

Department of Nursing

2024 Annual Report



Celebrating Magnet
with Distinction



A letter from our Chief Nursing Officer



Dear Colleagues,

2024 is permanently etched in the history of Brigham and Women's Faulkner Hospital as the year we received a prestigious new honor: Magnet redesignation *with Distinction*!

I remember the call from the Commission on Magnet in March so clearly. Hearing the news that our hospital was recognized as one of four in the world at the time to receive this distinction is one of the most memorable moments of my career. I hope it's also one of yours because each one of you made it possible with your commitment to upholding the highest standards of patient care every day.

This honor, along with our 11 exemplars, reflects the tremendous collaboration and partnership between nursing and our multidisciplinary colleagues throughout the hospital. Our work is intertwined as we all strive to achieve our shared mission of excellent care for patients.

Your dedication to our patients and each other also makes BWFH a supportive environment for new nurses to begin their careers and advance their skills and practice. This past year, we were truly pleased to welcome many newly licensed nurses to our community, increasing our hiring of NLNs by 75 percent since 2023.

The pages of this report are filled with examples of how much we have accomplished in support of an optimal practice environment for all nurses and the best outcomes for our patients. From the launch of new programs and committees to improvements in quality and safety, this year has truly been one for the books.

I look forward to building on the incredible foundation in place and continuing our rich tradition of excellence in 2025.

With gratitude,

A handwritten signature in dark ink that reads "Karen".

Karen Reilly, DNP, MBA, RN, NEA-BC
Chief Nursing Officer and Vice President of Patient Care Services
Brigham and Women's Faulkner Hospital

ANCC Magnet Conference

BWFH nurses celebrate second Magnet designation

The American Nurses Credentialing Center's (ANCC) Magnet Recognition Program® recognizes healthcare organizations for quality patient care, nursing excellence and innovations in professional nursing practice. BWFH first earned Magnet designation in 2019. In the spring of 2024, BWFH was redesignated – this time as a Magnet *with Distinction* organization.

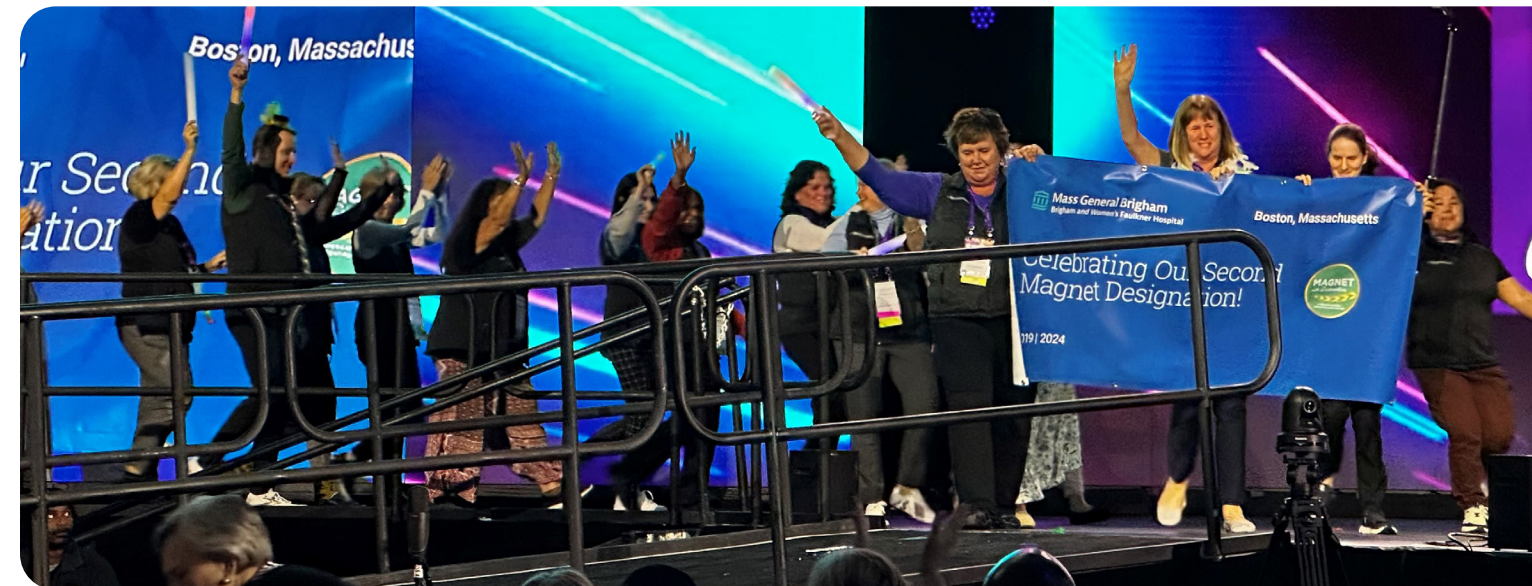
Magnet *with Distinction* is a special designation that recognizes the highest performing Magnet organizations around the world. BWFH is the first within Massachusetts to hold the designation and was among four hospitals in the world at the time of the announcement. In the fall, 30 BWFH nurses attended the ANCC National Magnet Conference in New Orleans to walk across the stage in recognition of the hospital's redesignation, in front of over 13,000 nursing colleagues from around the world.

