

January 2003

INSIDE THIS ISSUE

Editorial Attractions 2

A spirit that heals

A Fantastic Voyage 3

Beth Hall, R.N., takes on a B.S.N.

Nursing Voice 4 & 5

Sharon Hanuschak, R.N., describes her PRIDE in accepting our Magnet award

Nurses as Clinical Scholars 6

Tips for research at a Magnet hospital

On Track and On Time 7

Natalie Dunn, R.N., found her perfect job in the PICU

Telling the Story of Excellence 8

All about Deb Peter's oral presentation

A FANTASTIC Voyage

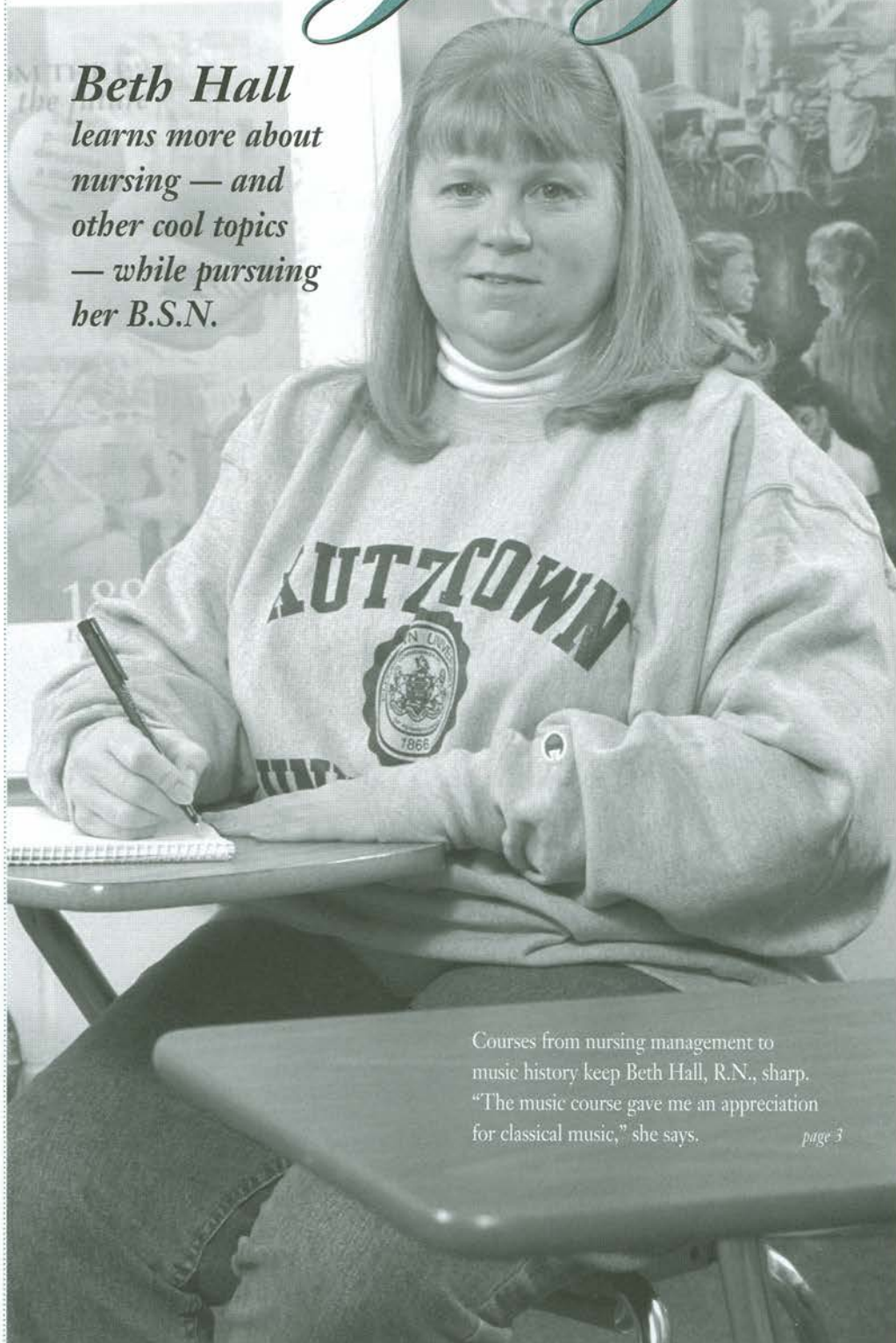
Beth Hall
*learns more about
nursing — and
other cool topics
— while pursuing
her B.S.N.*

