

# Carolina Nursing News



UNC  
HEALTH CARE



## A message from Mary

*Senior Vice President and Chief Nursing Officer*

Dear Colleagues:

In this issue I'd like to share some information about the role of nurses in health care reform.

Hospitals today are facing unprecedented legislative and budgetary pressure to do more with less. The statistics are

sobering. A national survey of 736 hospitals by the American Hospital Association indicated the following:

1. Many were further downsizing to weather tough economic times
2. More specifically, 60% said they would cut administrative costs
3. 53% said they would reduce staff
4. 27% would reduce services

Interestingly, while hospitals nationwide are facing growing financial problems, New York hospitals have smaller operating margins and are under greater financial strain than in other areas of the country.

What we face is a struggling economy, coupled with an increased regulatory and accreditation environment rife with unfunded mandates, the pressures of declining reimbursement and high levels of unemployment triggering increased charity care for those who can't pay and bad debt from those who may be able to pay but do not – a perfect storm that will almost certainly lead to fewer dollars in health care in years to come.

Looking at the legislation itself, the Patient Protection and Affordable Care Act of 2010 calls for the extension of health insurance to 32 million previously uninsured individuals.

While this may reduce charity care in the short term, if insurance pays providers at Medicare rates, which are lower than the current cost of care, rapid cost cutting will clearly be necessary to remain solvent.

This legislation has sparked fierce debate and a level of vitriol in the Congress and the press not seen since the war in Vietnam, and the central issue remains – how can the United States maintain a competitive edge in the world and still provide Americans with quality, affordable health care?

Within the voluminous health care reform law, there is a Center for Medicare and Medicaid Innovation, mandatorily funded at the level of \$1 billion dollars per year, intended to revitalize Medicare, Medicaid and the Children's Health Insurance Program (CHIP). The purpose of the Innovation Center is to develop and test innovative care and payment models and encourage widespread adoption of practices that deliver better health care at a lower cost. The Center hopes to accomplish these goals through 3 strategies:

- Better Care – in each of the 6 domains of patient care defined by the Institute of Medicine (IOM)

Safety

Effectiveness

Patient-centeredness

Timeliness

Efficiency

Equity

*(Health Care Reform: Strategic Planning in Uncertain Times  
Continued from Page 1)*

- Better Health – encouraging healthier lifestyles for all of us including:
  - Increased physical activity
  - Better nutrition
  - Avoidance of behavioral risks, such as smoking and more preventive care
- Reduced Costs – Through improved coordination of care, which is where the Electronic Health Record (EHR) and meaningful use of the EHR to provide better records and reduce inefficiency fits into the plan, as mandated by the American Recovery and Reinvestment Act of 2009. Simplistically, if you had films at Duke last week and came to the ED at UNCH today, it wouldn't be necessary to take films again and spend additionally money. The images and interpretation would be accessible through your EHR. To accomplish these goals, the Innovation Center has organized its work in three major areas:
  1. Patient Care Models characterized by prevention of health care acquired conditions and bundled payments vs. separate fee for service charges for individual episodes of care
  2. Seamless Coordinated Care Delivery Models such as Medical Homes and
  3. Community and Population Health Models to improve our health and decrease important underlying drivers of health and costs such as smoking and obesity.

Last and very importantly, what does all this mean for nurses?

- I. The extension of health insurance coupled with an aging population is expected to markedly increase the demand for nursing services across all settings at a time when many Baby Boomer RNs, the largest generational cohort, will be retiring and likely becoming more consumers than providers. In other words, the nursing shortage could return like a tsunami. The state of the economy and nurses' need to work will be key factors in how this situation unfolds.
- The demand for increased access to care, especially primary care, is fueling a movement to make changes in credentialing and privileging for Advanced Practice RNs (APRNs) to make independent practice and billing possible in every state. In NC, APRNs are still required to practice under a collaborative agreement with a physician to diagnose, treat and prescribe. There is work in progress to introduce legislation to change that – but it likely will not be easy.
- There is also a movement to ensure that all RNs practice to their full scope through changes in policies to support nursing orders and nurse-driven protocols, such as the Foley Catheter Removal protocol used so successfully in the Medicine Service.

