework to Provide an Unsurpassed Patient Experience" at the Press Ganey National Client Conference in Washington, DC. (November 2012)
- **Monica Richey, MSN, ANP-BC/GNP**, gave a podium presentation on Lupus and Contraception at the Rheumatology Nurses Society Annual Conference in Tampa, FL. (August 2012).
- **Linda Leff, MPA, RN-BC**, lectured on Rheumatoid Arthritis for *Treat to Target*, in Washington, DC, Chicago, IL and NYC. *Treat to Target* is an international initiative to define RA treatment targets and recommendations to measure disease severity and encourage earlier diagnosis and optimize treatment. Linda is the only RN on the national steering committee for *Treat to Target*. In Chicago, she presented with Dr. Gibofsky regarding Rheumatoid Arthritis. (June 2012)
- **Linda Leff, MPA, RN-BC**, was invited to participate in an NYU panel for Strategic Leadership. (April 2012)
- **Virginia Forbes, RN-BC, MSN, NE-C**, was a podium speaker on "Evaluating the Readability of Patient Education Materials" at the American Academy of Ambulatory Care Nurses Annual Conference in Orlando, FL. She also presented a lecture "Intimidating Behaviors in Health Care Settings as part of the Community Education Program Series for Nursing Attendants in Home Care at Prime Care: A Home Health Aid Organization in NYC.
- **Linda Leff, MPA, RN-BC**, gave an oral presentation at the 2nd Annual HSS Nursing Research Day entitled, "Development of an Evidence-Based Leadership Curriculum." The curriculum is being implemented in the Nursing Department this year (2012). Linda also gave a presentation on Medication Use and Safety for seniors at the NYC Greenberg Academy in May 2012 and in October 2012 gave an oral presentation on **Myositis and Medications** at the 15th Anniversary of the HSS Myositis Support Group.
- **Michelle Prigo, MA, CHES, Blood Preservation Center Coordinator**, was a panel coordinator at the American Public Health Association 140th Annual Meeting & Exposition; San Francisco, CA. She was also a session Moderator, Community Health Planning & Policy Development Section;

Nursing Accomplishments 2012

Professional Successes



Accomplishments: Ambulatory Care Services

- **Julie Pollino-Tanner, MA, RN**, Nurse Manager Rheumatology, is a member of the committee at the Arthritis Foundation developing a nursing toolkit for use when assessing the needs and educating patients with a new diagnosis of Rheumatoid Arthritis.
- **Edward Rivera, Cast Technician**, completed all requirements for National Certification as an Orthopedic Technician by the National Organization of Orthopedic Technicians (NAOT). (January 2012)
- **Virginia Forbes, RN-BC, MSN, NE-C**, was invited by the American Nurses Credentialing Center to review and edit the 2012 Professional Development Certification Education Program slide set. (October 2012) She is also the co-chair for the AAACN Patient Education Special Interest Group, a member of the Editorial Board of the AAACN publication, *Viewpoint*, *Vice President of the Alpha Upsilon Chapter of the Sigma Theta Tau International Honor Society of Nursing* and a member of the AAACN Leadership Committee.
- **Lidia Tskhay**, graduated in December 2012 with an Associates in Nursing from Borough of Manhattan Community College and is preparing for her Boards as well as applying to continue for her BSN.
- **Catherine Biviano, MA, RN, ONC-BC**, Nurse Manager Private Ambulatory practices, served as on-line course reviewer for Sigma Theta Tau International Honor Society of Nursing and for NAON.
- **Ann Marie Moynihan, RN, BSN, ONC**, was promoted to CNIII in Pre-Surgical Screening.
- **Peggy O'Donohue, MSN, RN, CCRC**, was promoted to CNII in Infusion Therapy.

Accomplishments: OR

- **Misun Kim, BSN, RN**, Main OR, received her Bachelor of Science in Nursing from Lehman College. (November 2012)
- **Natalie Trezza, MSN, RN, CNOR**, Main OR, received her Master of Science in Nursing from Adelphi University. (November 2012)
- Two nurses were promoted to CNIII positions this year. **Alroy Teves, BSN, RN** and **Konrad Blanco BSN, RN**.



Accomplishments: Inpatient and PACU

- **Richard Persaud, MPH, RN**, received his certificate after completing the Wharton Nursing Leaders Program at the University of Pennsylvania. (October 2012)
- **Maura Keenan, MPA, RN** (10 East Nurse Manager) received her Master's in Public Administration from NYU Wagner. (June 2012)
- **Bridget Hillier, RN** and **Dorothy Russo, BSN, RN** were both promoted to CNIII positions in the Hand and Foot Center (May 2012).
- **Ariel Gerber, RN** initiated an MD series in February in which a physician collaborate with the health care team and provide educational sessions on a particular subject.
- **Reni Papananias, BSN, RN, ONC** (Hand and Foot), **Sam Maravilla, BS, ADN, RN, CNOR, ONC** (7 East), **Aron Celiz, RN, BSN** and **Erin Elder, BSN, RN, ONC** (4th Floor PACU) were all promoted to CNIII. (April 2012)
- **Melanie Almonte, BSN, RN** (PACU/9th Floor) was peer nominated and selected as the HSS Employee of the month in March.
- **Danielle Wirshup, PCA** (10th Floor/PEDs), was peer nominated and selected as the HSS Employee of the month in October.