*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 Hospital
and Health Network
and shows how
our clinical staff truly
magnifies excellence.*

285

LEHIGH VALLEY

HOSPITAL AND
HEALTH NETWORK



Courses from nursing management to music history keep Beth Hall, R.N., sharp. “The music course gave me an appreciation for classical music,” she says.

page 3



A Spirit THAT HEALS

We see it in the glow of our shining Magnet award
and in our inspirational stories of patient healing

We are on a journey for meaning and purpose in our lives, a voyage for the healing spirit. You can feel it in a nurse's tender touch, hear it in a therapist's words of encouragement, see it in a patient's smile.

We all experience it here every day and share it in our special milestones. We had another special milestone here at LVHHN. It happened on Dec. 4 at our "healing spirit" annual community meeting when several of our staff nurses accepted our fantastic Magnet award from Cecelia Mulvey, R.N., Ph.D., president of The American Nurses Credentialing Center's board of directors.

Mulvey traveled here to present the award and also hear the stories of our "healing spirit" in our annual meeting. She felt them like we all did...smiling as Chrissie Hartner, R.N., talked about how an 80-year-old heart patient returned to "jump up and down to show the staff how well he was doing" and another heart patient who sang "You Gotta Have Heart" to the team....crying as the father of a 14-year-old boy described his joy in hearing his son's first words, seeing him take his first steps and celebrating his birthday after a nearly fatal car accident.

She was moved by how we care for and touch people, and we were moved as we accepted the crystal award, symbolizing all those success stories and milestones we experience in healing every day. We cheered and we hugged and we stood proud, and you'll know this when you read nurse Sharon Hanuschak's *Nursing Voice* column in this issue. Everything we do here is for the healing spirit, for those inspirational stories, and that's what makes us Magnet.

We keep learning to be better healers by returning to college -- whether it is to be a student like Beth Hall, R.N., or a professor like Barbara Moyer, R.N. - and we offer tuition reimbursement and flexible scheduling to support you in your educational adventure.

We improve practice and we write about it, talk about it and present it throughout the United States, winning awards like we did at the Academy of Medical-Surgical Nurses' (AMSΝ) annual convention and earning respect as national leaders and healers. Just last fiscal year alone, we presented more than 24 posters, gave eight oral presentations and published six articles—so it is no surprise when nurses like Deb Peter, R.N., are asked to give an oral presentation to more than 600 nurses at a national conference.

We take our findings and our curiosity, and we apply them in research to discover new, different and better ways to heal. We are fortunate to have a full-time nurse researcher, Joanie Bokovoy, R.N., Ph.D., here to guide us and our Magnet appraiser Alyce Schultz, R.N., Ph.D., return to share her expertise and express her confidence in us to reach and exceed our research potential. You can read her tips in this issue of *Magnet Attractions*.

In all of this is our greater meaning and purpose. We find a purpose bigger than ourselves because we are all in this together, because we all understand each other's passion and heart for what we do. Now, it reflects in the shine of our magnificent Magnet award that glows with the healing spirit of every patient and caregiver. This award belongs to each and every one of us.

Terry A. Capuano

Terry A. Capuano, R.N.
Senior Vice President, Clinical Services

285

A FANTASTIC

Voyage

One day, she comforts a patient's family on the LVH-Cedar Crest special care unit (SCU). The next, she's on a fantastic voyage through the galaxy during astronomy class. One day, she speaks with colleagues about the care of a patient. The next, she's in class again, learning to speak Spanish.

No two days are ever the same for Beth Hall, R.N., who is strengthening her bond with patients and expanding her knowledge by pursuing her bachelor's of science in nursing (BSN) degree at Kutztown University.

While electives like astronomy and Spanish broaden the mind, the backbone of Kutztown's B.S.N. program - and DeSales University's

and Cedar Crest College's, too—is nursing. As an R.N., Hall has the clinical work down pat, but now learns different types of nursing, tackling topics such as case management and supervisory roles.

In her leadership management class, for example, Hall “talks about the right way to handle issues affecting all nurses, such as the national nursing shortage, recruitment and retention, and Medicare reimbursements.”

