

Notes from the Shared Governance Councils *by Kathleen Riley, BSN, RN, MA, NE-BC*

Standards and Practice Council

Willa Miller, RN, Clinical Manager of 5A & 5B, reported the most recent Immediate Action Result compliance data. For the month of September, we were at 74% but there were still a few units that had not reported their data, so this percentage may change. Good news to report that should improve our percentages—the Medical Executive Committee approved Nursing's request to extend the time limit for IAR reporting and completion from 30 minutes to one hour. We expect that this will result in a significant improvement.

Bill Singletary, Director of Care Coordination, discussed the latest stroke information with the Council. As expected, there was a decrease in compliance with documentation related to the recent change in the electronic documentation process. Other measures continue to do well but require continual attention to maintain our improvements. One area of concern was related to not performing a dysphagia screen post extubation. This will be analyzed further to determine the need for a hospital

protocol. Overall, we have shown significant improvement in these measures.

CHF data was reported by Betsy Kullman, CNO. Our previous problem with omitting daily weight teaching was much better. However, this time there were several incidents of one or more pages not being in the chart. This should no longer be an issue now that it is all electronically documented.

Mary Basham, Clinical Manager of Surgery, announced that beta blocker compliance was 91% for the latest reporting period, and continues to show improvement with education and follow up.

Lisa Hyman, Risk Management, discussed the PCA order set and the most recent changes to this record. The order set now requires pulse oximetry for the first 24 hours and the application of oxygen if patient is less than 93% on oxygen saturation. Please take a few minutes to review these changes and make yourself familiar with them, if applicable.

Retention, Recruitment & Recognition Council

The annual Thanksgiving food drive sponsored by the RR&R was discussed in detail. Boxes were delivered to all CHC departments and nursing units by members of the Council. All employees were encouraged to bring in at least one can or item of food, if at all possible. This would enable us to meet our goal of 3,000 items for this year. Boxes were taken to Hospital Administration on November 18 for pick up by the Salvation Army. This is a great way to show the community our concern for those less fortunate.

A pilot project will be conducted on units 4A and 5C over the next several months. Both units will have another CNA added to day and evening shifts, Monday through Friday. The purpose is to dedicate a team of one RN and one CNA for a specific set of patients and monitor improvements in patient outcome measures. Depending on the results of this pilot, other units may join in this process in the future.

Human Resources representatives, Dona Watkins and Michele Mefford, discussed the upcoming graduate nurse



Double rainbow over The Medical Center. Photo by Carol Haile, Respiratory/Cardiopulmonary Rehab.

interviews held on November 2. There were over 60 applicants from the December graduating classes in the area. We have more open positions for RNs due to the creation of the Internal Staffing Program, which accounts for 24 full-time equivalents (FTEs). They also shared information about a new recruitment campaign in which all nurses in the surrounding area (not already employed by CHC) will receive a postcard in the mail. Their focus will be on experienced nurses who may be looking for opportunities to return to practice. Alternate staffing options such as job sharing were discussed with the Council.

Research Council

Information on the WKU Nursing Research Day was shared with the group. It was held on November 11 at the First Christian Church on State Street and was sponsored by the Kappa Theta Chapter of Sigma Theta Tau. Once again, The Medical Center covered the \$25 fee for those nurses interested in attending.

Also on Friday, November 11, the newly formed South Central Chapter of Medical Surgical Nurses conducted its first meeting from 5:30 to 7:30 p.m. in The Medical Center Auditorium. Dr. Amber Hurt was the speaker.

A subcommittee was formed of members of both the Research and Retention Councils to develop appropriate measures to monitor the Team Nursing Pilot Project. This committee is scheduled to meet on December 6 and is comprised of managers, direct care nurses, educators and HR personnel.

Clinical Informatics Committee

Mark Hanson, RN, Senior Clinical Informatics Specialist, led the discussion about the revised Nursing Discharge Summary to see if any additions or adjustments were necessary. A suggestion was made by several nurses to make the follow up appointment area more distinct and separate. The information tends to run together on the page and having bold, separate headings may help patients and family members read and understand the material.

Mark also stated that his department was looking at the first of February to start piloting Physician Order Entry with a select group of physicians.

Nursing Development Council

Ann Afton, ER Charge Nurse, announced that the Kentucky Chapter of the Emergency Nurses Association will hold its annual meeting in Bowling Green on April 20. More information will become available closer to the event.