Accomplishments: Perioperative Services

- **Alicia Campbell, ST I**, Main Operating Room, received her Certification as a Surgical Technologist from the National Board of Surgical Technology and Surgical Assisting. (May 2012)
- **Donna Ostrofsky, MSN, RN, CNOR**, Nurse Manager for 9th Floor Ambulatory Surgery, received her Master of Science in Nursing (Management Track) from University of Hartford. (May 2012)
- **Trevor Heron, ST I**, and **Kofi Tutu, ST I**, Main Operating Room, both received their Certification as a Surgical Technologist from the National Board of Surgical Technology and Surgical Assisting. (June 2012)
- **Lisa Banks, ST I**, Hand and Foot Center OR, received her Certification as a Surgical Technologist from the National Board of Surgical Technology and Surgical Assisting. (June 2012)
- **Liz Catherine Sobrera, BSN, RN, CNOR**, Perioperative Services, received her CNOR certification. (November 2012)
- **Louis Negron ST II**, Main Operating Room, received his Certification as a Surgical Technologist from the National Board of Surgical Technology and Surgical Assisting. (July 2012)

Accomplishments: Nursing Administration

- **Ann Lo Basso, MBA, RN, NE-BC**, received her Nurse Executive Certification from ANCC. (July 2012)
- **Eileen Rowland, MA, RN, NEA-BC**, was recertified by ANCC as a Nurse Executive, Advanced, through February 2018.
- **Maryann Eisele, BSN, RN, ONC**, Clinical Services Manager/Private Duty Liaison, earned Recertification in Orthopedic Nursing (June 2012)
- **Sister Margaret Oettinger, O.P.**, (Director of Pastoral Care), celebrated her 50 year Golden Jubilee with a special mass at the Church of Saint Catherine of Siena in Manhattan
- **Patricia Quinlan, DNS, MPA, RN, CPHQ**, coordinated a research panel presentation for the 2012 NAON Conference, "Patient Satisfaction with Pain Management."
- **Patricia Quinlan, DNS, MPA, RN, CPHQ**, was a faculty tutor for the 2012 New York Academy of Medicine's workshop, "Teaching Evidence Assimilation for Collaborative Health Care."
- **Mary McDermott, MSN, RN, ANP, NE-BC**, was appointed to the Content Expert Panel and was also chosen to be a field tester for the Nurse Executive Certification for the American Nurses Credentialing Center (ANCC).



Accomplishments: Professional Development

- **Doreen Johnson, MSN, RN, ONC**, was elected President of the NYC Chapter of Orthopaedic Nurses for the 2012-2013 term. Additionally, she is a Board Member of NAON for the 2012-2013 term.

Accomplishments: Central Sterile Processing

- **Bradley Jensen, CRCST, CHL, CST Manager, Education/Quality CSP & ORMID**. Participate in an IAHCSSM work group as a subject matter expert for the for the Certified Instrument Specialist (CIS) test revision. Also Brad is a member of the IAHCSSM Orthopedic Council.
- **Cory Nestman Sr. Director CSP & ORMID (Central Sterile Processing & OR Materials Inventory & Distribution)** received a Fellowship (FCS) in IAHCSSM International Association Central Service Materiel Management from work done on “Factors affecting the leadership of process improvement teams in Sterile Processing” Published in July/August & September/October 2012 IAHCSSM Communiqué’ monthly magazine. Also Cory was asked to be a member of the IAHCSSM Orthopedic Council.
- CSP has two employees that received the HSS employee of the Month awards: **August 2011 Peter Alvarez, CSP Tech I (CRCST, CIS)** and **October 2012 Vincent Vicente Inventory Specialist, (CRCST)**
- **Justice Boachie (CSP Tech II CRCST, CIS, CHL)**, received the 2012 International Association of Healthcare Central Service Materiel Management (IAHCSSM) Decontaminator of the Year award.
- **Perioperative services**, nursing patient care units, Environmental Services and OR Materials Inventory and Distribution collaborated to win the SterilMed 2011 Environmental Excellence Award for reprocessing and recycling used medical devices.

Accomplishments: Patient Education

On August 14, 2012, **Jack Davis, MSN, RN, ONC**, taught a class entitled, “*The Effect of the Medication Use Safety Training (MUST) for Seniors™ on Knowledge about Safe Medication Use in Older Adults*” to 18 seniors at the YHMA in Washington Heights, NY.

This class is the first in a series that make up the new Independent Nurse Driven Education Program (INDEPTH), an education initiative recently developed in collaboration with nurse graduate students from the NYU, Wagner School of Public Service.

Nursing Accomplishments 2012



Nursing Innovations

Research and Evidence-Based Practice 2012

In 2012, HSS nurses integrated best practice and research into clinical and operational processes. The Nursing Research Council provided mentorship and guidance to staff across various clinical settings supporting evidence-based practice and research projects and the dissemination of knowledge during journal club activities.

Evidence-Based Practice and Research Projects

The following represents a sample of topics and main research objectives:

Perioperative Services

The 9th floor OR studied Situation Background Assessment Recommendation (SBAR) communication to standardize hand offs from registered nurse to registered nurse and surgical technician to surgical technician to improve patient safety.

In-patient Services

- 11 East nurses are working on a project to improve patient gown design.
- 6 East nurses have developed a research protocol to evaluate the effectiveness of cold therapy on pain reduction in spinal surgery patients.
- 10 East nurses are working on an evidence based practice project to improve and standardize Coumadin instruction.
- Same-Day-Surgery implemented the use of pink wrist bands to identify and protect prior mastectomy patients from contraindicated procedures.

