

magnetattractions

How We Attract and Retain the Best



September 27, 2006

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Three Cheers for

Magnet—Staff on the mother-baby unit cheer for Magnet. From left: Deanna Shisslak, R.N., Loretta Farley, R.N., technical partner Michelle Fusco, support partner Jackie Zigmant, director Lisa Wills, R.N., technical partner Sarah Karol, Nancy Lambert, R.N., lactation consultant Jeanne Schevets, R.N., Linda Yost, R.N., Renee Sansone, R.N., and Carol Jenkins, R.N.

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



“They got it! They recognized that all of you have a voice in all aspects of how we care for patients, and that’s why we stand out among other hospitals.”



We Did It!

I haven’t stopped smiling since I recently received a phone call from the American Nurses Credentialing Center with the news that we received Magnet redesignation. I am so proud to be your colleague. It’s because of your passion, dedication and creativity toward ensuring our patients and their families receive the best care. And that is what the Magnet appraisers witnessed when they visited us earlier this year.

Here are some of their comments: “You think outside the box...There is professionalism in practice across the depth and breadth of this organization...Your culture of collaboration is outstanding...I have noted a ‘passion for practice’ in this organization.” I could go on and on.

But there is one comment that I truly value: “Your shared governance has so much variability in how it is structured. It has freedom to develop what is needed in each department to be successful.”

They got it! They recognized that all of you have a voice in all aspects of how we care for patients, and that’s why we stand out among other hospitals. I recognize that each unit has its own personality. I trust that if you’re given a mission to incorporate a new standard or program, such as family presence, you will determine the best way to do it for your unit and your patients. That’s shared governance: giving you the respect, freedom and creativity to have a voice in your patient care environment and practice.

That’s why I’m so excited to have Molly Sebastian, R.N., leading our patient care services team. She understands how important our shared governance model is to our culture. Learn more about her and her leadership style on page 4. She, too, recognizes that each and every one of you contributed to our dream of Magnet redesignation. It was a long road, beginning with a 5,000-page application filled with evidence on how we’ve taken patient care to even higher levels and ending with a rigorous site visit by four Magnet appraisers.

In this issue of *Magnet Attractions*—our Magnet scrapbook—you’ll read the stories Magnet appraisers heard, as written by those who experienced them. These are our “Magnet Moments.”

Be assured there are many more to come, especially as we embark on a new era at LVHHN, looking at the patient-centered experience. By looking through patients’ eyes, we’re discovering even more ways to ensure they receive first-class care.

As always, thank you for all that you do every day. Relish in these moments. They are the reasons we are Magnet...again!

Sincerely,

*Terry A. Capuano, M.S.N., M.B.A., R.N., C.N.A., B.C.
Senior Vice President, Clinical Services*

Practice and Pacing

It's how Molly Sebastian, R.N., finishes marathons and leads her patient care services team

Molly Sebastian, R.N., had been running for four hours as she approached the 24-mile marker. Her legs felt like jelly and her feet were on fire. Knowing there were only two more miles to the Boston Marathon finish line, and seeing her family up ahead cheering her on, Sebastian kept up her pace. “Molly, you can do this,” she told herself.

And she did. This was Sebastian’s sixth marathon and certainly one of the most prestigious. She had qualified a year earlier in a marathon in Cincinnati, Ohio. “It’s all about practice and pacing,” Sebastian says. “That’s what life is about.”

And that’s just how she approaches her new role as vice president of patient care services. Her practice: 33 years at Lehigh Valley Hospital. She began her career as a staff nurse and then worked as a supervisor, a director and an administrator. “I’ve walked in most of the nursing shoes here,” says Sebastian, who holds a master’s degree in nursing. “I have an understanding and empathy

for what caregivers do every day, at all levels.” Her pacing: “Transitioning is like a marathon, not a sprint,” she says. “It’s important to take your time, be persistent, learn, listen and work with patience.”

As vice president of patient care services, Sebastian plans to help her colleagues bring to life their vision for nursing through 2015, endorsed by nurses earlier this year. Nurses set goals regarding family presence, nurse-to-patient ratios, technology and more. “Together, we will implement new programs and initiatives, enhancing our practices and our culture,” Sebastian says.