"Every member of our nursing team and hospital played a vital role in achieving Magnet redesignation," said Karen Reilly, DNP, MBA, RN, NEA-BC, chief nursing officer and vice president of Patient Care Services. "Walking across the stage at the conference was an incredible moment for our Department of Nursing and the entire BWFH community."

Over the three days, the group participated in various educational sessions that provided valuable insights into enhancing quality patient care, strengthening leadership skills, advancing nursing research, and promoting structural empowerment.

"As a Magnet ambassador for our site visit, I was very proud and excited to represent BWFH and walk across the stage with my colleagues who have done such wonderful work over the last four years," shared Kaitlyn Trundle, BSN, RN, MEDSURG-BC, 7 South clinical leader. "There were a lot of great sessions to attend. The general sessions were full of amazing keynote speakers, while the concurrent sessions I attended focused a lot on nurses' well-being, education and post-operative care."

Rose LaPlante, MBA, MSN, RN, NEA-BC, program director for Nursing Quality and Magnet, echoed these sentiments. "It was an honor to celebrate our organization being redesignated and receiving Magnet *with Distinction* at this year's conference. Walking across the stage with my colleagues and representing BWFH was a very proud moment."



"As a Magnet ambassador for our site visit, I was very proud and excited to represent BWFH and walk across the stage with my colleagues who have done such wonderful work over the last four years."

- Kaitlyn Trundle, BSN, RN, MEDSURG-BC,
7 South clinical leader

Magnet Exemplars

In addition to earning Magnet *with Distinction* in the spring, BWFH was also recognized by the Commission on Magnet with an impressive 11 exemplars. According to the ANCC, exemplars are concepts, practices or programs worthy of imitation. BWFH's exemplars underscore the hospital's commitment to patient-centered care and evidence-based practice, specifically:

- Patient outcome data, including surgical errors, burns and medical device related pressure injuries
- Patient experience data, including multiple exemplars in both inpatient (patient education and patient engagement/patient-centered) and all four ambulatory categories (care coordination, careful listening, courtesy and respect and patient education)
- Clinical nurses implementing an evidence-based practice of a nurse-driven protocol for early palliative care consults in the Intensive Care Unit
- BWFH's high percentage of nurses with a bachelor's degree or higher

Making a mentorship match

Department of Nursing's newly launched mentorship program

The support Shannon Curran, BSN, RN, CNOR, has received through the Department of Nursing's newly launched mentorship program has been nothing short of "transformational."

"I can't say enough about how beneficial this program has been for me," said Curran, a clinical leader in the OR, who was matched with Nurse Scientist Helene Bowen Brady, DNP, MEd, NPD-BC, NEA-BC, as her mentor.

The two formed an instant connection that helped Curran determine the next steps in advancing her education.

"Helene helped me to define what programs I was considering and supported me through the application process," said Curran, who enrolled in the MSN program at Framingham State University. "Helene also encouraged me to become involved in my professional organization and recommended many books on leadership. And she has been there for me personally, encouraging me as I think about work-life balance and the different stressors that come from working full-time and going back to school."

Curran and Bowen Brady were among six pairs of mentors and mentees matched during the first cohort of the Brigham Mentors Program, which aims to help staff achieve professional development goals.

"Mentorship is the cornerstone of professional development, and we wanted to create a formal structure and platform to support it," said Erin Thomas, MSN, RN, CNOR, NPD-BC, nursing professional development manager.