Patient Education

- Patient educators and the anesthesia team reviewed transitional care to improve caregiver knowledge and functional outcomes of complex spine patients. Institutional Review Board submission is scheduled for early 2013.
- The Community Education Committee secured Institutional Review Board approval to evaluate HSS registered nurse education of older adults in a community setting.



Nursing Accomplishments 2012

Nursing Innovations

Nursing Journal Club

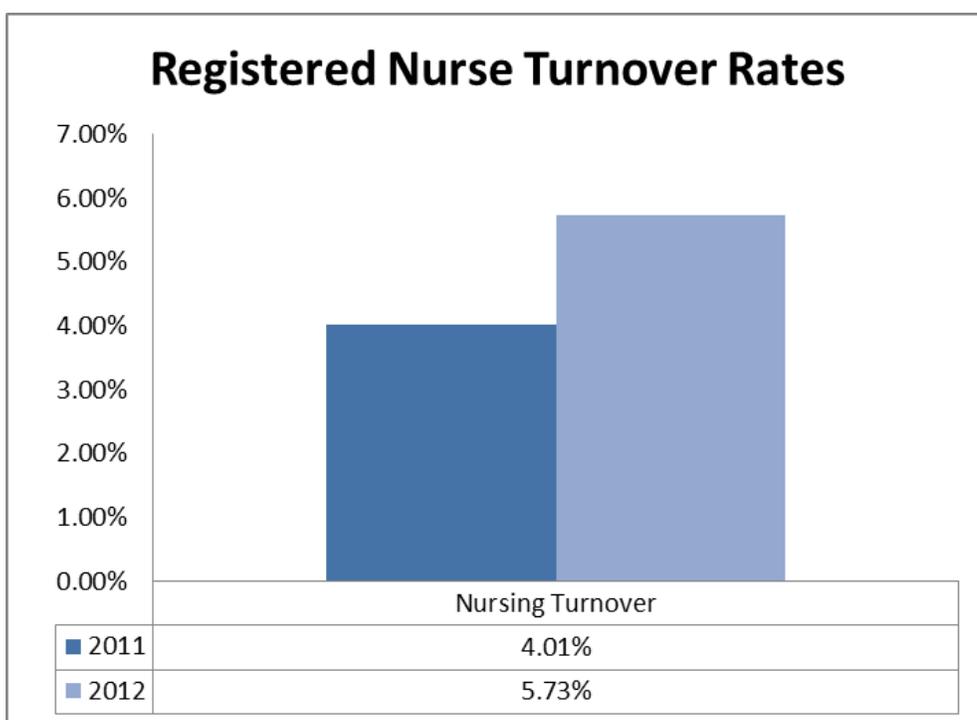
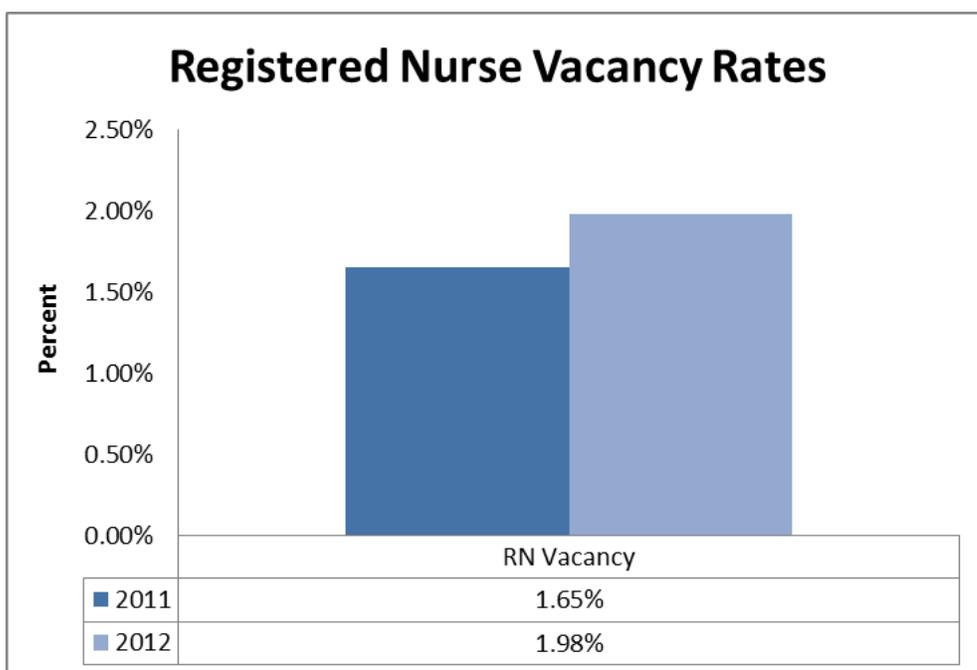
Nine nurses presented journal clubs on topics related to: advance practice nurse outcomes, integrating research into clinical decision-making, collegial/collaborative nurse-physician relationships, hourly rounds to prevent falls, premature atherosclerotic cardiovascular disease in systemic lupus erythematosus, barriers to evidence-based practice, post-operative gum chewing, nurse/coach interventions, and fracture risk.