She also will encourage staff to continuously look for ways to improve patient care. “We’re a great group, but we should always strive to do better,” she says. It’s advice Sebastian’s colleagues hear often. As an administrator, she frequently visited the units she oversaw and asked staff members: “What’s the next step?” She encouraged them to return to school for advanced degrees or pursue a certification in their specialties.

Sebastian recognizes it takes planning and preparation to advance to the next level. “We need to look toward our future, whether it’s enhancing our professional development or developing a program to improve patient care,” she says. Sebastian applies this philosophy to running, as well. She keeps a daily journal, logging her distance, speed, the weather and her thoughts. “It helps me evaluate my performance so that I can do better each time—even if it’s a second,” she says.



Sally Gilotti



“You think outside the box!” – Magnet appraiser

Working Wonders Works!

*By Steve Palmer, R.N., coordinator
of the MI Alert Program*

It may be hard to believe, but in the past 10 years, cardiology analyst Jim McCawley and I have saved the hospital more than \$350,000. Through Working Wonders we developed our ideas for improving patient care into money-saving projects. As a reward, I personally earned \$60,000—but not without a lot of help and hard work.

Most of the improvements occurred while I was working as a nurse in the cardiac catheterization lab (where I worked before becoming the MI Alert coordinator). On average, each project resulted in about \$20,000 in savings.

The first idea was to simply suggest the lab use a cheaper printer paper. The Working Wonders idea I’m most proud of is the recycling of unused ReoPro, an expensive drug used in the cardiac catheterization lab.

After drawing up the ReoPro for patients, we disposed of the unused portion, because it wasn’t sterile and couldn’t be returned to the pharmacy. It was such a waste. So, we developed a way to draw ReoPro in a sterile way so that the remainder could be kept. We even bought refrigerators for all of the patient rooms to keep it cool. It was one of those “ah-ha” moments. During the first year of this new process, we saved the hospital over \$100,000.

Working Wonders gave me the opportunity to be more efficient, and to develop relationships with my colleagues, like Jim. We certainly couldn’t have made a difference without the support of our cath lab team.



What an idea!—Steve Palmer, R.N. (left), knew there had to be a better way to deliver ReoPro without wasting any product. He and cardiology analyst Jim McCawley devised a method to save on the expensive drug and keep it sanitary.





"I have noted a 'passion for practice' in this organization." – Magnet appraiser

Beyond the Call of Duty

*By Mary Jo Moerkirk, R.N.
LVH–Cedar Crest emergency department*

Marty Coyne was coaching tennis at a nearby camp this summer when his throat swelled and he developed a fever and chills. So he and his wife rushed to the emergency department at LVH–Cedar Crest in the middle of the night. His throat was infected so badly that he had to remain in the hospital for a few days and potentially have surgery.

As I cared for Marty, I learned that he and his wife, Lisa, were planning to visit their 23-year-old son, Erik, that weekend in Colorado. He's in the U.S. Army and was being deployed to Iraq. They hadn't seen him for a year and a half. They delayed an earlier trip (paying extra fees), because Marty had an ear infection and couldn't fly. Now they faced having to pay almost \$600 to change their flights again. It was more than they could afford.

Witnessing their frustration, I said, "Let's see what we can do." I called the airline, but

received a firm, "There's nothing we can do." So with the help of the hospital's public affairs office, I got in touch with U.S. Sen. Rick Santorum's office. His staff got the Coynes on a later flight and even into first class.

The Coynes say I went "above and beyond." But I would have done this for any of my patients. It's one more reason we're Magnet nurses. Fortunately, Marty's infection cleared and he didn't need surgery. I'm sure our efforts to help him—beyond what he needed medically—helped him heal faster.



The best medicine—With help from emergency department nurse Mary Jo Moerkirk, R.N., Marty (center photo) and Lisa Coyne (right photo) of Bloomsburg were able to visit their son, Erik, in Colorado before he was deployed to Iraq. "Mary Jo deserves a big thank you," Marty Coyne says. To show their appreciation, the Coynes sent Mary Jo snapshots of their visit, and a gold aspen leaf.



“Your shared governance model is exceptional. There is variation in the structure and process from unit to unit, but all subscribe to and achieve the essential outcome of shared decision-making.” – Magnet appraiser

Sharing Our Magnet Ways

By Tami Meltsch, R.N., director of 7T at LVH–Muhlenberg



There’s a saying posted in the emergency department bathroom at LVH–Cedar Crest: “If you always do what you always have done, you’ll always get the same results.” It’s evidence that we have the power, and are encouraged, to bring about change to improve patient care. It’s the philosophy behind our shared governance model.