With the online MentorLead platform, nurses interested in having or becoming a mentor can enter their goals, interests and experiences. The program's algorithm creates matches, and Thomas reviews them to ensure the pairs are complementary.

After the launch, the mentor-mentee pairs met and worked toward a professional development goal for

six months. At that time, pairings could set new goals or conclude the program.

"The program and relationship can be tailored to the needs and wishes of each pair," said Thomas. "There's benefit to mentorship in whatever form it takes."

Bowen Brady and Curran have continued to meet as Curran pursues new goals.

"Shannon is an incredible emerging nurse leader," said Bowen Brady. "She has a vision for her future and is taking concrete steps to meet those goals. She is committed to, and invested in, advancing nursing practice in the OR and supporting the nursing staff she works with. It is so rewarding for me to support the next generation of nurse leaders."



Shannon Curran and Helene Bowen Brady

Workplace wellbeing

Sessions promote rest, reflection and rejuvenation

The Department of Nursing sponsored wellness sessions for the day shift and night shift in 2024, with offerings including pet therapy, Reiki, Employee Assistance Program (EAP) resources, healthy snacks, tea and meditative activities.

"To take care of others, we must first take care of ourselves and each other," Anne Marie Cecala, BSN, RN, HNB-BC, of 6 South, said. "It is in this spirit that the Wellness Program was initiated and well-received by BWFH staff."

The sessions were well attended by staff from across the organization.

"Everyone I spoke to shared heartfelt appreciation for the opportunity to participate in a variety of activities to support their well-being," said Colleen West, DNP, MBA, RN, CPHQ, executive director of Nursing Professional Development, Practice and Innovation.

The events were planned by an interdisciplinary workgroup which included members from the Department of Nursing, Spiritual Care, Rehabilitation Services, Nutrition and EAP.

Gail English, BSN, RN, PMGT-BC, a clinical nurse in the Operating Room, offered Reiki during these sessions. "I'm proud to be part of the Wellness Initiative to support our nurses and colleagues at BWFH," she said. "It is gratifying to see the impact that our offerings of pet therapy, chair massage, Reiki, EAP and spiritual resources had on our community."



Staff enjoy meeting therapy dog Jameson.



Staff spend time with Oliver, a therapy dog.

CNO Roundtable

A new avenue to amplify the voice of nurses

In the fall, Karen Reilly, DNP, MBA, RN, NEA-BC, chief nursing officer and vice president of Patient Care Services, launched the Chief Nursing Officer Roundtable as a way to share information and hear directly from nurses about their concerns, accomplishments, challenges and needs.

The roundtable comprises 14 dedicated nurses representing different units, practices, shifts and roles. Meetings are held monthly for a six-month term, allowing participants to share ideas and present agenda items based on top-of-mind issues and suggestions from their colleagues.

Hearing from nurses on a consistent basis is crucial to Reilly. "I appreciated the enthusiasm shown by nurses in joining the roundtable and the thoughtful discussions we've had thus far on a range of topics," said Reilly. "When I round, we don't often have enough time for in-depth conversations, so having a dedicated meeting off the units to talk about what's important to our nurses is very helpful."

There will be a call for new members every six months via Reilly's weekly email.

"As a float nurse, I can share my thoughts on what it's like to work on many different floors within the hospital, but there are some areas of the hospital that I never get to go to. This committee is an exciting way for nurses to meet and share our experiences and challenges with our respective departments and hopefully implement some positive changes together."

- Eliza Krauch, BSN, RN,
Float Pool clinical nurse



Several members of the CNO Roundtable include from L-R: Karen Reilly, John Brennan, Helen Driscoll, Caroline Ambrose and Eliza Krauch.

Making a difference

Volunteering in the communities we serve

Throughout the year, our nurses extend their reach beyond our hospital walls, volunteering in our community.



Members of the APP team donate Thanksgiving meal ingredients to local families in need.



Members of the ICU team volunteer at Community Servings.



Staff on 6 South participate in Trunk or Treat at the Italian Home for Children.



Staff on 7 South collect toys for the Italian Home for Children during the holidays.