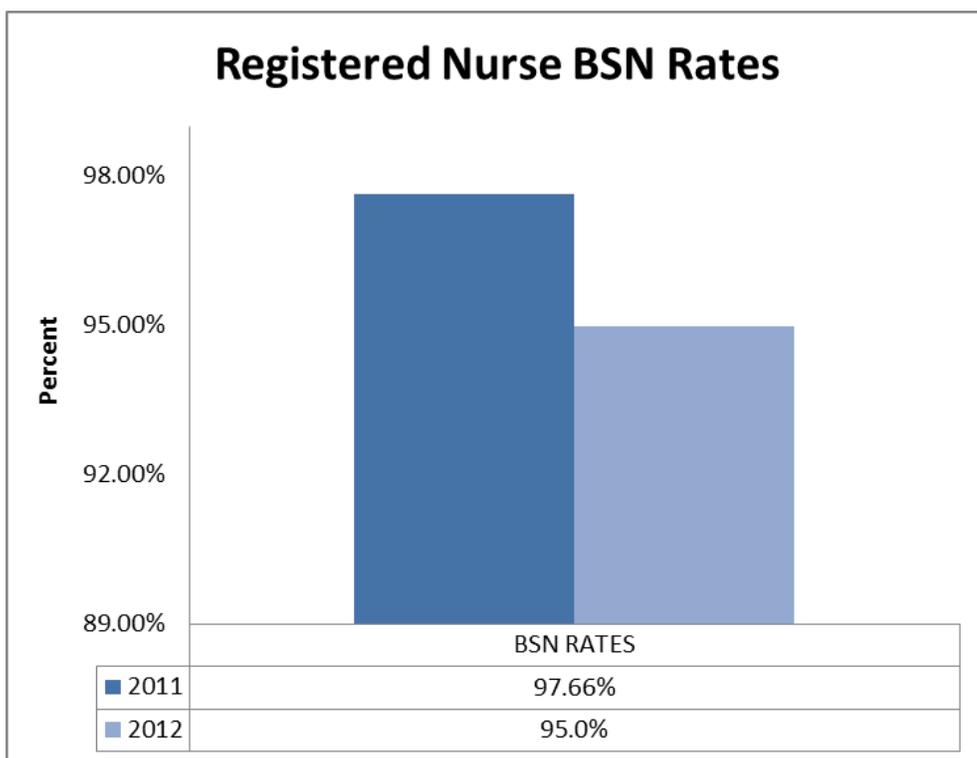
Below is the list of Journal Clubs that were held in 2012:

- **Presenter: Patricia Quinlan, DNS, MPA, RN, CPHQ**
Newhouse R.P., Stanik-Hutt J., White K.M., Johantgen M. (September – October 2011). Advanced Practice Nurse Outcomes 1990-2008: A Systematic Review. *Nursing Economics, Volume 29, No.5, 1-22.*
- **Presenter: Jessica Drago, BSN, RN**
Côté F., Gagnon J., Houme P.K., Abdeljelil A.B., Gagnon M.P. (October 2012). Using the Theory of Planned Behaviour to Predict Nurses' Intention to Integrate Research Evidence into Clinical Decision-making. *Journal of Advanced Nursing, Volume 68, No. 10, 2289-98.*
- **Presenter: Dordie Moriel, MPA, BSN, RN**
Schmalenberg C., Kramer M., King C.R., Krugman M., Lund C., Poduska D., Rapp D. (October 2005). Excellence Through evidence: Securing Collegial/Collaborative Nurse-Physician relationships, Part 1 & 2. *Journal of Nursing Administration, Volume 35, No. 10, 450-458.*
- **Presenters: Michelle Zevallos, BA, RN & Laura Coccogna, BS, RN**
Tucker S.J., Bieber P.L., Attlessey-Pries J.M., Olson M.E., Dierkhising R.A. (February 2012). Outcomes and Challenges in Implementing Hourly Rounds to Reduce Falls in Orthopedic Units. *Worldviews on Evidence-Based Nursing, Volume 9, Issue 1, 18-29.*
- **Presenter: Jennifer Katarivas MSN, RN-BC**
Turano L. (January – February 2013). Premature Atherosclerotic Cardiovascular Disease in Systemic Lupus Erythematosus: Understanding Management Strategies. *Journal of Cardiovascular Nursing, Volume 28, Issue 1, 48-53.*
- **Presenter: Patricia O'Neill, RN**
Brown C.E., Wickline M.A., Ecoff L., Glaser D. (February 2009). Nursing Practice, Knowledge, Attitudes and Perceived Barriers to evidence-based practice at an Academic Medical Center. *Journal of Advanced Nursing, Volume 65, Issue 2, 371-81.*
- **Presenter: Doreen Johnson, MSN, RN, ONC**
Goto F., Kushiro K., Tsutsumi T. (November 2011). Effect of Chewing Gum on Static Posturography in Patients with Balance Disorders. *Acta Otolaryngol, Volume 131, Issue 11, 1187-92.*
- **Presenter: Stephanie D'Andrea, BSN, RN**
Jones D., Duffy M.E., Flanagan J. (March/April 2011). Randomized Clinical Trial Testing Efficacy of a Nurse-Coached Intervention in Arthroscopy Patients. *Nursing Research, Volume 60 (2), 92-99.*
- **Presenter: Patricia Donohue, MSN, ACNP-BC**
Unnanuntana A., Gladnick B.P., Donnelly E., Lane J.M. (March 2010). The Assessment of Fracture Risk. *The Journal of Bone and Joint Surgery, Volume 92, Issue 3, 743-753.*