The major message of the Robert Wood Johnson Foundation/ IOM Future of Nursing Report is that now is the time for nurses to become involved, speak out and participate in the changes in health care and nursing concepts in this country. As the largest and most trusted group of health care professionals – 3.1 M practicing nurses as compared to 600,000 practicing physicians – we are certainly in a great position to influence policy and need to live up to our sacred trust with society by leading change that is in the best interests of our patients, communities and profession.

Reference: Voice of Nursing Leadership. American Organization of Nurse Executives newsletter. July 2011

*Mary Longo*

## Nursing Professional Advancement System – Update

The Nursing Professional Advancement Committee is please to announce that the following Nurses have been approved for promotion effective 10/16/11 as part of the Nursing Professional Advancement System:

### **CN III promotions include:**

Mary Burnett, RN, BSN – Cardiac Intensive Care Unit  
Rebecca Gallegly, RN, BSN – Burn Center  
Emily Morgan, RN, BSN – Burn Center  
Emily Ryan, RN, BSN – 6 Neurosciences  
Leslie Williams, RN, ADN – Rehabilitation Unit

### **CN IV promotions include:**

Lesley Anne Bandy, RN, BSN, CRRN – Rehabilitation Unit

### **The Committee would also like to recognize the following folks who were promoted out of cycle:**

Char-Norie Green, RN, BSN – CN IV – Anderson 4 North  
Ann Jones, RN, BSN – CN IV – 4 Neuroscience

*Congratulations to each of you on your promotion!*

Here are the bullet points and a “Key to Success” from this quarter’s Nursing Professional Advancement Committee Meeting:

- Five CN II portfolios and one CN IV portfolio was approved at the 9/28/11 meeting
- **The next portfolio submission date is 12/5/11.** Attendance at a portfolio class is recommended for all applicants. (LMS class title is: NERPORTFOL)
- Beginning January 1<sup>st</sup>, 2012, all new applicants to the Nursing Professional Advancement System will be required to have professional certification upon application. The deadline for all current CN III’s, IV’s, Managers and Directors to obtain professional certification is July 1<sup>st</sup>, 2012.
- **Key to Success:** Remember when writing your professional goals to focus them on improvement in patient care in your unit or service. Be specific in how you will accomplish them.

Please check our web site for more information about the Nursing Professional Advancement System:

[http://nursing.intranet.unhealthcare.org/nursexcellence/profadvance/index\\_html](http://nursing.intranet.unhealthcare.org/nursexcellence/profadvance/index_html)



## EXCELLENCE IN PRECEPTING

The Preceptor Development Committee would like to recognize those individuals who demonstrated excellence in precepting. Nurse Managers, in conjunction with the Clinical Nurse Education Specialist and HUC Coordinator select candidates for this award. This recognition is awarded whenever the Nurse Manager or CNES/HUC Coordinator identifies someone who meets the criteria. A house-wide announcement of award recipients is be made in the Carolina Nursing News.

6BT	Rebecca Slosek	RN
6BT	Jamie Oakes	RN
6BT	Jackie Elmore	RN
6BT	Ashley Crews	RN
6BT	Steven Harris	RN
6BT	Mae Castor	RN
6BT	Vanessa Newby	HUC
BMTU	Patrick Harrison	HUC
BMTU	Missy Beckwith	RN
BMTU	Jody Allen	RN
BMTU	Haejong Jeon	RN
BMTU	Katie Gwynn	RN
BMTU	Joe Kleinman	RN
5West	Jennifer Daniels	RN
5West	Nicholas Leahy	RN
6 Ch	Lauren Russell	RN
6 Ch	Ashley Hudson	RN
6 Ch	Stacey Pinney	RN



6 Ch	Renee Shape Barbee	RN
OP Infusion	Tish Harris	RN
OP Infusion	Lori Kramer	RN
OP Infusion	Elizabeth Kizer	RN
OP Infusion	Jerome Schiro	RN
CTICU	Upchurch, Dave	RN
CTICU	Morris, Sherri	RN
CTICU	Helen Colucci-Hill	RN
CTICU	Vick Sepe	RN
CTICU	Sarah Wrenn	RN
ISCU	Rechette Excell	RN
ISCU	Myrna Cassion	RN
4 Onc	Jennifer Villegas	NA
4 Onc	Joann Pulido	RN
4 Onc	Terri Saunders	RN
4 Onc	Yvette Parker	RN
5 West	Erin Wynne	NC
8BT	Doris Lofton	RN

# Professional Development

## **SAVE THE DATE 2/28/12**

The 9<sup>th</sup> annual “The Beat Goes On” will take place on Tuesday February 28<sup>th</sup> at the Friday Center. The planning committee has put together a dynamic program.