Since LVHHN is on the leading edge of such topics, Hall is often the center of conversation at class. “Subjects like shared governance come up,” Hall says, “and another student—a nurse from another hospital—will turn to me and say,

‘oh, of course you have that at LVH. You’re a Magnet hospital,’” in fact, Hall is currently working on a presentation about Magnet status along with LVHHN colleague Holly Herbst, R.N., ACU.

Hall's desire to become a nurse began in her teen-age years. When her grandmother passed away suddenly, Hall, then 16, never really understood why. “I went into nursing to learn all I could,” she says.

She began as an L.P.N. “I never thought I’d go back to school,” Hall says. But her desire to provide more hands-on patient care led her to get an associate's degree and earn her R.N. Then, seven years after she moved to the Lehigh Valley and started at LVHHN, a bachelor's degree began calling her name.

“It started as a professional goal, but became personal,” says Hall, who also works per diem as an evening supervisor. “Getting a bachelor's lets me validate my knowledge and learn how to best help other nurses who are just starting.”

Teaching other nurses is a way for Hall to repay the favor of mentoring, something instilled in her by former SCU colleague Anne Rabert, R.N. now director, MICU/SICU. “Anne is going for her master's, and she's been through the B.S.N. curriculum,” Hall says. “She helps me research, shows me where to find information, and provides great guidance.

“At my current pace, I'll earn my B.S.N. in 2004,” Hall says. “And Anne is one of the first people I'll thank.”

Kyle Hardner

She's a nurse...and a professor



Professor Barbara Moyer, R.N., and nursing student Tim Adamchik review electrode placement in DeSales University's new learning laboratory. Adamchik, a technical partner in the LVH-Cedar Crest emergency department, aims to become an ED nurse.

She's a familiar face at LVHHN, where she works as a weekend float pool nurse per diem and helps precept high-school students in the Take N.O.T.E.S. program. But during the week, Barbara Moyer, R.N., Ed.D., is an assistant professor with DeSales University's nursing department.

“Working at LVHHN keeps my knowledge sharp and current,” she says. That knowledge then guides her students in getting a B.S.N. degree. B.S.N. graduates enter the workforce at entry-level professional status, which helps them

advance to a patient care coordinator or supervisory role, prepares them for a patient advocacy role, or allows them to move to advance nursing degrees.

“Being a nurse is really three roles—clinical, education and research,” Moyer says. “The B.S.N. focuses on all three, teaching how best to educate your patients about medications, side-effects, treatments or procedures, and research and ensure you give your patients the best care in the best way.”

FUNDS FOR SCHOOL

- Tuition reimbursement covers many of your expenses. Call Elizabeth Fried at 484-884-4743.
- SMILE scholarships are available for non-R.N. LVHHN colleagues pursuing their R.N. degree. Call Valerie Herman at 610-402-1724.
- The Pennsylvania Higher Education Assistance Agency is starting “Healthier futures,” a loan program for nursing students. Contact your school's financial advisor or visit www.PHEAA.org.



(Front L-R) Nancy Schneck, R.N.,
Linda Shaffer-Kroft, R.N.,
Nancy Dombrosky, R.N.,
Mary Onifer-Smith, R.N.,
Loretta Gogel, R.N.,
(Back L-R) Mary Rehm, R.N.,
Diane Weslosky, R.N.,
Valari Fillman, R.N.,
Kaye Barnhart, R.N.,
Barb Larsen, R.N.,
Sharon Hanuschak, R.N.,
Beata Wirth, R.N.

A Shining Moment

I've always enjoyed participating in special projects on my unit, especially reward and recognition (R&R) activities. So when I was asked to represent my colleagues at a presentation of the Magnet award on Dec. 4, I was honored and humbled. Surely this was an R&R event of the highest order, and it was another shining moment in our long quest for Magnet status.

The award was presented by Cecelia Mulvey, R.N., Ph.D., president of The American Nurses Credentialing Center board of directors, who flew in from Syracuse, N.Y. for the occasion. The presentation was made during an elegant reception following LVHNN's annual community meeting entitled, "The Healing Spirit."

At any other hospital, this might have been a moment reserved for top nursing administrators. But not here. Along with 11 of my nursing colleagues from other units and Terry Capuano, R.N., senior vice president, clinical services, we stood together as one and accepted the beautiful crystal obelisk shared by only about 60 hospitals nationwide and internationally (there is one Magnet hospital in England).

