

2014
SPRING

Magnet

ATTRACTIONS



Preparing Magnet

PAGE 6

A PASSION FOR BETTER MEDICINE





Anne Panik, MS, BSN, RN, NEA-BC
Senior Vice President, Patient Care Services

Join Our Mission 4 Magnet

There are about 6,000 health facilities in the United States that are eligible for Magnet™ designation. Yet only 401 of them actually earn Magnet status, the honor that signifies national nursing excellence. We are one of those health networks, and now we're embarking on an even rarer mission – the drive to become redesignated as Magnet for the fourth time.

Thanks to patient education specialist Sarah Cresswell, BS, RN-BC, with the division of education, our fourth Magnet designation quest has a great name – Mission 4 Magnet. The process to become Magnet is rigorous, which makes it all the more rewarding. We're already hard at work in our redesignation, and you'll learn all about our Mission 4 Magnet in this edition of Magnet Attractions.

In particular, you'll meet members of our Magnet Steering Team and learn how they're already gathering evidence to support our Magnet application. We are eternally grateful for all of their hard work. Yet the most inspiring part of working for LVHN is the fact that each and every one of us as clinicians has the opportunity to help share and support our Magnet story.

How? Follow the lead of the clinicians in this issue who are constantly challenging themselves to advance their education, enhance their clinical skills and become even better nurses. Start with our graduates from the RN-to-BSN program with Pennsylvania College of Health Sciences. The four graduates you'll read about excelled in the classroom and learned life lessons through their capstone projects.

You'll also read about medical-surgical nurses who have either achieved certification or are working toward achieving certification. LVHN offers assistance by providing online self-study courses and on-site live programs. LVHN also partners with the Academy of Medical-Surgical Nurses, thus allowing medical-surgical nurses to take the Academy's exam with no fee.

You'll read about nurses who have researched the effectiveness of "Bath in a Bag" as opposed to using bath basins. You'll also see a list of all the clinicians who have made poster and oral presentations in the past few months.

When you read this issue, you'll understand just how proud I am of each and every clinician on our team. We are on a Mission 4 Magnet, and I encourage you to join us as we continue to raise the bar for nursing by being regional, state and even national leaders. Thank you.

WE ARE ONE OF

401

HEALTH FACILITIES
IN THE U.S.
DESIGNATED MAGNET



OUR MAGNET™ STORY

Magnet hospitals are so named because of their ability to attract and retain the best professional nurses. Magnet Attractions profiles our story at Lehigh Valley Health Network and shows how our clinical staff truly magnifies excellence.

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SE9

Magnet™ hospitals support nurses' participation in community health care outreach. As part of her capstone project, Darla Alden, RN, partnered with Care Net Centers of the Lehigh Valley, providing support and guidance to people in need.



A DAY IN THE LIFE OF A

BSN Student Pursuing
a Capstone Project**Darla Alden, RN**

When she enrolled in the 22-month RN-to-BSN program with Pennsylvania College of Health Sciences, home care nurse Darla Alden, RN, expected to further her education. Yet she didn't realize the profound impact her education would have on others.

Alden, like all students in the program, performed a capstone project by collaborating with a regional health agency to address a clinical problem or public health issue. "It's a chance to incorporate the therapies and techniques learned in the classroom into practice," Alden says.

For her capstone project, Alden chose to collaborate with Care Net Centers of the

Lehigh Valley, which assists teenagers who need help with issues related to relationships, sexuality, pregnancy or sexually transmitted diseases. "Care Net is there for young mothers who need help, and that part really spoke to me," Alden says. "Their programs help young mothers become better parents and better people."

Specifically, Alden facilitated group parenting classes once a week at Care Net's Allentown and Bethlehem locations. That's where she met an 18-year-old girl who didn't know where to turn for help. The girl's voice was shaking. She was fighting back tears.