There will be a Neurological Nursing certification workshop held on January 19 and 20 at The Medical Center. Anyone who is interested in pursuing a certification in neuro nursing should make plans to attend.

Clinical Ladder Committee

The annual Clinical Ladder Celebration was held on November 3 at Christ Methodist Church. There were 34 new and renewing members for Clin III and Clin IV. This brings the number of nurses at or above the Clinical Nurse III level to 49. A list of these individuals has been included on page 3 of this newsletter so that you may contact them if interested in pursuing advancement. You may be surprised to learn that this is easier than you think and there is plenty of assistance for you to accomplish this goal.



Members of the Recruitment, Retention, Recognition Council wrap boxes for the "Stuff the Turkey" food drive. Left to right: Natalie Hughes, Faye White, Carolyn Simon, Kathleen Riley, Allison Strader and Brigitte Patterson.

Recruitment, Retention, Recognition Council Collects Over 3,000 Food Items for Salvation Army *by Carolyn Simon, Chair, RRR Council*

The Recruitment, Retention, Recognition Council would like to thank all CHC, The Medical Center at Bowling Green, Scottsville and Franklin for the generous outpouring of food items to benefit the Salvation Army. Over 3,500 items were collected.

The top five departments contributing were Operating Room 228, Ambulatory/PAT 182, ESO/Linen 149, Endoscopy 147, and Nursing Administration 133.

Clinical Ladder Recognition Dinner by Anne Afton, BSN, RN, CNIV, Clinical Ladder Chair

The glow of candles and an array of quilts in a variety of patterns and colors greeted the Clinical Ladder Recognition guests on Thursday, November 3. The delicious aromas generating from the kitchen made one forget the chilly drizzle going on outside.

In 2011, the Clinical Ladder had a total of 34 nurses succeed in their challenges becoming the status of CNIII or CNIV. April had 23 challenges and October had 11 challenges.

The April challenges awarded were to:

Renewing CNIII

Tammy Dahl, PACU
Renee Donaldson, ED
Beverly Phelps, Nursery
Myra Sanders, CCU
Laura Slaughter, PAT
Garth Sparks, Outpatient

Renewing CNIV

Anne Afton, ED
Pam Brigl, Endo
Anneliese Crawford, NICU
Paula DeVore, Open Heart Recovery
Tamara Wisdom, Home Health

New CNIII

Martha Adkins, Outpatient
Mary Jo Baker, 4B
Michelle Baldwin, NICU
Christie Bumpus, Nursery
Jenny Goad, Endo
Jennifer Goodhue, NICU
Jeanice Sanders, Endo
Gladys Sublett, 4A
Stacie N. Young, ICU

New CNIV

Kathy Barger, L&D
Penny Davis, CRSH
Angela Hardesty, Cath Lab

The October challenges awarded were to:

Renewing CNIII

Joni Lindsey, 2B
Mary Payne, 4B

Renewing CNIV

Jessica Bechard, NICU
Lisa Moody, CCU

New CNIII

Autumn Coulter, NICU
Samantha Daughtery, NICU
Lynn Mathews, 4B
Shannon Shirley, 6B
Kristin Smith, Cath Lab
Belinda Staten, 6B

New to CNIV

Gladys Sublett, 4A

Each of the new members to the Clinical Ladder received a pin classifying them as a CNIII or CNIV, as well as a Willow Tree Angel figurine that symbolizes the learning each nurse acquires and shares in the nursing profession.

Dorothy Bailey, retired nurse, graced our celebration by dressing in Florence Nightingale period costume and sharing her lighted candle to each of the ten tables set up in the room. After all the candles were lit, the attendees stood and reaffirmed their commitment to the profession of nursing.

The accomplishments of each of the nurses who successfully challenged the Clinical Ladder were shared to all in attendance by Anne Afton, BSN, RN, CNIV, Clinical Ladder Chair. Serving on committees, poster presentations, procedure and policy development, teaching, certification, educational advancement, volunteering for a host of community projects and development of solutions to specialized needs for individual departments were areas the candidates selected to use in their portfolio.

The quilts used in decorating were a reminder of the quilt motif used in the Nursing Model. Quilts have a story to tell along with being colorful and unique in their patterns and structure. They are used for celebration of events, warmth, comfort and some are multigenerational. All of these attributes also have to do with the profession of nursing in our unique areas of practice.

Many thanks to the Clinical Ladder Committee, Betsy Kullman, Chief Nursing Officer, and Sally Tanaro, Clinical Manager at Scottsville, along with CHC for support of this yearly event.