Celebrating our certified nurses

BWFH is proud to recognize staff who hold professional nursing certifications

2 South

Rita Agholor, MSN, RN, FNP-BC
Allison Bruce, BSN, RN, PMH-BC
Tizi Fobanjong, MSN, RN, PMHNP-BC
Jennifer James, MSN, RN, FNP-C

5 East

Anna Michelson, DNP, RN, AGNP-C

6 North

Sydonie Leonard, BSN, RN, MEDSURG-BC*

6 South

Anne Marie Cecala, BSN, HNB-BC
Lusy Gonzalez, MSN, RN, MEDSURG-BC

7 North

Katty Halloran, BSN, RN, MEDSURG-BC
Tracy Lane, MSN, RN, MEDSURG-BC
Kathleen Lyons, BSN, RN, MEDSURG-BC

7 South

Ruth Ducrepin, MSN, RN, NP-C
Kaitlyn Trundle, BSN, RN, MEDSURG-BC*
Sia Willis, BSN, RN, CMSRN

Case Management

Rose Allain, BSN, RN, CCM
Latonya Bacon, BSN, RN, CCM
Tanya Egan, BSN, RN, CCM, ACM-RN
Dawn Hickey, BSN, RN, CMGT-BC
Joanne Kelly, BSN, RN, CCM
Margaret Kelly, BSN, RN, CCM
Kathy Lang, BSN, RN, CCM
Denise MacPherson, RN, CCM
Atiya Niles, BSN, RN, CCM
Leslie St. Cyr, BSN, RN, NC-BC, CCM
Paula Winskowicz, BSN, RN, CCM
Patricia Viel, BSN, RN, CCM

Emergency Department

Margaret Anastasi, MSN, RN, ANP-BC
Tara Donahue, MSN, RN, CEN
Loraine Dragwo, BSN, RN, ONC
Nicole Fay, BSN, RN, CEN, CCRN
Jamie Goodrich, DNP, RN, CPH
Julieanne Goodrich, MSN, RN, CEN, CPEN
Sarah Munier, MSN, RN, CEN
Paula Nambu, MSN, RN, ACNPC-AG
Kathleen Shubitowski, MSN, RN, CEN, NP-D-BC
Kim Vargulic, MSN, RN, FNP-C, ENP-C

Medical-Surgical Float Pool

Carline El-Saieh, MSN, RN, FNP-BC
Denise Yang, BSN, RN, MEDSURG-BC

Gastroenterology

Helen Driscoll, MSN, RN, CGRN
Dara Keenan, RN, CGRN
Mary Morris, BSN, RN, CGRN
Catherine Murphy, BSN, RN, WCC

Intensive Care Unit

Meaghan Boulger, MSN, RN, CCRN
Ron Cassesso, BSN, RN, MEDSURG-BC
Heather Crocker MSN, RN, NP-C
Michelle Dolan, MSN, RN, FNP-C
Samantha Eisele, MSN, RN, CCRN
Paulina Gorecki, MSN, RN, NP-C
Linda Luce, BSN, RN, CCRN
Ellen McCarthy, DNP, MSN, RN, CCRN
Hollis Solorzano, MSN, RN, CCRN
Paulina Vitello, BSN, RN, CCRN

IR/IN

Kimberly Bowden, BSN, RN, CEN

IV Therapy

Christine Canavan, BSN, RN, CRNI
Jestin Jose, BSN, RN, VA-BC
Thea Patterson, BSN, RN, CEN
Violeta Ramirez, BSN, RN, CRNI

Nursing Leadership

Maria Bertain-Melanson, DNP, RN, CCRN
Helene Bowen-Brady, DNP, M.Ed, RN, NEA-BC, NP-D-BC
Joanna Cassidy, MSN, RN, CNL
Kari Irwin, MSN, RN, RCIS, NE-BC
Rose LaPlante, MBA, MSN, RN, NEA-BC
Pamela Linzer, PhD, RN, NEA-BC
Lynne Morrison, MS, RN, NE-BC
Karen Reilly, DNP, MBA, RN, NEA-BC
Suzelle Saint-Eloi, MS, RN, NE-BC
Estier Sayegh, MBA, BSN, RN, CCRN, PCCN, CNRN, NEA-BC
Anne Watts, MSN, RN, CPAN
Colleen West, DNP, MBA, RN, CPHQ
Paula Wolski, MSN, RN, NI-BC

Nursing Supervisors

Erin Cassidy-Lunman, MSN, RN, CCRN
Susan Williams, DNP, RN, CCTN

Operating Room

Nicole Carlson, BSN, RN, CNOR
Joanne Cassiani, BSN, RN, CNOR
Susan Clark, RN, CNOR
Shannon Curran, BSN, RN, CNOR
Janet Donovan, RN, CNOR
Maura Lauenstein, RN, CNOR
Mira R. Lumahan, BSN, RN, CNOR
Valerie Orenberg, BSN, RN, CNOR
Gail Vaughn, BSN, RN, PMGT-BC