Cecelia (as she insists on being called!) noted that of all the presentations she's made, this was the first time nursing staff had been included. It may have been a surprise to her, but not to us. Nursing has long been front and center in everything we do here. That's what earned us Magnet status, and that's what we represented.



by Sharon Hanuschak, R.N., NICU

So how did we get here? Through a lot of hard work, determination and story-telling. On our unit, as on many others, we used creative displays and shared information highlighting everything Cecelia said made us Magnet—collaboration, a professional practice model, and accountability for patient care and satisfaction.

That was the easy part. The hard part was convincing our modest nurses that they were deserving of this honor. Maybe we know it in our hearts, but because nursing excellence and compassionate care is something we do quietly every day, it's not something we're used to talking about.

Still, we rose to the challenge. And as I immersed myself more and more in understanding what this Magnet quest was all about, I learned that achieving Magnet status would help address many issues brought to the table by the nursing

advisory group. Ultimately, anything we do to attract more nurses will help us be even better.

More than ever, I see and feel the importance of working together to ensure our future as a viable organization filled to the brim with happy nurses.

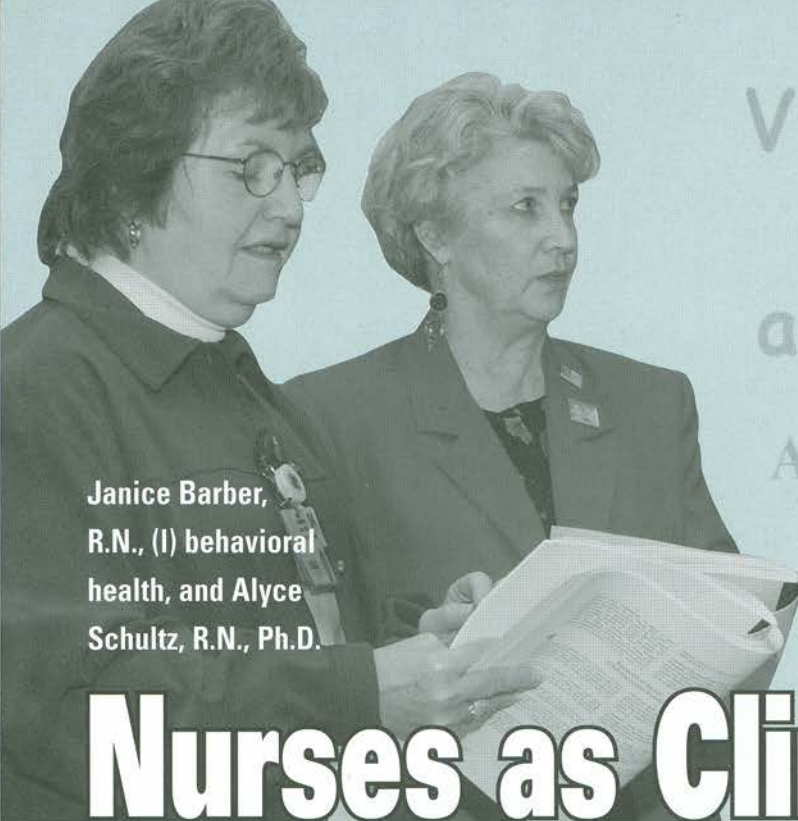
I believe that something big did happen here. It's as crystal-clear as the Magnet award itself, and it was made possible through the vision and hard work of many outstanding individuals.

Take a good look at the Magnet banners throughout our hospital. They make a grand statement to all of us—those who are the caregivers and those who are cared for—that we practice nursing excellence here, and we're proud of it.



(Above) Cecelia Mulvey, R.N., Ph.D.
(L-R) Sharon Hanuschak, R.N.,
Terry Capuano, R.N.,
senior vice president,
clinical services.

*Sharon Hanuschak, R.N., NICU,
is her unit's Magnet Champion.
She has spent her 25-year
nursing career at LVHHN.*



Vision of Research at a Magnet Hospital

Alyce A. Schultz, RN, PhD

November 11, 2002

Janice Barber,
R.N., (I) behavioral
health, and Alyce
Schultz, R.N., Ph.D.

Nurses as Clinical Scholars

Nurse researcher Alyce Schultz, R.N., Ph.D., shares tips for research at a Magnet hospital

After 22 years, the paper is a little dog-eared and creased, but to Alyce Schultz, R.N., Ph.D., it's a reminder of why she became a nurse researcher.