"She had been in prison and talked to us about not knowing how to tell her toddler that she had to go back to finish her sentence," Alden says. "She had been abused as a child, and she was trying to find her way. My heart just went out to her."

That's when another group member spoke up and shared a similar story. "She knew she was learning and had support," Alden says. Today that same girl has finished her sentence, has returned to the group for support and is working hard at making a better life.

"To say my capstone project was rewarding for me isn't saying enough," Alden says. "I'm 47-years-old now, and I know I won't be around forever. This has been a real chance to give back."

In recent years, Alden also has given back on medical missions to earthquake-ravaged Haiti and flood-devastated Bolivia. And while she has graduated with her RN-to-BSN classmates, she's staying on at Care Net to help others.

"I knew getting my degree would make me a better nurse," she says. "But it's made me a better person too."

"I knew getting my degree would make me a better nurse.

It's made me a better person too."

SE3EO

Magnet™ hospitals support nurses' continuous professional development. Our partnership with Pennsylvania College of Health Sciences' RN-to-BSN program allowed 20 nurses to earn their BSN this year.

CLASS *of* 2014

Want to apply?

CALL PENNSYLVANIA
COLLEGE OF HEALTH SCIENCES
ADMISSIONS AT 800-622-5443.

Need tuition
reimbursement?

CONTACT HR AT
610-402-3260.

Want a
scholarship?

CONTACT VALERIE KOCHER
AT 610-402-1724.

Meet Three of Our RN-to-BSN Program Graduates

After 22 months of learning inside a classroom, fine-tuning critical thinking and leadership skills, and interacting with community organizations, our first class of 20 Lehigh Valley Health Network graduates has completed the RN-to-BSN program through Pennsylvania College of Health Sciences. Here, three of our graduates share their insights on the program:



Todd Burgert, RN, 4K medical-surgical, LVH-Cedar Crest

MY MOTIVATION: We hear about how important education is in nursing today. That's why I searched for the right BSN program for a year. I believe getting a BSN puts nurses in a leadership role in health care.

HOW I HEARD ABOUT THE PROGRAM: I attended a college fair at the hospital, and when I heard about the RN-to-BSN program I knew it was the right fit – and the right time – for me.

HOW I BALANCED SCHOOL AND WORK: I relied on my time management skills. Last September was especially challenging. Carolyn Davidson and I did a presentation about Churn Nurses at the Academy of Medical-Surgical Nurses (AMSN) annual conference in Nashville. That same week, I was working on and submitting assignments for class from Nashville.

MY CAPSTONE PROJECT: I partnered with the YMCA of Fleetwood's Silver Sneakers program, which provides social and health interactions for seniors. There I taught classes on diabetes, heart attack prevention and other community health topics.

MY NEXT STEP: I'm taking the summer off and then pursuing my MSN in administration and a master's in business administration.



Joseph Rycek, RN, chief flight nurse, MedEvac

MY MOTIVATION: I've been a nurse for 30 years, and as nursing has evolved, you need advanced education to excel. If you take the RN-to-BSN program, you'll understand why advanced education is the future of nursing.

HOW I HEARD ABOUT THE PROGRAM: Flyers about the program came to each unit. When I saw one, I decided to check it out. I liked that the college did the classroom work here at LVHN.

HOW I BALANCED SCHOOL AND WORK: I work different hours, and this program was flexible enough to accommodate my schedule. Classroom sessions are once a week in four-hour blocks, and students arrange their own capstone project times.

MY CAPSTONE PROJECT: I partnered with the Allentown Volunteer Medical Reserve Corps, which provides response in emergencies like major snowstorms or the gas explosion in downtown Allentown from a few years ago. They collaborate with emergency responders region-wide. I did a lot of training and preparedness work with them.

MY NEXT STEP: At age 55, I've considered pursuing my master's. Right now I know what I learned about economics, finance and the political aspects of nursing in the RN-to-BSN program has made me a more well-rounded nurse.