Mary Jo Moerkirk, R.N., and I recently shared our model with 12 hospitals participating in a five-year Health Resources and Services Administration (HRSA) grant at a meeting at Penn State University. Through the grant, six Magnet hospitals are paired with six community hospitals in Pennsylvania to share their best practices. Together, our goal is to enhance patient care by improving nurse retention. We were partnered with Lewistown Hospital, a small community hospital located in central Pennsylvania.

As we talked, we witnessed many “light-bulb moments” on the faces of caregivers in the audience. We described our care team including the roles of the administrative partners, support partners and technical partners. An attendee raised her hand and said, “I really like that term, ‘partner.’ It means you’re partners in care.”

We even impressed nurses from other Magnet hospitals. One was surprised to learn our staff members help interview prospective candidates, and directors consider our input when making hiring decisions.

As Magnet caregivers, we certainly are at the forefront of our professions. It was an honor to share our knowledge with other hospitals and encourage them to incorporate our practices. We felt respected and left bursting with pride.



Mentoring Lewistown Hospital—During a recent visit, emergency department staff nurses described our shared governance model to Lewistown nurses and administrators. (From left) Marilyn Rohrbach, R.N., Tracy Ewing, R.N. (Lewistown), Lillian Higgins, R.N., Laurie Yoder, R.N. (Lewistown), Karen Zurn, R.N., and Glenda Hartzler, R.N. (Lewistown).

We are Magnet . . . Again!

We envisioned it. We achieved it. And now we're living our dream of Magnet redesignation.

It's no secret that we dream big at LVHHN. This year, we had a dream of achieving Magnet redesignation—the highest honor for nursing excellence from the American Nurses Credentialing Center. On Sept. 27, 2006, we announced that we had achieved that dream. Now, let's celebrate and live the dream of giving the best care to our patients.



◆ **A good news call**—News that we received Magnet redesignation came in a phone call from the American Nurses Credentialing Center (ANCC) to senior vice president of clinical services Terry Capuano, R.N. Upon hearing the news, Capuano says, "Yeah! Thank you for such fabulous news. Our professional and support staffs, as you know, are very dedicated to quality care and service excellence. I simply cannot wait to share this news with them."



◆ **A Magnet wedding**—

Samantha Garced of Bethlehem knows the value of Magnet nursing care firsthand. Not only did nurses like Nancy Lambert, R.N., on the mother-baby unit care for Garced and her newborn, Jovanie, they also planned a wedding celebration for Garced and her husband, Nathan, who shared their nuptials on the unit.

◆ **We are Magnet!**—The gang on 6B at LVH—Cedar Crest cheers, once again, "We are Magnet!" (From left, back) then chief operating officer Lou Liebhaber, senior vice president of clinical services Terry Capuano, R.N., Laurie Wimmer, R.N., administrative partner Shelly Frick, technical partner Nichole Vanderford, technical partner Nicole Malecki, Denise Pisciotta, R.N., case manager Carla Jane Saveri, and Sally Young, R.N. (From left, front) Cristen Bednar, R.N., Donna Wermann, R.N., Donna Petruccelli, R.N., and vice president of patient care services Molly Sebastian, R.N. Liebhaber shared the news with staff during a surprise announcement. He always showed strong support for clinical services staff.



➤ **A round of applause**—Case manager Sandy Bird and her colleagues applaud as they hear the news: We are Magnet, again! They watched the surprise announcement from a classroom at LVH—Muhlenberg and heard a recording of the phone call Terry Capuano, R.N., senior vice president of clinical services, received from the American Nurses Credentialing Center.



➤ **Thumbs up!**—Our new chief operating officer Stuart Paxton (then senior vice president of operations at LVH—Muhlenberg) and administrator Anne Panik, R.N. (right), surprise the staffing office with a celebratory gift basket. Giving a thumbs up for Magnet are (from left) Rosie Huyett, R.N., director of staffing Marilyn Guidi, R.N., and scheduling coordinator Catherine Williams.



➤ **Bridging generations**—Transitional skilled unit nurse Gloria Wagner, R.N. (standing), couldn't wait to share with her patient, Agnes Paist of Emmaus, the news that we received Magnet redesignation. A former nurse at Allentown General (now LVH—17th and Chew), Paist beamed with pride. "These nurses deserve it," she says. "They provide the best care."