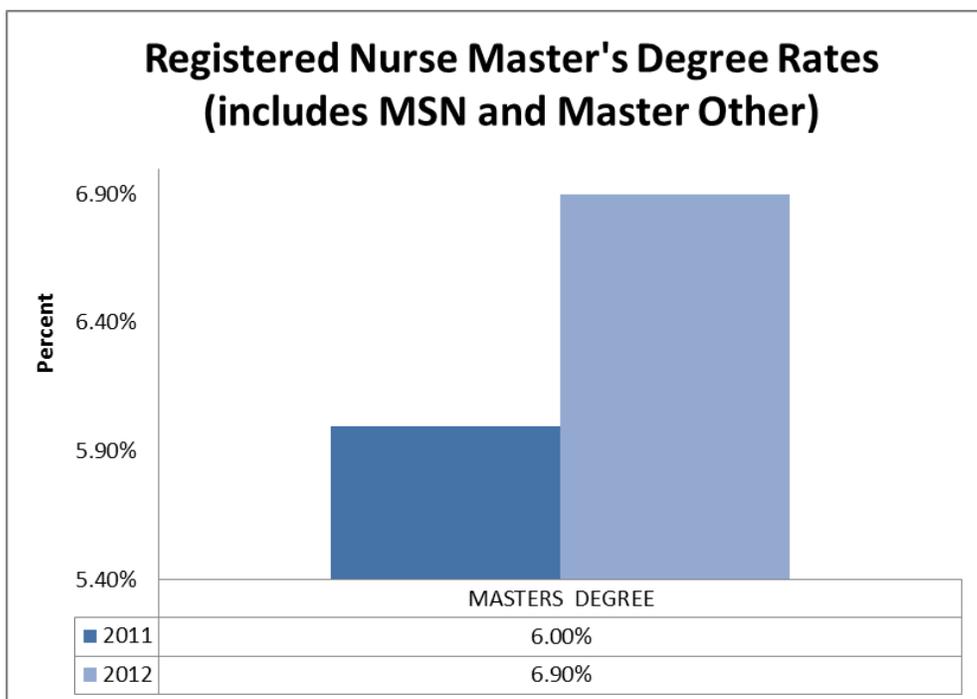
Nursing Accomplishments 2012

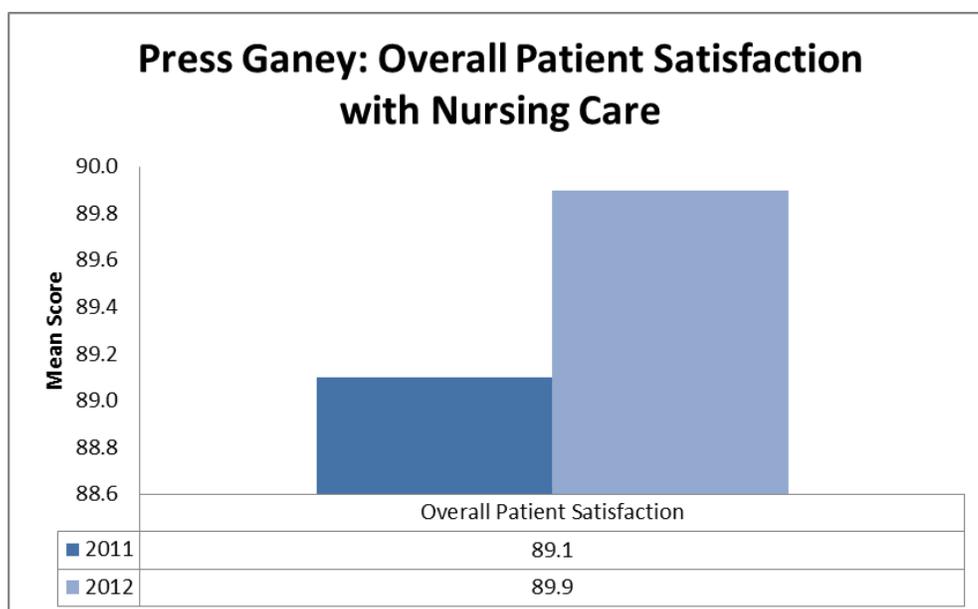
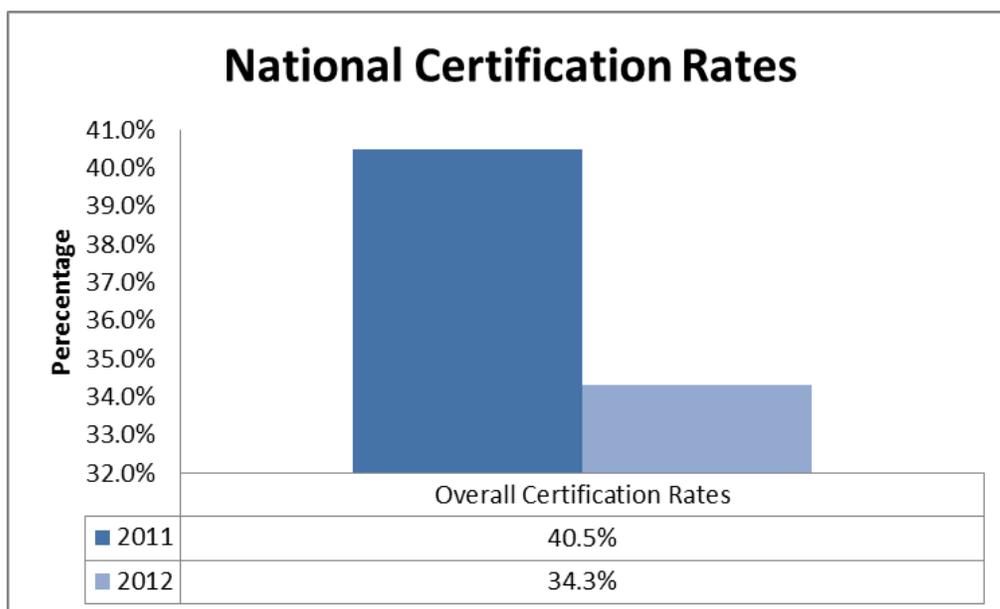
Outcome Data