JoAnne Stewart, RN, clinical service systems specialist, nursing information services

MY MOTIVATION: I was a bedside nurse for 26 years. The kids are out of the house, and I'm an empty-nester now, so it's time to focus on advancing my career.

HOW I HEARD ABOUT THE PROGRAM: I saw a flyer about it, but I've been thinking about it for some time. Getting a BSN is a step toward my master's, which I will need to advance in nursing informatics.

HOW I BALANCED SCHOOL AND WORK: Honestly, I had the time. I took the time I spent watching "American Idol" at home and turned it into something more worthwhile.

MY CAPSTONE PROJECT: I partnered with Horses & Horizons, a therapeutic learning center in New Ringgold. It provides horseback-riding therapy for disabled children. The kids really love it. I hadn't ridden since I was a teenager, so it was therapeutic for me too.

MY NEXT STEP: I will turn 50 later this year, and I'm excited to keep learning. This fall I'll start working on my master's in nursing informatics through an online college course.

Earning a Magnet™ Site Visit

OUR 'MISSION 4 MAGNET' BEGINS

When Kim Hitchings, MSN, RN, pages through the 2014 Magnet™ application manual, she sees the opportunity to tell our nursing story – with the insight that it's a brand new story. “Just as the Magnet Recognition Program® keeps evolving, so does our nursing staff,” she says. “Looking back to when we first earned Magnet designation 12 years ago, the Magnet model and associated sources of evidence have evolved, and so too has the practice of professional nursing.”

Hitchings, manager of the Center for Professional Excellence, is the chief redesignation navigator here at Lehigh Valley Health Network (LVHN). She has guided the last three Magnet journeys, and is already assembling the evidence for our fourth.

“The process started in January when the redesignation steering team began meeting,” she says. “We have representa-

tives from all nursing areas – from oncology and home care to periop and orthopedics – who meet every other week.”

The steering team is charged with gathering data and other evidence that LVHN will present to Magnet appraisers, and ultimately to the American Nurses Credentialing Center (administrators of the Magnet Recognition Program) Commission on Magnet Recognition.

“The first time we were designated in 2002, the Magnet standards were more about structure and process. In that time period, we could show the schematic of nursing shared governance, the different council charters, attendance lists, etc.,” Hitchings says. “But starting in 2006, the program started focusing on outcomes. ‘So you have councils in place – what are the outcomes?’ You need to show decisions that were made, how they were implemented, and what impact they had.”

The “so what?”

The Magnet criteria have changed four times over the years, always just before each of our designations. Each time, they have become more robust. “And absolutely more focused on outcomes, the ‘so what?’” Hitchings says. “What are the outcomes, and how do they relate to the practice of nursing?”

LVHN’s path to redesignation requires the steering team and center for professional excellence colleagues to provide examples from a wide variety of patient care areas and specialties within LVHN that concretely demonstrate why we are a Magnet-caliber organization.

“As nurses, we must always think: ‘What are the quantifiable outcomes?’” she says. “We can’t just tell the Magnet appraisers and board about a great program; we have to prove it’s a great program through empirical data.”

OUR MAGNET REDESIGNATION JOURNEY



JANUARY-DECEMBER 2014

Magnet Steering Team reviews required sources of evidence (SOE), selects specific examples that demonstrate each source of evidence, and gathers documentation.



APRIL 2014

LVHN submits ‘Intent to Apply’ document to Magnet Program Office.



JANUARY 2014- APRIL 2015

Evidence is compiled; narratives describing the evidence are authored. Hard-copy work is transferred to an electronic format.



MARCH 2015

Magnet Program Office notifies LVHN the names of four appraisers for our redesignation.



She Named Our 'Mission 4 Magnet'

Pursuing a fourth Magnet® designation requires drive... determination...data...and a dynamic name. So when the Professional Excellence Council (PEC) asked our clinicians to name our fourth Magnet designation in the fall 2013 issue of Magnet Attractions, you answered the call.