➤ **Attracting the best—**

When Dawn Schwenke, R.N., recently looked for a nursing job, she had one important criteria: a Magnet hospital. "I wanted to work at a hospital that makes patients its top priority. That's what matters to me most," she says. She watched the surprise announcement of our Magnet redesignation on a television on the transitional trauma unit at LVH—17th and Chew.



➤ **A basket of thanks**—Hospice nurses Keicia Dennis, R.N. (left), and Katie McHale, R.N. (right), are excited to hear about our Magnet redesignation. The department received a gift basket of appreciation from network administrators.



➤ **"Thank you"**—Kimberly Guerriere (center) shares why she is so thankful for her labor and delivery nurses including (left) Laurie Griesel, R.N., Robin Miles, R.N. (second from right), and Joanne Stewart, R.N. (right). During a rough labor, Griesel discovered a problem: the baby's heartbeat was dangerously low. The umbilical cord was wrapped around the baby's neck, and Guerriere's contractions were causing it to constrict. Laurie set the team in motion and within minutes Guerriere and her husband, Rob (second from left), had a healthy baby, Julia.

To see more photographs of our Magnet redesignation celebration and to learn more about the Magnet designation, visit www.lvh.org/nurses or call 610-402-CARE.



“Nurses are utilized in innovative roles, i.e.: logistics, facilities and informatics.” – Magnet appraiser

Working Together

FOR A BETTER UNIT

By Franette Allen, R.N., invasive cardiology staging and recovery unit

When we discovered almost four years ago that the interventional cardiac staging and recovery unit was moving into the former cardiac catheterization lab, we were thrilled about having more room for our patients. But with only one window, the space was dark and cave-like. We knew natural light would make it more pleasant for patients, but our idea to add skylights to the renovation project would take some convincing.

So as a unit, we researched and found studies that showed natural light improves patients' moods and, in turn, promotes better patient care. It paid off, and three skylights were included in the renovations. Patients often comment on the additional lighting, and it makes for a more pleasant working environment, too.

This is just one example of how we're constantly looking for ways to improve our patient care. It's what makes us a Magnet hospital.

More recently, our patient satisfaction surveys revealed patients wanted more

privacy. We discovered the curtains in the patient areas didn't close tightly. So, with a little creativity and a few dollars, we purchased Velcro strips that now keep the curtains closed tightly. Our patients really appreciate the additional privacy, and it's reflected in our surveys. Our patient satisfaction scores increased from 91 percent to 94.3 percent in just one year.

We also observed our patients were uncomfortable before their cardiac catheterizations, because they weren't allowed to eat or drink before the procedure. Through research we found studies that showed it was safe for patients to have clear liquids such as coffee, soup broth and Jell-O. You should see how happy our patients are when they learn they can have their morning cup of coffee.

We've learned that a little thought and research goes a long way toward improving patient care. And that's just what we told the Magnet appraisers when they visited.

Peek-a-boo—With creativity and Velcro strips, invasive cardiology and staging unit nurses like Franette Allen, R.N. (left), and Rose Woodside, R.N., increased their patient satisfaction scores three points.



"Your community focus is excellent. Staff members are so proud of their activities to reach out to the community." – Magnet appraiser

A Community Heirloom

By Cathy Odom, cardiac rehabilitation exercise physiologist at LVH–Muhlenberg

Late in life, my mother took up smocking, an embroidery technique done by stitching cloth to create a pleated design. When she passed away, I followed in her footsteps and used the technique to make girls' dresses. I never dreamed my hobby would play a role in our redesignation as a Magnet hospital.

I first learned of our baby store at LVH–17th and Chew's Center for Women's Medicine last year. When expecting moms come in for checkups, they earn points to spend in the store to buy diapers, clothes, strollers or anything else they need for their new baby.

I think the baby store is great. It's a unique way for us to make an even greater impact on the people of our community who need us most. So, I decided to make a dress for the baby store. I thought a mother could spend her points to buy something she and her child could cherish for the rest of their lives.

When I told Center for Women's Medicine practice manager Loretta Domin, R.N., of my plan, she had an even better idea.

She suggested we sell tickets, raffle off the dress and use the proceeds to buy more baby store merchandise. It was more of a success than we could have imagined.