I am thankful....

November is a time that reminds Americans how blessed they are. We are a nation with wealth beyond measure compared to the rest of the world. This issue of *Nursing Notes* brings expressions of thanks from some of the staff at The Medical Center.

David Smith, MHA, RN: I am thankful for my wife Tina, and five lovely daughters ages 1 to 15 years old!

Myra L. Sanders, RN: I am thankful for my co-workers who lovingly pitched in and covered many shifts from November 24, 2009 to March 6, 2010 and for everything they did for us during that time. I am also thankful that I work with the best group of nurses anywhere!

Amy J. Brumett: I am thankful for Rodney (husband) & Madison (daughter). They make my life full and rewarding. I wouldn't change them for the world, even when they are driving me nuts.

Julie Boivin, RN: I am thankful because I have the opportunity to count my blessings every day.

Rebekah D. Morris: I am thankful that Amber Fields gave me an opportunity to work full-time for CHC, as a RN. I am a new RN graduate and many doors were closed on me due to my lack of experience until Theresa called me with a job offer after interviewing with Amber!

Gayle Hooks, RN: I am thankful for the wonderful and caring staff I have in Endoscopy, Ambulatory Surgery, Scheduling, and Private Referral. They care for the patients as if they were family.

Gladys M. Sublett: I am thankful that I know my God. I am thankful for my health, for my family, for the closeness of friends, and I am thankful to have a job at The Medical Center.

Tracey Burke, RN: Thankful that my husband and three children are healthy!

Trenya Pierce, RN: I am soooooo thankful for my precious little girl Eva!!

Bob Peglow, RN: I am sincerely thankful for all of the wonderful people I've had the opportunity to work with since coming to Bowling Green.

For every person I don't see eye to eye with — so I have the opportunity to see another's point of view;
For each daily challenge — so I have the opportunity to learn;
For every employee who has a concern — so I have the opportunity to support them;
For every busy day — so we all have a job tomorrow;
For every meeting — for the opportunity to be a part of positive change;
For every day I get to come to work — for the opportunity to make a difference;
To go home each night knowing — I gave the best that I could.

Debbie L. Shoulders: I am thankful for all my co-workers and the many years I have gotten to work with them. I am thankful for my family and my health. I am thankful for living in the United States

of America, and for all the men and women who fight for our freedom every day.

Ayla M. Hargis: I'm thankful for my wonderful family and co-workers that supports me in all I try to succeed in. Thank you all SOOO much!

Angela G. Clark: I am thankful for my healthy, happy family, especially my boys! I am thankful to have a job that supports my family, and for my wonderful work family!

Sally N. Tanaro: I am thankful for family — Mike, Patrick, and Nathan. I am thankful for Patrick's fiancé Sarah, and all eight grandchildren and stepchildren. I am also very thankful to have an opportunity to grow professionally in a different direction. God is good!

Cheryl R. Chrzanowski: I am thankful for so much. One big one is that family I have lost contact with for over 25 years reconnected with me this fall. Nothing like Family.

Marlina Herron: I'm thankful to God, and count my blessings for my whole family. I'm thankful and proud of my two sons, Anthony and Adam. I'm thankful for my beautiful Granddaughter. She is the joy of our life. I'm thankful for The Medical Center, for my job! I'm thankful for all my managers I worked for in eleven years. They are all wonderful to me. I'm thankful for our awesome doctors, they are also good to me. I'm thankful for all my co-workers, we are a super team! I'm thankful with all my prayers, partners, and all my friends.

Mary M. Ford: I am thankful for so many things: A loving God, His mercy and forgiveness. My being employed in a time when it is so difficult to find a job. Enjoying what I do for a living. Having a great work environment with co-workers that are family. I have my needs met when so many others are struggling for food and shelter.

Daveta McReynolds: I am very thankful for the many relationships we develop daily that last for a lifetime.

Karan L. Johnson: So much to be thankful for... To live in a country where we are free to worship as we choose, to have healthy children and grandchildren, to work for a great company with great co-workers, to still have my mom healthy even though I am in my 50's, to be able to take care of the elderly and make even a small difference in their lives. Life is GREAT!

Pat L. Motley: I am thankful for every day God gives me, and the older I get the more precious that gift becomes. I am blessed with a wonderful family at home (including a fantastic granddaughter and another on the way), church family, and a job I love with a work family that encourages me and supports me when I need them. I am surrounded by people who make me feel needed and

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appreciated, and that is truly something to be thankful for each and every day.