“We hoped for 10 or 20 suggestions,” says nursing excellence specialist Patricia Hoak, MSN, RN. “But we were thrilled to receive nearly 90 creative ideas for the redesignation name.”

PEC members reviewed every name, then chose a winner – Mission 4 Magnet, submitted by patient education specialist Sarah Creswell, BS, RN-BC, from the division of education.



PEC members reviewed every name, then chose a winner – Mission 4 Magnet, submitted by patient education specialist Sarah Creswell, BS, RN-BC, from the division of education.

“I thought about Mission Possible and Mission Central, and how they share concepts that align with Magnet ideals,” Creswell says. “And then it just flowed – this is our mission to remain a Magnet organization.”

Creswell received a Sodexo gift card for creating our new Magnet redesignation theme.

The path to redesignation

Determining examples for each of the sources of evidence within the Magnet model is only one step toward redesignation.

“Another step occurred in April when we submitted our application declaring our intent to apply,” Hitchings says. “For the rest of 2014 we will continue to work with the steering team to select the best illustrations and associated outcome data that addresses each of the required sources of evidence.”

After examples are selected, the narrative that connects these to sources of evidence will be written, and data tables produced. All are incorporated within an electronic PowerPoint document that includes links to each layer of evidence. In April 2015, that packet will be submitted electronically to our assigned appraisers, who will score the application.

“If we meet the minimum score, we will get a site visit in the fall of 2015,” Hitchings says. And after that visit, a blinded vote by the Commission on Magnet Recognition takes place.

“As an existing Magnet organization, it is a monumental task to demonstrate why

we deserve that designation,” she says. “But we will showcase our nursing colleagues’ work to help achieve this once again.”

Your next step

As a clinician, you have an ongoing role in our redesignation effort.

“When members of the steering team come back to the units, they will ask for evidence they can add to the redesignation document. Help your colleagues gather the evidence,” Hitchings says.

In addition, nurse-sensitive clinical indicator and patient-and-nurse satisfaction scores must be included in our evidence. “We must submit scores for the past eight quarters for each indicator on each unit, compare each to a national benchmark, and then exceed the national benchmark for the majority of units the majority of the time,” Hitchings says. “Continuing to provide excellent care will help us reach those redesignation requirements.”

Continued on next page.



APRIL 1, 2015

LVHN submits electronic evidence document to each appraiser and the Magnet Program Office.



APRIL 1 – JUNE 2015

Appraisers review and score LVHN’s evidence.



MID-SUMMER – EARLY FALL 2015

Potential site visit by appraisers.



EARLY 2016

Commission on Magnet Recognition makes its redesignation decision.

MEET THREE MAGNET STEERING TEAM MEMBERS



CHRISTINE JOYCE, BSN, RN, CMSRN
DIRECTOR, CLINICAL SERVICES 4KS
MEDICAL-SURGICAL

What does Magnet designation mean to patient care?

Quality and compassion are the two words I would use to describe the care our nurses provide. We provide the best patient-centered care and the best quality care, in terms of safety.

Evidence-based practice makes a difference.

I like to give my nurses the scientific “why” to a change in practice. When they see the evidence and the research that says it works, they understand why we need to change our practice. And it’s win-win, for the patients and the nurses, when we put evidence-based research into practice.

It all matters.

Coming from the front-line staff perspective, I didn’t realize what has to happen just to get a site visit from Magnet. It’s all about the things we are doing as nurses – new processes, new ideas, new research. From the Magnet redesignation perspective, it all matters.



MANDY HENDRICKS, MSN, RN, OCB
ONCOLOGY NURSING PROGRAM
QUALITY SPECIALIST

What does Magnet designation mean to patient care?

When you see how many evidence-based projects we conduct at LVHN, it is incredible and shows that nurses do great things every day.

The inside view.