During our Magnet site visit, one of the appraisers became teary-eyed when she toured the store, saw the dress and heard our raffle plans. While I'm humbled by her reaction, I'm reminded that one idea, one gesture, one dress can make a significant impact on the people we care for.

When we put all of our "one things" together—that makes us Magnet!



"Pretty in Pink"—It took Cathy Odom (right) about 35 hours to make this smocked dress. Odom plans to continue making children's outfits to be raffled off so moms like Merida Ortiz of Whitehall (left, pictured with daughter Jenalyce) will have more merchandise to choose from at LVH–17th and Chew's baby store.





"There is a massive, pervasive but prudent use of technology. It is used to make nurses' work easier and enhance quality." – Magnet appraiser

Keeping an Eye on Patients

By Joanne Mann, R.N., Lehigh Valley Hospice

Four years ago, I became a hospice nurse. I find the work so rewarding. I feel it's a privilege to be with patients during this very personal time, so I try to make the journey a little easier by easing their pain, talking with them or preparing the family for that last goodbye.

I also rely on technology to make sure my patients receive the best care. Our tele-monitoring equipment keeps an eye on my patients when I can't be there. Typically, I see my patients once or twice a week. One of them is Cecelia Wurch, who has congestive heart failure and no family nearby.

Every morning around 9:30 a.m., she follows the prompts of the machine that records her weight, blood pressure, heart rate and pulse oximetry. The results are transmitted to our office where a nurse evaluates them.

If Cecilia's blood pressure is too low or if she gains a few pounds in a day (a sign that she's retaining too much water and could be straining her heart), the nurse calls me right away so I can check on her and possibly adjust her medications. There's no delay in her care.

I recently heard that one of the Magnet surveyors learned about this technology during her visit. She shared a personal story about a loved one who was receiving hospice care, and expressed how comforted she would have been if this technology were available to them. It's empowering to know we have tools that help us provide better care for our patients, and provide peace of mind for patients and their families. I know it comforts Cecilia's family in New Jersey.

Someone to watch over me—Tele-monitoring equipment allows hospice nurse Joanne Mann, R.N. (right), to keep an eye on her patients, like Cecelia Wurch (left) of Allentown, even when she's not able to be at their side.





"Your resources for professional growth are astounding." – Magnet appraiser

An Early Congratulations

By Randy Schwartz, R.N., LVH—Muhlenberg
Behavioral Health

When I arrived at work on July 10, I got the word: I'd be having dinner with the Magnet appraisers. So at 5:30 p.m., I walked into an LVH—Muhlenberg educational conference center room with a couple of my behavioral health colleagues.

We sat at a big, round table, joined by the four appraisers and about 40 colleagues from throughout the hospital. As salads were served, the appraisers asked, "How has the hospital helped your career?" I was proud to speak up.

See, I started here as a mental health technician three years ago. I chose this hospital because I knew I wanted to pursue a bachelor's degree in nursing. The hospital helped in many ways, including a nursing scholarship and tuition reimbursement. My director, Bill Leiner, R.N., helped me rework my schedule so I had time to study and attend class. I earned my bachelor's degree in two years. I couldn't have done it without everyone's support.

As the dinner continued, other nurses spoke up, too. A float pool nurse said she always feels supported, no matter where she is assigned. Home care nurses, occupational therapists—everyone talked about how much support we receive, whether we're working with patients, implementing SBAR, participating on a unit-based committee, or going back to school.

When the dinner ended, I was filled with pride. I knew Kim Hitchings, R.N., is our Magnet project director, so I e-mailed her and offered her an early congratulations. Sitting in that room and hearing all those wonderful things made me confident our hospital is Magnet.

The graduate—Since earning his bachelor's degree, Randy Schwartz, R.N., serves on his unit's education committee, among others. "Using SBAR principles, we're developing a way for nurses to receive a 24-hour review of a patient's condition at each shift change," he says. When the project is complete, the committee hopes to present its idea at a national conference.