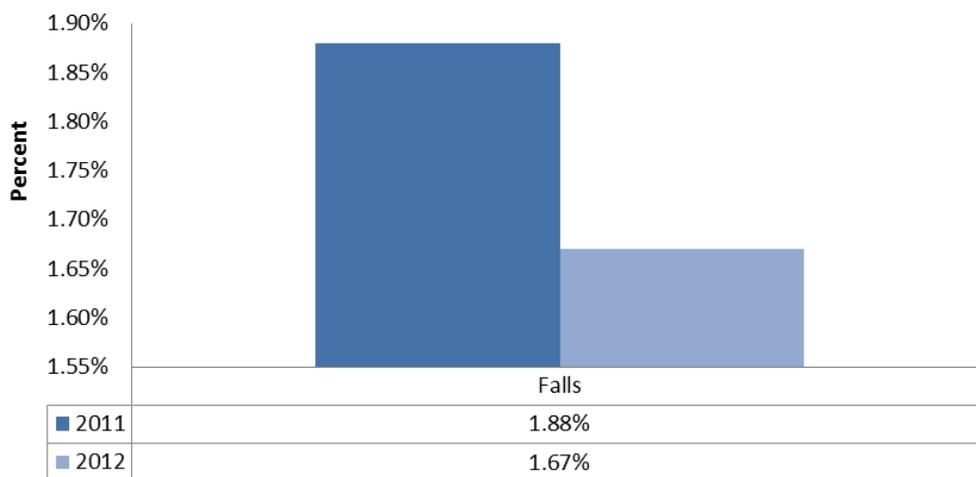


**Note: Although BSN rates decreased, many Registered Nurses returned to school to obtain their MSN or other Master degree.*



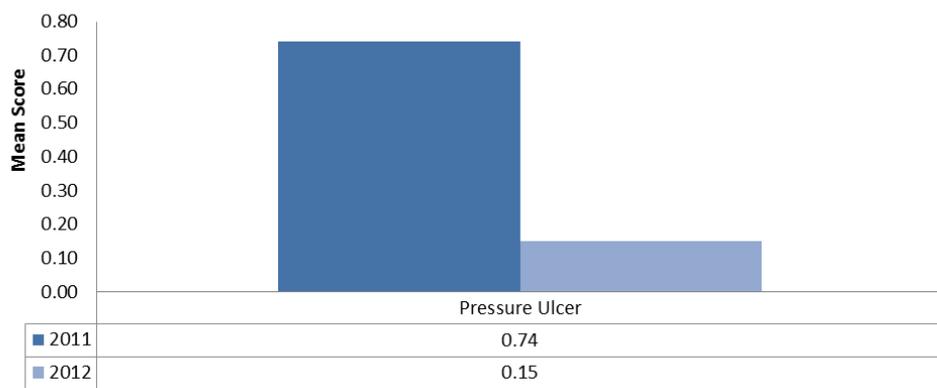


Patient Falls Rates from National Database of Nursing Quality Indicators (NDNQI)



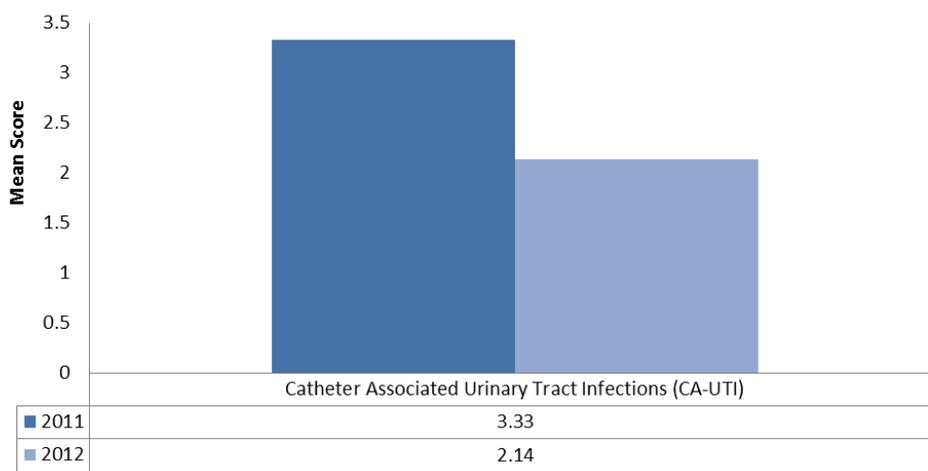
**Results from NDNQI: Total Falls per 1,000 Patient Days*

Pressure Ulcer Prevalence from National Database of Nursing Quality Indicators (NDNQI)