I knew about Magnet from being part of the hospital, and then when I was studying for my MSN, I learned more about it. But until I was asked to be part of the steering team, I didn’t realize the work that it takes to make us Magnet. I think the hardest part is having the right people in place and deciding which criteria (out of all the amazing examples) match the Magnet requirements.

Colleague support of redesignation.

My colleague Donna Colabroy, MSN, RN, OCN, CCM, and I are fortunate to serve on the Magnet steering team, but the effort is inclusive of the entire cancer center. Prior to every meeting, we reach out to our colleagues. They are very responsive to requests for information or data – they support the mission to redesignate. Everyone is excited to contribute.



ERIN JOYCE, BSN, RN, CPAN
PATIENT CARE SPECIALIST,
PERIOPERATIVE SERVICES

What does Magnet designation mean to patient care?

As a specific example, nurses and a multidisciplinary team from the surgical staging unit have improved the experience for pediatric ambulatory surgery patients and their families while also decreasing wait time from seven hours to five. It’s that kind of initiative that speaks to patient care and how we’ve improved it.

Seeing my role.

I was honored to be asked to do this. What I realized is that it is the work of my whole department that makes us Magnet. I am the person who brings back all of the requests from the steering team and facilitates them, so I make sure our contributions get included.

The best part of this is...

I enjoy seeing all of this come together. It’s about leadership and colleagues collaborating about what we are doing together as nursing professionals.

STRUCTURAL EMPOWERMENT

SE1EO

Magnet™ hospitals support clinical nurses’ involvement in interprofessional decision-making groups at the organizational level. Our Magnet steering team includes nurses from multiple specialties who will help to gather evidence for our Magnet redesignation.

**USE
THIS** →



**NOT
THIS** →



Translating Evidence Into Practice

FINDING BEST PRACTICES FOR BATHING

In mid-2008, Lehigh Valley Health Network (LVHN) began transitioning patient bed bathing from the use of reusable bath basins to prepackaged bathing cloths often referred to as “Bath in a Bag.” The aim was to reduce patient exposure to infectious microbes that could grow in used (and re-used) bath basins. While disposable cleansing cloths were implemented as a best practice, their use was not generally accepted.

“Data always speaks to our clinicians to validate the ‘why,’” says education specialist Jeanine DeLucca, MSN, RN-BC, with our division of education. “It is more effective than simply saying, ‘Just do it.’”

DeLucca, along with patient care specialists Colleen Green, MBA, RN, behavioral health, and Mary Jean Potylycki, MSN, RN-BC, float pool, recently coordinated an evidence-based project on bath basin use at Lehigh Valley Hospital–Cedar Crest (LVH–CC) and LVH–Muhlenberg (LVH–M).

The study used two tactics: a survey to determine bath basin usage, and cul-

tures taken from randomly selected, used bath basins in December 2013 and January 2014 by Gary Tallarita, coordinator, infection control and prevention.

“There was strong evidence outside of LVHN that microbes grow in used bath basins,” Potylycki says. “We thought it was important to see what our own bath basins might tell us. Microbes were definitely present, and many were from drug-resistant strains.”

Potylycki, Green and DeLucca have shared their work with the nurse practice council, the technical partner advisory group and at patient care operations council meetings to begin laying the groundwork for increasing disposable bath cloth use with our patients. The anticipated outcome is a decrease in hospital-acquired infections.

“We understand bath basins have uses beyond bathing, so we are not eliminating them altogether – just reducing their use for patient bathing,” Potylycki says. A summary of this project is highlighted on a TRIP (Translating Research into Practice) form that will now be utilized

across the health network to communicate all evidence-based projects.