Our Magnet Moments

continuing education

NOVEMBER

| | | | |
|----|---|----|---|
| 1 | Introduction to Basic Dysrhythmias Day 1 8 a.m.-4:30 p.m., LVH-M Banko 1 and 2 | 16 | Trauma Nurse Course Day 3 8 a.m.-4:30 p.m., 2024 Lehigh St |
| 2 | Introduction to Basic Dysrhythmias Day 2 8 a.m.-4:30 p.m., LVH-M ECC | 20 | Trauma Nurse Course: Burn 8 a.m.-4:30 p.m., LVH-CC Auditorium |
| 3 | Pharmacology Update for the Advanced Healthcare Practitioner 7:45 a.m.-12:15 p.m., LVH-M ECC | 20 | Burn Tissue/Trauma Workshop 8 a.m.-4:30 p.m., LVH-CC Classroom 2 |
| 7 | Oncology Core Course Day 1 8 a.m.-4:30 p.m., JDMCC Conf. Rm. 1a/1b | 27 | Pediatric Critical Care Course Day 1 8 a.m.-4:30 p.m., LVH-CC Classroom 1 |
| 8 | Oncology Core Course Day 2 8 a.m.-4:30 p.m., JDMCC Conf. Rm. 1a/1b | 28 | Pediatric Critical Care Course Day 2 8 a.m.-4:30 p.m., School of Nursing Auditorium |
| 9 | Oncology Core Course Day 3 8 a.m.-4:30 p.m., JDMCC Conf. Rm. 1a/1b | 29 | Assessment & Management of Behavioral Dyscontrol Day 1 8 a.m.-noon, LVH-M Banko 1 |
| 13 | Preceptor Preparation Program 8 a.m.-4:30 p.m., 2024 Lehigh St. | 30 | Assessment & Management of Behavioral Dyscontrol Day 2 8 a.m.-4:30 p.m., LVH-M Banko 1 |
| 14 | Trauma Nurse Course Day 1 8 a.m.-4:30 p.m., 2166 S. 12th St. | | |
| 15 | Trauma Nurse Course Day 2 8 a.m.-4:30 p.m., 2024 Lehigh St. | | |

DECEMBER

| | |
|----|---|
| 11 | Advanced Dysrhythmias 8 a.m.-4:30 p.m., 2024 Lehigh St., Classroom A |
|----|---|

Contact Donna Stout at 610-402-2482 to register for a course.

Three More Reasons We're Magnet

For the 16th time in 17 years, our nurses are finalists for the Nightingale Awards of Pennsylvania, and one is a recipient. Additionally, one of our administrators has been named the recipient of a prestigious Pennsylvania State Nurses Association Award.

Courtney Vose, R.N., Nightingale Nursing Administration Recipient

During her three years as director of the LVH-Cedar Crest emergency department, Vose initiated staff-driven action plans to improve patient satisfaction scores. The plans included a nurse-driven waiting room research study, a "zero tolerance for rudeness" initiative, the "Got Questions? We Got Answers" campaign and more. The results—scores improved from the 15th percentile to the 99th percentile.

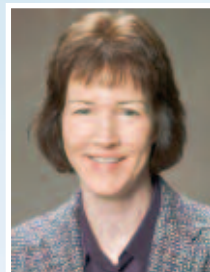


Karen Groller, R.N., Nightingale Nursing Education Finalist

Not only does Groller encourage nurses to pursue degrees and certifications, she leads by example. She inspired her colleagues by taking the medical-surgical nursing certification exam with them. Groller initiated study groups for certification preparation. She encourages professional development by having staff members create and share what they learned at conferences through posters displayed on the unit. In her debut presentation at a national conference in 2005, Groller was recognized as being the best overall conference presenter.

Nancy Davies-Hathen, R.N., 2006 Pennsylvania State Nurses Association Administrative-Management Award Recipient

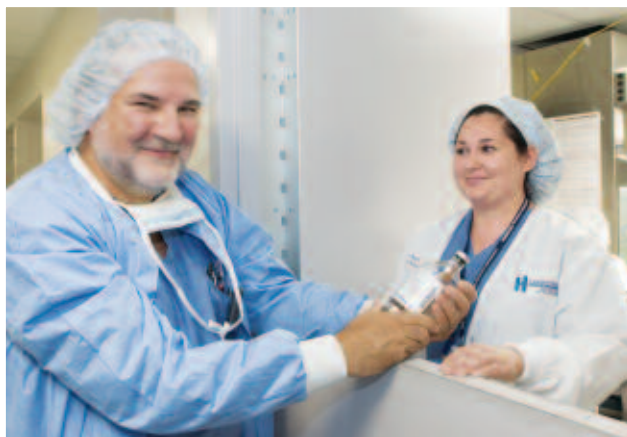
Davies-Hathen's leadership supported the Regional Heart Center being awarded three Hospital and Healthsystem Association of Pennsylvania (HAP) awards, recognition by *U.S. News & World Report* for heart care and surgery, and our distinction of having the best heart bypass results in Pennsylvania.