Dated March 5, 1980, the single sheet of paper titled, "Promoting Nursing Research as a Staff Nursing Function," is from a workshop Schultz attended in Reno, Nevada. At the top of the page she wrote, "Look at barriers as challenges or opportunities. Make it fun!"

Research fun? You bet, said Schultz, at a recent mini-research day held for nursing staff in the LVH-Cedar Crest auditorium. And who better to do it than nurses. "Staff nurses are the link between research and practice," she says.

Schultz, who works at Maine Medical Center and was one of LVHHN's Magnet appraisers, visited as a colleague inspired to share her passion for research and tips on how nurses can get started on projects of their own.

HERE'S HOW:

- **Choose a topic that is not too complex** and can be handled in a single researchable form. Outline a plan identifying staff involvement, how much time, equipment and money you'll need, and ethical considerations.
- **Systematically review articles** and scan abstracts relative to your topic, distill your findings, identify the gap in the research and seize the opportunity to conduct fresh, new evidence-based research of your own.
- **Determine the relevance to patients** and/or families, nursing, other disciplines, the community and the hospital administration.
- **Ask whether the problem can be corrected or changed**, whether the outcomes are sensitive to nursing interventions and/or therapeutic actions, and how they will be measured.

Elizabeth McDonald

SHOW ME THE MONEY!

Tips for getting small grant funds

Although LVHHN provides research funds through Friends of Nursing, acquiring outside funding through small grants is prestigious and builds name recognition, Schultz says. Some of her grant-getting tips:

- Make certain the priorities and purposes of the grant match those of your project. Collect pilot data if possible.
- Develop a timeline, allowing up to six months to pull all the grant components together and for writing, editing and re-writing.
- Strictly adhere to the stated word limit for your abstract, underscore key words and include objectives/goals.
- Be clear about the link between the mission of the funding agency and the proposed research. Use a clear, concise, scientific writing style in your grant proposal and outline a focused research plan.



ON TRACK and ON TIME

From being a PSNA to the critical care internship program to a job in PICU, Natalie Dunn, R.N., is right on track with her nursing career

For her 22nd birthday, Natalie Dunn, R.N., received one of the best presents ever. It didn't come wrapped in a box; it came in a phone call from LVHHN, telling her that she had been accepted into the critical care internship program. "I was so excited," Dunn says. "I couldn't believe they called me on my birthday!"

Nine-hundred and four hours later, Dunn graduated from the program and started her dream job—working as a nurse in LVHHN's pediatric intensive care unit—and, at a Magnet hospital, no less.

"My friends from school at the University of Scranton work in hospitals all around the country," Dunn says, "and they're pretty impressed."

With good reason. LVHHN is the only regional hospital to have a PICU and its affiliation with The Children's Hospital of Philadelphia (CHOP) is Magnet material indeed. That was a big drawing card for Dunn, a native of Bethlehem. After graduating last May with her bachelor of science degree in nursing, Dunn applied to CHOP for a job but realized everything she needed for professional fulfillment was right here at home.

"I really like the opportunities nurses have here for continuing education," says Dunn, adding that six nurses in her unit recently earned their pediatric critical care nursing certification. "That's what makes us Magnet."

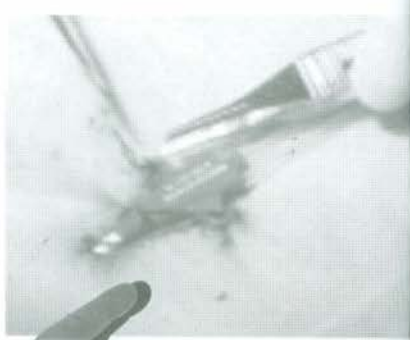
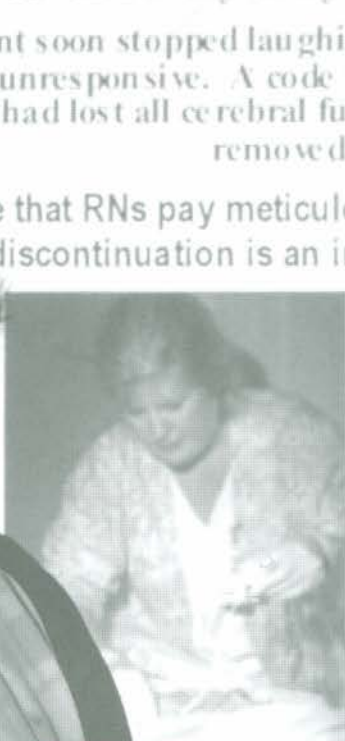
Dunn's plans to become a doctor changed the summer before her senior year in high school when she attended the Pennsylvania Governor's School for Health Care in Pittsburgh. "When I saw how much more time nurses got to spend with patients, I knew that's what I wanted to do," says Dunn, whose love for children made pediatrics a particularly alluring field. "I get to do a lot of nurturing in my job."