According to DeLucca, the team has a three-part strategy to educate colleagues and patients:

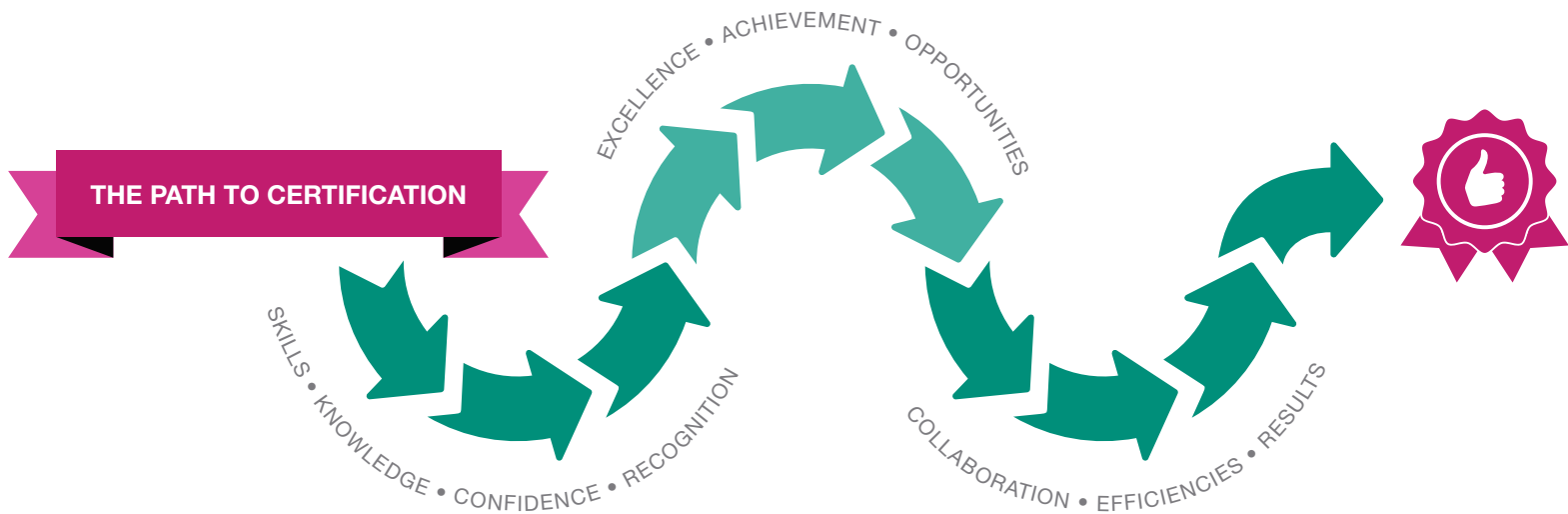
- ▶ A “Use This/Not This” flyer is being distributed by technical partner unit champions and the nursing leadership team.
- ▶ A module on The Learning Curve (TLC) will be developed for all patient care staff.
- ▶ Patient education literature will be created to explain why disposable bath cloths are used.

“Preventing infection is critical, says Potylycki. “Using prepackaged bathing cloths is the right thing for our patients.”

EXEMPLARY PROFESSIONAL PRACTICE

EP12

Magnet™ hospitals include nurses who take leadership roles in collaborative interprofessional activities to improve the quality of care. A nurse-lead team from behavioral health, the float pool, infection control and the division of education is translating evidence into practice by promoting the use of disposable bath cloths.



The Path to Certification

WE SUPPORT AND CELEBRATE NURSES WHO BETTER THEMSELVES AND THEIR PROFESSION

There are many reasons a nurse should obtain certification. It validates mastery of skills, knowledge and abilities. And recertification meets ongoing learning and practice requirements. Certification tells patients and families you are at the top of your profession. It helps position you for appropriate recognition, and it fills you with a true sense of confidence and achievement.