**Results from NDNQI: Percent of Surveyed Patients with Hospital Acquired Pressure Ulcers*

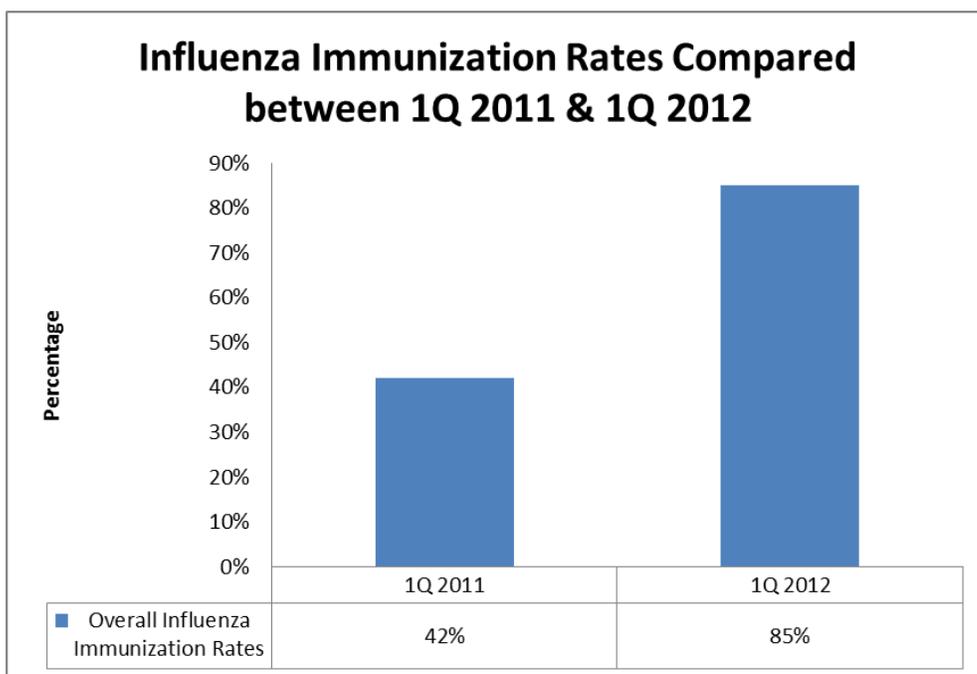
Catheter-Associated Urinary Tract Infection (CAUTI) Rates from National Database of Nursing Quality Indicators (NDNQI)



*Results from NDNQI: Catheter Associated Urinary Tract Infections per 1,000 Catheter Days