Topics will include:

- ◆ New anticoagulant therapy
- ◆ Medical missions to 3<sup>rd</sup> World countries
- ◆ Treatment of atrial fibrillation in an EP lab by an Electrophysiologist and Cardiac Surgeon
- ◆ Pulmonary Hypertension
- ◆ Update on Ventricular Assist Devices: Case Study Presentations

*Registration materials will be available soon.*

## **WANTED: NURSING GRAND ROUNDS PRESENTERS**

I am looking for staff willing to present a Nursing Grand Rounds. Topics may cover a variety of interests including best practice, management issues, new initiatives, patient safety, and ethical and legal issues to name a few. Anyone interested should contact Sue Lannon, CE Coordinator.

## **PROFESSIONAL DEVELOPMENT COURSES**

Classes are not listed on LMS but are set up based on interest and need.

They include:

- ◆ How to develop a professional presentation (including presentation skills)
- ◆ How to write learning objectives
- ◆ How to develop contact hour programs and contact hours for journal articles
- ◆ Writing for professional publication
- ◆ Writing abstracts that get accepted
- ◆ How to develop a professional poster presentation
- ◆ Winning resumes and interviews

Please continue to take advantage of the many nursing professional development opportunities available to all staff.

For any questions please contact:

Sue Lannon at 843-1417 or [slannon@unch.unc.edu](mailto:slannon@unch.unc.edu)





This fall the Magnet Operations team and Dr. Tonges, Senior Vice President and CNO attended the Magnet Conference. UNC Hospitals received recognition from the ANCC for our first Magnet designation earned in November 2010 – making this year's conference especially exciting. The UNCH nurses, Dr. Tonges Senior Vice President and CNO, Kristen Swanson, Dean of the School of Nursing, Cathy Madigan, Associate CNO/ Magnet Initiative Co-Chair, Marilyn Morales Director Nursing Professional Development, Practice and Research/Magnet Initiative Co-Chair, Nimisha Patel, Magnet Program Coordinator and the Operations Team Members cheered proudly with Carolina blue shakers when ANCC announced UNC Hospitals name at a celebratory event for all organizations across the country who had received their initial designation or re-designation (remember the Magnet designation as to be renewed every four years). As a Magnet designated organization, the ANCC invites UNC Hospitals to submit abstracts for podium and poster presentations. Four UNCH abstracts were chosen and presented this year:

1. Podium presentation by **Mary Tonges RN, PhD, NEA-BC, FAAN & Kristen Swanson PhD, RN, FAAN:**  
Translating Caring Theory into Practice
2. Poster presented by **Laura Strickler BSN, RN-BC:** Senior and Generational Excellence (S.A.G.E.TM): Magnetizing Nurses for a Lifetime
3. Poster presented by **Tracy Carroll, BSN, RN, PCCN:** Aspiring Nurse Leaders: Rising Above
4. Poster presented by **April Schultz, BSN, MPH, RN, CRRN:** Staff Education Across the Continuum: Care for Patients with VADs from Acute Care to Rehabilitation

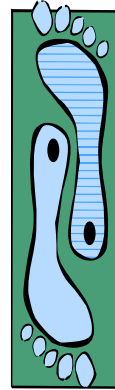
Thank you for your continuous commitment to maintain Magnet status!

Submitted by Nimisha Patel, MHA  
UNC Health Care | Program Coordinator -- Magnet Initiative





**RAISE THE  
"HEELS"**



The WOCNs along with the Skin and Wound Resource Nurse group performed a hospital wide educational initiative on heel pressure ulcer prevention called "Raise the Heels" campaign. For three days and nights in October, the campaign was rolled around the hospital as a road show. The goal is to have 0% nosocomial heel pressure ulcers for the next hospital wide skin audit. In this picture, Michael Kalos, CWOCN, is educating a nursing unit on how to prevent heel pressure ulcer.



Submitted by Lara Leininger, BSN, RN, CWOCN  
WOCN Consult Service  
Nursing Professional Development, Practice, and Research

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**We believe in the power of nursing.**