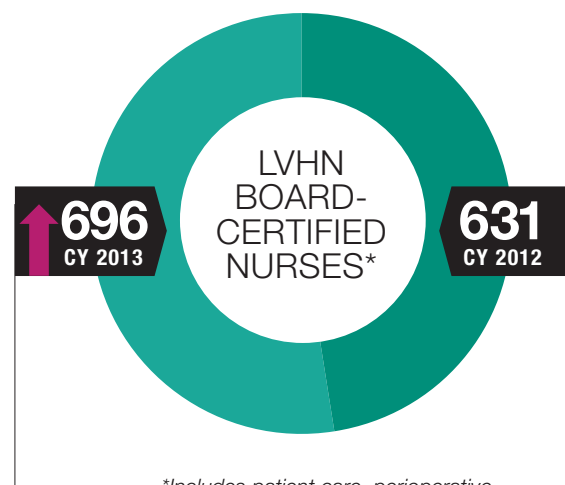
“As a Magnet™ hospital, we continue to work to increase our number of nurses with specialty certification (see chart at right),” says Lehigh Valley Health Network (LVHN) nursing excellence specialist Patricia Hoak, MSN, RN. We also support clinicians in their quest.

Many of our nurses work on a medical-surgical unit. LVHN is providing opportunities to help these nurses become a certified medical-surgical registered nurse (CMSRN). Here’s how:

- 1 **FREE ACCESS TO AN ONLINE SELF-STUDY COURSE** – Provided by MED-ED, the course offers 24/7 access to streaming content, study guides and an online practice test with instant results.
- 2 **YOU PAY NO EXAM FEE** – If you pass the certification exam on the first or second attempt, LVHN pays the fee. If you do not pass, no one pays. **This opportunity is available until April 1, 2015,** and made possible through our partnership with the Academy of Medical-Surgical Nurses.

Opportunities for other specialties currently exist, and more are being planned. For example, last year we offered a critical care certification review course, and in June we are offering one for emergency nurse certification.

Meet a nurse who earned CCRN certification and one who is working toward CMSRN certification this year.



*Includes patient care, perioperative, oncology and home health services

STRUCTURAL EMPOWERMENT

SE3EO

Magnet™ hospitals support nurses’ continuous professional development. By providing resources to help our nurses earn certification, we continue to increase the total number of nurses achieving specialized certification.

LISA PIGNATARO, RN, CCRN, MEDICAL-SURGICAL INTENSIVE CARE UNIT

Years ago, Pignataro tried to earn certification on her own. She prepared using study guides but failed the exam. “Earning certification has always been my goal,” Pignataro says. “After my first attempt, I received great support from my director, Anne Rabert, RN, and that motivated me to succeed.”

Last year, Pignataro took a two-day study course at Lehigh Valley Hospital–Cedar Crest, provided by funds from the Walter M. May and A. Hazel May Endowed Chair for Excellence in Cardiology. “It was very thorough,” says Pignataro, a self-proclaimed “lousy test-taker.” After taking the course, however, she felt confident while taking the exam the second time. “I remembered the instructor’s pointers and was able to think more clearly,” she says. The preparation worked. She passed.

The education she received through certification gave Pignataro knowledge she uses daily. “For example, now I can review a patient’s lab results and have a better understanding of what they mean,” she says. “That enhances the way I collaborate with physicians. It helps me earn the respect of colleagues and provide better care.”



AMY KEESLER, RN, 7B

In September, Keesler delivered a poster presentation at the Academy of Medical-Surgical Nurses convention in Nashville about the benefits of ambulation in the elderly during hospitalization. The only thing that would have made the presentation more successful to Keesler is if she would have been certified. “I think people have more interest in your research if you’ve earned certification,” she says.

During her 15-year career, Keesler often considered becoming certified. The convention, coupled with LVHN’s incentives and support, prompted her to go for it. “I want to prove to myself that I am proficient in my abilities,” says Keesler, who thinks certification could be the spark she needs to earn her bachelor’s degree in nursing.

Keesler knows patients will appreciate her hard work. “When patients know they’re being treated by a certified nurse,” she says, “it gives them peace of mind.”

Next Steps

INTERESTED IN EITHER CMSRN OPPORTUNITY?