Overall Pneumococcal Immunization Rates

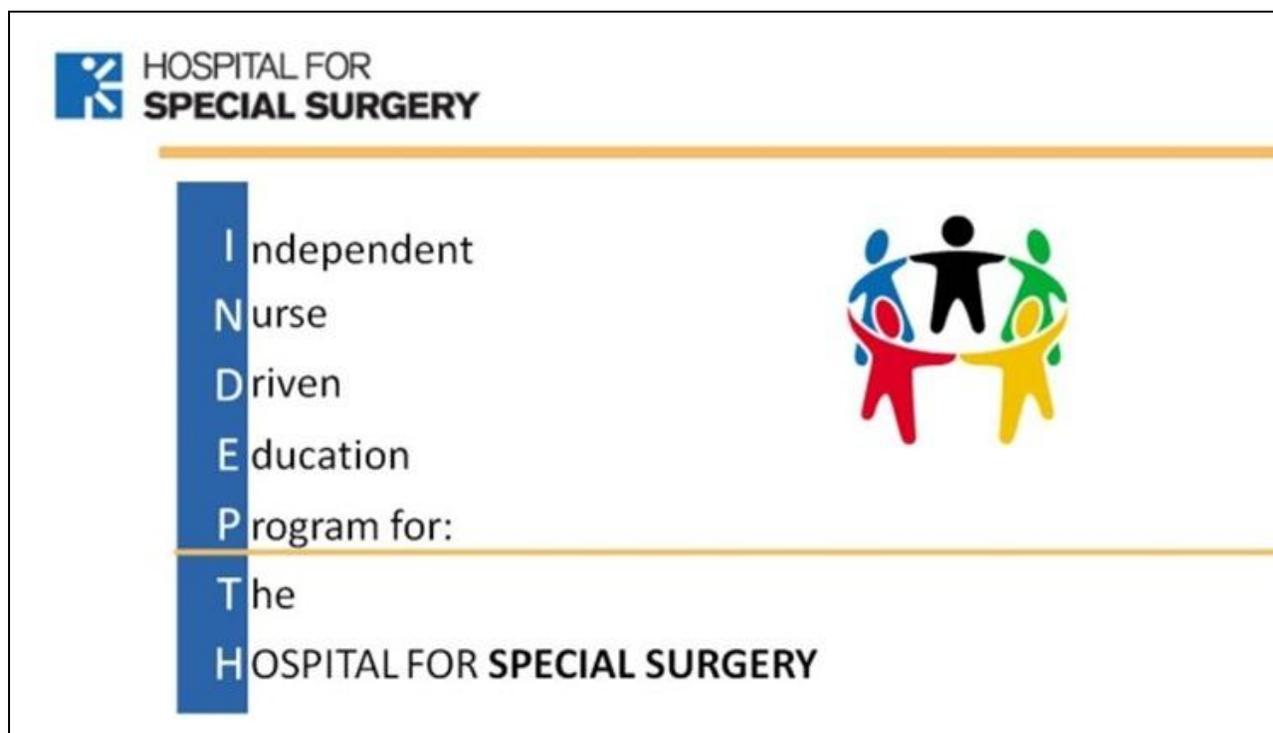




**Global immunization rates for influenza vaccination for first quarter 2011 and first quarter 2012 flu season*

Nursing Accomplishments 2012

Nursing Innovations



Poster courtesy of Maura Keenan, MPA, RN and Dordie Moriel, RN

Capstone Project/ NYU

In 2012, Hospital for Special Surgery (HSS) partnered with the New York University Wagner Graduate School of Public Service to enhance existing efforts to provide public educational programs to members of the community. The NYU Capstone team worked with Nurse Leaders to structure an evidence-based practice program designed to meet the learning needs of elderly adults in underserved areas of New York City. A comprehensive program development included the engagement of community centers interested in having HSS nurses teach topics in self-care such as: medication management, how to communicate with prescribers, and coping with physical aging. Teaching is voluntary and nurses throughout the hospital provide classes at community centers. Program effectiveness is measured through comparison of pre and post knowledge as well as satisfaction data. To date, the program has been focused on the needs of seniors and has been well received by all participants. The Washington Heights YMCA hosted two programs and data collected on 25 satisfied participants led to a commitment for monthly sessions for 2013. As the program matures, it will continue to be expanded to additional sites and populations.

Nursing Accomplishments 2012

Disaster Response



Photos: Courtesy of ECHO

Nursing Responds to Hurricane Sandy

Hurricane Sandy has been designated the biggest Atlantic storm in recorded history. This “super storm,” made landfall on October 29, 2012 and wreaked havoc on the Tri-state area. In several communities, homes and properties were completely or partially destroyed, and widespread power outages left millions of residents without electricity, heat, or hot water. In preparation for this upcoming storm, HSS leadership convened to open the Central Incident Command Center and initiate the Disaster plan. Mayor Bloomberg and Governor Cuomo had already notified residents that the New York Mass Transit System would shut down at 7pm that Sunday evening.

Evacuations of vulnerable areas had begun. As the Command Center opened on October 28, 2012 at 3pm, no one could have foreseen the magnitude of this impending disaster.

Nursing leadership, under the direction of Stephanie Goldberg, Chief Nursing Officer, played a pivotal role in all facets of Command Center operations. In the Incident Command Center, nursing leaders collaborated with the HSS executive team to develop extensive disaster plans, strategies and preparations. Command Center leadership identified critical areas of concern which included patient and staff safety and structural integrity of the building facility. Establishing and maintaining effective internal and external communications during this disaster was crucial to each phase of preparation. In the Command Center, executive and nursing leadership reviewed ongoing information, and worked with the NYC Office of Emergency Management while assessing needs and implementing plans. A comprehensive evaluation of patient, staffing and environmental needs was completed. A plan was developed to prepare for the impending storm. The Command Center team decided that a specific disaster hotline was required in order to provide essential information and storm updates to HSS employees. The HSS website would be also be utilized as a communication tool for employees and patients.

The first critical priority was to ensure adequate staffing for the patients who were currently occupying beds on the inpatient units. At that point in time, there were approximately 100 post-operative surgical patients, who could not be safely discharged. These patients required continual, comprehensive nursing care and medical oversight. In order to secure adequate staffing resources for this impending disaster, nursing leaders took on the task of contacting staff members, via telephone, email, and text messaging. The nursing staff was assured that housing would be provided for them throughout the storm. Ann LoBasso, Assistant Vice President, Nursing Operations, worked closely



with the executive office team to secure overnight accommodations for the nursing staff already on-site, and for those who were expected to arrive over the next few days.

The Command Center team then made the important decision to cancel all surgeries scheduled for the following Monday and Tuesday. Two hundred and forty surgeries and forty special procedures needed to be cancelled and rescheduled for a later date. Staff members from the multiple areas including the Call Center came in on Sunday evening to assist in making calls to these patients. In addition, all ambulatory patients were cancelled. The Nurse Managers of the Ambulatory Areas ensured that all Ambulatory patients and staff were notified of the cancellations. More than 100 members of the nursing department stayed over at HSS during the storm. Many staff members were dealing with personal challenges but still came to work.

As predicted, Hurricane Sandy descended with a fury. The extremely high winds and torrential rains caused widespread damage and flooding throughout the city. The water inundated tunnels, subway stations, and local streets. As the storm deepened, the East River flooded and spilled on to the FDR drive. The power grid in lower Manhattan was also damaged. Nursing staff made extraordinary efforts to report to work in spite of the NYC mass transit shutdown. Many staff reported that they walked miles to get to work, some walked over bridges, and some carpooled. Many came in before the storm prepared to stay for several days to ensure they could be here to help. The Command Center continued to adapt their preparations to meet current storm conditions. Concerns about the physical plant were continuously addressed by Environmental Services and Security while the focus of the Nursing Staff was on the patient and family. They offered reassurance and continuously offered updates to the patients. At one point, CliniCIS, our Clinical Information System, was not accessible. Nursing staff implemented Downtime procedures to ensure safe patient care.

By Tuesday afternoon, team members arrived via ride sharing, and worked diligently to ensure that everything was ready for the surgical cases that were scheduled for Wednesday, October 31.

In Central Sterile, Corey Nestman, Senior Director of Central Sterile Processing stated that, “we were in constant communication with the Command Center and OR team to ensure that all scheduled cases had the sterile items needed.”

In the days following the storm, several nursing staff members participated in disaster relief efforts sponsored by HSS. They contributed financially to the HSS disaster relief fund, donated essential supplies, clothing and household goods or participated in the volunteer efforts in storm ravaged areas of Staten Island and the Rockaways. HSS Nursing demonstrated extraordinary dedication, generosity, commitment, courage and professionalism in the face of this monster storm.

Story courtesy of ECHO, the Employee Newsletter of Hospital for Special Surgery