Vickie Mullins, RN: I am thankful for our hospital and the fun bunch of staff here on 4A. I appreciate them very much. Happy Thanksgiving, everybody!

Anne Afton, BSN, RN, CNIV: I am thankful for my family and for wonderful friends — I could not manage life without them!

Paula M. DeVore: I am thankful that I live in a country where I can worship as I choose. I am thankful for my family and my three furry babies Sadie, Sophie, and Sylvie. Especially thankful for my sister-in-law and her improving condition!

Bethany N. Richards: I am thankful for my 5A family. I never truly knew how blessed I was to work with such great people. I endured a lot throughout this past year, and I always had someone by my side. I can say I have some of the best of friends that anyone could ask for. I love my 5A family, each and every one of you know who you are!

Rita K. Wilson: I am especially thankful for a wonderfully kind and supportive husband and our beautiful daughter.

Kerri D. Miller: I am thankful for my beautiful children and my husband who works hard to care for his family. I'm thankful for Boga, Mimi, Becky, and Sonya who take good care of Malia and Kyler when I'm away.

Pat Pearson, RN: I am thankful for my health. As a healthcare provider, I see people much younger than I am with serious health problems, some of which are very debilitating. So, just the fact that I am able to get up and go to work each day makes me very thankful. I'm also very thankful to have a job. Thanks, CHC!

Lauren N. Mills: I am thankful for my wonderful family and friends.

Sarah L. Finn: I am thankful for the little boy who has my heart and calls me momma. I love you all the way to the moon and stars and back!

Joan M. Miller: I, fortunately, have so much to be thankful for. I thank God every day for not only my job but that I am healthy enough and able to work. But most of all I am thankful for my loving husband, two beautiful daughters, my son-in-law, my family back in Missouri, and last but not least, my most precious gift of all — my grandson Benjamin. There is no doubt heaven exists when I look into those big brown eyes. I am truly blessed, not only at this holiday season but all year long. Happy Thanksgiving to all and I hope you all have a blessed holiday season.

Terri Webb, RN: I am thankful for all my memories. Since my parents recently passed away, I spend a lot of time reminiscing about the past. I look at photos and talk to my children about times when life was much simpler. I cherish the opportunities to share with them the things that mean so much to me.

Autumn M. Coulter: I am eternally thankful to a wonderful God for so many of life's blessings that I have been fortunate to experience: my salvation; my health; my sweet husband and wonderful children; two of the most loving and generous parents ever; my family and church; my co-workers; the little babies I am fortunate to take care of; and the fact that I have a home, food, and have the ability to get up out of bed everyday and live a wonderful life.

Robert D. Gilbert: I thank God everyday for family, friends and a good job. Happy Thanksgiving, everyone.

Pamela J. Heal: I am so thankful for my friends and family. I am truly thankful that God brought Jennifer into my life. She made such an influence on me. I now appreciate the "little" things in life. She taught me how to enjoy the clouds, birds, butterflies, and even the ants working so hard. I miss her so much but she lives on in my heart.

Andrea M. Broughton: I am so very thankful for my daughter and my family. I'm thankful to have a roof over my head, food in my belly, and clothes on my back. That's all I could ever need. To quote someone from some movie, "I've got all that I need right here."

Annetta M. Proctor: I'm thankful for a good husband and family. I'm thankful too that I live in America, because in spite of her short comings, she's still the greatest country in the world. Happy Thanksgiving.

Julia M. Adams: I am a "3-week-old" employee at The Medical Center, and I have to say that this holiday I am extremely thankful for the opportunity to work with such a phenomenal team on 4A. I have been welcomed with open arms, and I can't express how comforting it is. So, this Thanksgiving, along with many other thanks, I want to stress how thankful I am for the opportunity as an employee at CHC and the friendships I have made since day one.

Amy Page: I am thankful to have such a wonderful CHC/Medical Center family. Since the tragic death of my son, Benton Page, and nephew, Will Mallory, on August 3 of this year, my family and I have been completely overwhelmed with the outpouring of love, concern, support and generosity shown to us, and we will forever be grateful. Thank you all!

Linda K. Hardison: I am so very thankful for my family, especially my two grandchildren, Creed and Colton. I'm also thankful for my work, family, and friends.

Anita M. Thomas-Turner: I am thankful for my family and friends. I have had the fortune of moving around the organization, and I keep running into old co-workers and friends. It always warms my soul. Happy Thanksgiving to all.