Email Patricia Hoak. Include your name, unit, email address and program(s) of interest. Instructions will be sent to you.

WATCH A VIDEO message to all certified nurses.



PUBLICATIONS

“Nurse Residency Programs: What All Nurses Need to Know,” Pennsylvania Nurse, Winter 2013, pp. 22 – 28.

Cynthia Cappel, MSN, RN-BC, NE-BC

Patricia Hoak, MSN, RN

Patricia Karo, BSN, MSEd, RN-BC

POSTER PRESENTATIONS

“The Standard Leadership Calendar – A Successful Strategy to Build a Healthy and Safe Work Environment” at the American Nurses Association 7th Annual Nursing Quality Conference™ in Phoenix, in February 2014.

Jennifer Devine, BSN, RN

“Stop the Chaos! One Patient at a Time, Please” at the American Nurses Association 7th Annual Nursing Quality Conference™ in Phoenix, in February 2014.

Jessica Smith, BSN, RN

“Integrated Care of the Diabetic-Oncology Patient” at the Eastern Nursing Research Society Scientific Sessions in Philadelphia, in April 2014.

Janelle Sharma, MSN, CRNP

PANEL PRESENTATIONS

“Transforming Patient Care Through Telehealth” at the Magnet Recognition Program®, American Nurses Credentialing Center (ANCC) National Magnet Conference in Orlando, Fla., in October 2013.

Terry Capuano, MBA, MSN, RN, FACHE, NE-BC

Anne Panik, MS, BSN, RN, NEA-BC

Joseph Tracy, MS, BA

“Interruptions and Medication Administration in the ED” at the Academy of Medical-Surgical Nurses Greater Lehigh Valley Chapter #117 3rd Annual Conference, Charting a Course Amid the Sea of Change in Allentown, Pa., in November 2013.

Julie Albertson, BSN, RN

Judith Baker, BSN, RN

“Improving Efficiencies in Data Collection, Processing and Reliability Using Innovative Technology” at the American Nurses Association 7th Annual Nursing Quality Conference™ in Phoenix, in February 2014.

Sameera Ahmed, BA

Marie Gutekunst, MSN, RN, PCCN

AWARDS

Nightingale Awards of Pennsylvania in Harrisburg, Pa., in October 2013.

Nursing Administration – Leader/Manager (Recipient)

Cynthia Cappel, MSN, RN-BC, NE-BC

Nightingale Awards of Pennsylvania in Harrisburg, Pa., in October 2013.

Patient Choice Award (Recipient)

Jane Nemeth, MSN, RN

Nightingale Awards of Pennsylvania in Harrisburg, Pa., in October 2013.

Clinical Practice RN (Finalist)

Susan O’Neill, BSN, RN, CCRN

Sigma Theta Tau International Honor Society of Nursing, Xi Chi Chapter, Pennsylvania College of Health Sciences (PCHS) Department of Nursing Faculty in Millersville, Pa., in October 2013.

Bachelor of Science in Nursing Award

Joseph Rycek, RN, CFRN, CEN, CPEN, CCRN, PNCCT, NREMT-P, CMTE

Sigma Theta Tau International Honor Society of Nursing, Xi Chi Chapter, Pennsylvania College of Health Sciences (PCHS) Department of Nursing Faculty in Millersville, Pa., in October 2013.

Nursing Scholarship

Lisa Cross, RN

American Psychiatric Nurses Association Annual Conference in San Antonio, in October 2013.

2013 American Psychiatric Nurses Association (APNA) Award for Excellence in Leadership

Gail Stern, RN, MSN, PMHCNS-BC

The Pennsylvania Society of Health-System Pharmacists Annual Assembly in Erie, Pa., in October 2013.

PSHP Innovative and Collaborative Practice Award

Karen Crago

Tracie Heckman, RN

Dylan Finelli

Michelle Herman

Caytlin Hertzog

Leroy Kromis

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