What Did JCAHO Have to Say?

Recently we had an unannounced accreditation visit from surveyors at the Joint Commission on the Accreditation of Healthcare Organizations (JCAHO) to ensure we continue to meet or exceed national patient care and safety standards. What did they conclude? Once again we meet these standards, and do it exceptionally well. Lehigh Valley Hospital at Cedar Crest and at 17th and Chew received accreditation for the next three years.

One JCAHO surveyor said: "I see a lot of collaboration going on." In particular, the collaboration between pharmacy and anesthesia to manage and secure our medications in the satellite pharmacy of the operating suite left an impression. Each day, nurse anesthetists like Andrew Kovach, C.R.N.A. (left), receive a locked box from a pharmacy technician, such as Tara Rogers (right). It contains the narcotics and other medications they'll need for that day's patients. "Most hospitals don't have a pharmacy in the operating room," says pharmacy administrator Robert Begliomini. "JCAHO was impressed with our unique, proactive approach to keeping medications secure at all times."



"I commend you on your environment of scientific inquiry. Continue to build upon your strong foundation of evidence-based practice." – Magnet appraiser

Celebrating Partners in Research

A record number of nurses, physicians, respiratory therapists, physical therapists, occupational therapists and other caregivers (totaling 230 bedside scientists) came together in October for this year's annual Research Day. They recognized their collaborative research efforts completed in the last year and motivated each other for new projects in the coming year.

Thomas Hutchinson, M.D., chief, inpatient clinical obstetrics, presented a keynote speech on "Team Management of Labor: The Crew Resource Project," a unique model in only a few hospitals nationwide where a multidisciplinary team including obstetricians, nurses, maternal-fetal medicine specialists, neonatologists, residents, anesthesiologists and other caregivers reviews each patient's case every morning.



President of the Honor Society of Nursing (Sigma Theta Tau International) Carol Picard, Ph.D., R.N. (seated, second from left), delivered two keynote speeches on "Energizing Clinical Practice: Keeping the Passion in Compassion" and "Collaboration: A Strategy for Clinical Practice, Education and Research."

Here, Picard is joined by staff nurses attending Research Day. (Seated left to right) Doris Formica, R.N., Gloria Miller, R.N., and Tracey Silfies, R.N.; (standing left to right) Kathleen Trexler, R.N., Melissa Monette, R.N., Jane Halpin, R.N., Melissa Nentwick, R.N., Ann Marie Matus, R.N., Amber Krause, R.N., Jamie Miller, R.N., Donna Polaha, R.N., Joan Williams, R.N., Susan Gross, R.N., and RoseMary Gilbert, R.N.

Improving Excellence

Cathy Fuhrman, R.N., Eileen Wasson, R.N., Julie Fulcher, R.N., Terry Burger, R.N., and Marilyn Leshko, R.N., recently received \$1,000 from the Professional Excellence Council (PEC) to pursue bachelor's or master's degrees in nursing. The PEC offers these scholarships annually to nurses who submit an application and exemplar showing how they integrate the Forces of Magnetism into their practice. The scholarship funds are raised through the PEC's Lehigh Valley Roasting Company coffee sales and Macy's Day event.

Nominate a Colleague for a Friends of Nursing Award



Tipping their hats to the 2006 Friends of Nursing Awards—Speech pathologist April Rose (second from left), a Friends of Nursing Award recipient, celebrates with her colleagues (from left) speech pathologists Patricia Schlegel and Julie Herbener and secretary Veronica Sanchez.

Do you have a colleague who deserves to be recognized for going above and beyond for patients? If so, nominate him or her—or an entire unit—for a 2007 Friends of Nursing Award (FON).

Nomination booklets will be available in early November in designated departments and on the intranet, and are due to the Center for Professional Excellence, 1247 S. Cedar Crest Blvd., Suite 104A, Allentown, PA 18103 by 5 p.m. on Jan. 21.

Questions regarding the FON Awards process may be referred to Kim Hitchings, R.N., Center for Professional Excellence manager, or Barb Zuppa, R.N., nursing excellence specialist, at 610-402-1704 or via e-mail.



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