While a junior in college, Dunn was accepted into the PSNA program at LVHHN. That summer, she worked a night shift on PICU, where she learned about the critical care internship program from other nurses. After doing a little research on LVHHN's Internet web site, she applied.

Dunn describes the internship as intense but believes her time as a PSNA on pediatrics helped prepare her. She also benefited from the guidance of a preceptor, Jennifer Cathell, R.N., who taught her how to prioritize, especially when admitting patients.

Dunn likes the variety of patient care opportunities in her new job where she has gained confidence, made friends and rejoiced in her young patients' victories. One such victory involved a 5-year-old burn victim. "During pet therapy, he laughed for the first time in weeks," Dunn says. "That makes it all worthwhile."

Elizabeth McDonald



Telling the Story of Excellence

That's what Deb Peter, R.N., did when she gave an oral presentation at a national med-surg conference

She ripped open the first letter with excitement and confidence. After all, Deb Peter, R.N., and a research team spent two years studying and developing optimum central venous catheter (CVC) removal guidelines based on research evidence. So telling her team's story by poster at the Academy of Medical-Surgical Nurses' (AMSN) annual convention in Arlington, Va., would be natural.

It was the second letter that changed everything.

Peter walked to her mailbox, saw another AMSN envelope, opened it and—surprise!—discovered hers was one of three posters selected to make a quantum leap to an oral presentation. “My heart raced,” says Peter, a patient care specialist on LVH-Cedar Crest’s 7B and 7C. “Here it is, a national conference...and they want me to speak in front of nurses from all over ...telling our story...oh, my goodness.”

Peter’s nervousness was brief. After a few test runs with practice specialist Pat Matula, R.N., Peter tucked her PowerPoint presentation under her arm and headed for Arlington. There, she saw new faces and familiar ones, too. LVHHN nurses presented eight posters, including one on improving blood sugar management that won first place.

For Peter, the big moment of the four-day October meeting came Saturday morning, when her presentation took center stage. There, she talked about the serious consequences of improper CVC removal

(if air enters the insertion site after removal, serious medical complications - heart attack, stroke—can result).

To avoid such instances, Peter told other nurses, LVHHN colleagues now have the patient lie on his back, and the catheter is removed while the patient is holding his breath, bearing down or exhaling. Afterward, nurses apply an ointment and dressing to seal the site, and the patient remains on bed rest for 30 minutes.

The result: better patient outcomes. And the response to Peter’s presentation: encouraging, and even a bit overwhelming. “It felt wonderful to hear other nurses say, ‘wow, I didn’t know that, but I’m glad I do now,’” Peter says. “To know our research makes a difference nationwide is exciting. Many nurses even asked for a copy of our evidenced-based procedure.”

When she wasn’t presenting, Peter saw other presentations. “We will be bar-coding medications on 7B,” Peter says, “so I talked to other nurses about the process. Several are working on it, but only one said he’s doing it now and loves it.

“We all want best practice,” Peter says. “To change practice based on current research is vital, and to go to a national conference and learn that we’re so progressive is gratifying.”

Kyle Hardner

Reuniting With the Best

He says “thank you” to the nation’s top intensive and respiratory caregivers for saving his life

The way he sees it, Phil Majerich Jr. wouldn’t be here today if not for the extraordinary care he received in LVHHN’s medical intensive care unit (MICU).

In the winter of 1999, Majerich suffered a severe asthmatic attack that put his life in peril, robbing his body of oxygen and leading to massive system-wide failure. The former Bethlehem Steel employee spent nearly three months on MICU, including five weeks in a medically induced coma.

Last month, at a reception in the John and Dorothy Morgan Cancer Center, a fit-looking 56-year-old Majerich came back to say “thank you” to his caregivers and celebrate the MICU’s recognition as one of the “Top 11” best ICUs in the United States. The National Coalition on Health Care, the Institute for Health and the Society for Critical Care Medicine gave the award. “If I was anywhere else, I would not have survived. It’s a fantastic team,” Majerich says.

Majerich and the team also celebrated LVHHN’s respiratory therapy department being named the nation’s best by *Advance for Respiratory Therapy* magazine. In the eyes of nurse Robyn Collins, R.N., MICU/SICU, collaboration between the intensive care nursing and respiratory teams helps make LVHHN Magnet. “We have a seasoned staff with excellent caregivers,” she says. “We work as a team. We’re a whole. That’s what it’s all about.”

Read one nurse’s personal account about the ICU team’s trip to Washington, D.C., to receive this prestigious award in the March issue of Magnet Attractions.



(L-R) Janice Conrad, R.N.,
Phil Majerich, Jr.,
Lori Snyder, R.N.

COMING ATTRACTIONS

CONTINUING EDUCATION PROGRAMS

February

Preceptor Preparation Program

Feb. 3 • 8 a.m. - 4:30 p.m.
Classroom 7 — JDMCC

Code Orange Recertification

Feb. 2 • 7:30 a.m. - 11:30 a.m.
or 12:30 p.m. - 4:30 p.m.
Room 2913 — SON- 17th & Chew

Introduction to Basic Dysrhythmias

Feb. 10 & 12 • 8 a.m. - 4:30 p.m.
Classroom 2 — CC

Perinatal Grand Rounds: PUBS: Isoimmunization Case Study

Feb. 11 • 7 p.m. - 9:30 p.m.
Classroom 1A — JDMCC

Critical Care Course Day 1: Interdisciplinary Concepts for Critical Care Nursing

Feb. 25 • 8 a.m. - 4:30 p.m.
Auditorium, SON — 17th & Chew

Critical Care Course Day 2: Cardiovascular Part I

Feb. 26 • 8 a.m. - 4:30 p.m.
Auditorium, SON — 17th & Chew

Critical Care Course Day 3: Cardiovascular Part II

Feb. 27 • 8 a.m. - 4:30 p.m.
Auditorium, SON — 17th & Chew

Trauma 2003: A Continuum of Care

Feb. 27 & 28 • 8 a.m. - 4:30 p.m.
Holiday Inn, Fogelsville

March

Assessment and Management of Behavioral Dyscontrol Part I

March 5 • 8 a.m. - noon
Room 2913, SON 2nd Floor - 17th & Chew

Assessment and Management of Behavioral Dyscontrol Part II

March 6 • 8 a.m. - noon
Room 2913, SON 2nd Floor — 17th & Chew

Critical Care Course Day 4: Pulmonary and Mechanical Ventilation Part I

March 10 • 8 a.m. - 4:30 p.m.
Auditorium, SON — 17th & Chew

Critical Care Course Day 5: Pulmonary and Mechanical Ventilation Part II

March 11 • 8 a.m. - 4:30 p.m.
Auditorium, SON — 17th & Chew

Perinatal Grand Rounds: Critical Care Obstetrics: Developing a Plan

March 11 • 7 p.m. - 9:30 p.m.
Classroom 1A — JDMCC

Learning Partners

March 12 • 8 a.m. - 4:30 p.m.
Classroom 7 & 8 — JDMCC

Critical Care Course Day 6: Hemodynamic Monitoring

March 17 • 8 a.m. - 4:30 p.m.
Emergency Medicine Institute,
2166 S. 12th Street

ONS Chemotherapy and Biotherapy Course

March 18 & 19 • 8 a.m. - 4 p.m.
Classroom 1A/1B — JDMCC

Critical Care Course Day 7: Neurosciences Part I

March 19 • 8 a.m. - 4:30 p.m.
Classroom 1 — CC & I-78

Critical Care Course Day 8: Neurosciences Part II

March 21 • 8 a.m. - 4:30 p.m.
Emergency Medicine Institute,
2166 S. 12th Street

Critical Care Course Day 9: Gastrointestinal

March 24 • 8 a.m. - 4:30 p.m.
Auditorium, SON — 17th & Chew

Critical Care Course Day 10: Renal/Endocrine/Transplant

March 27 • 8 a.m. - 4:30 p.m.
Auditorium, SON — 17th & Chew

Critical Care Course Day 11: Needs of the Multi-System Critical Care Patient

April 4 • 8 a.m. - 4:30 p.m.
Auditorium, SON — 17th & Chew

For further information or to register, please see the
Nurs_Ed_Cont_Ed Bulletin Board or call 610-402-2277.