OPIC

Jacqueline Slattery, MSN, RN, MEDSURG-BC, FNP-C

Pain Clinic

Lori Butler, RN, PMGT-BC
Ann Kandalaft, RN, PMGT-BC

Perioperative Float Pool

Julia Almeida, BSN, RN, MEDSURG-BC
Evelyn Kelleher, BSN, RN, CCRN, CPAN
Caroline King, RN, MEDSURG-BC
Karen Lamping, MSN, RN, NP-C
Virgenes Sarin, MSN, RN, FNP-C
Jillian Sweeney, BSN, RN, CPAN*

Post-Anesthesia Care Unit

Kathleen Leone, BSN, RN, CPAN*
Chris Malone, MPA, BSN, RN, CPAN, CCRN
Theresa Malone, BSN, RN, CCRN, CAPA*
Kelly Mastroianni, MSN, RN, FNP
June Nichols, BSN, RN, CPAN
Charlene Salvi, BSN, RN, CPAN

Pre-Operative Holding

Carolyn Geoghegan, RN, CAPA
Diane Pessa, MSN, RN, NI-BC
Dan Rec, BSN, RN, CAPA

Professional Development

Meigan Amaral, MSN, RN, CCRN, NP-D-BC*
Philip Malleson, MSN, RN, NP-D-BC
Patricia Rabbett, MSN, RN, CCRN
Erin Thomas, MSN, RN, CNOR, NP-D-BC
Valentina Ward, MPS, BSN, RN, CPPS
Beth Waters, MSN, RN, CPEN

Wound Care

Diane Bryant, MSN, RN, CWOCN
Celia Rodriguez, MSN, RN, CWCN

Advanced Practice Registered Nurses

Anesthesiology

Beth Brown, MSN, RN, CRNA
Ashley Broyles, MSN, RN, CRNA
Arthur Dayton, MSN, RN, CRNA
Stephanie Diaz, MSN, RN, CRNA
Kathleen Evangelista, MSN, RN, CRNA
Raya Goldenberg, MSN, RN, CRNA
Diane Hake, MSN, RN, CRNA
Michael Kerns, MSN, RN, CRNA
Kimberly Kleinsorge, MSN, RN, CRNA
Krista Klopfenstein, MSN, RN, CRNA
Letitia Mazzaferro, MSN, RN, CRNA
Michael Maguire, DNP, RN, CRNA
Jessica Morrissey, MS, RN, CRNA
Elizabeth O'Brien Varnum, MSN, RN, CRNA
Sian O'Leary, MSN, RN, CRNA

Melanie Omojola, MSN, RN, CRNA
Landree Parrott, MSN, RN, CRNA
Monique Patterson, MSN, RN, CRNA
Ann Rich, MSN, RN, CRNA
Allan Thomas, MSN, RN, CRNA
Sandra Jessup, MSN, RN, CRNA

Center for Pre-Operative Evaluation

Brianna Burakoff, MS, RN, NP-C
Deborah Georgenes, MSN, RN, NP-C
Nickisha Hurlock, MS, RN, NP-C
Sharon Levine, MSN, RN, FNP-C
Tracy Marino, MSN, RN, NP-C
Kristen McKenzie, MSN, RN, FNP-C
Anna Peterson, MSN, RN, ANP-BC
Pamela Park, MSN, RN, FNP-C
Bindu Thomas, MS, RN, FNP-BC
Charlotte Vincent, MSN, RN, FNP-C

Medicine

Vonette Anglin, MSN, RN, ANP-BC
Johanna Baldassari, MSN, RN, FNP-BC
Christine Cahalan, MSN, RN, FNP-BC
Kaitlyn Cama, MSN, RN, FNP-BC
Cynthia Dunn, MSN, RN, FNP-C
Heidi Duran, MSN, RN, NP-C
Megan Flicker, MSN, RN, AGPCNP-BC
Janice Galinsky, MSN, RN, ACNP-BC
Richard Garstka, MSN, RN, ACNP-BC
Andrea Guarente, MSN, RN, MEDSURG-BC, FNP-BC
Daniel Kelleher, MSN, RN, ANCP-BC
Sharon LaRose, MSN, RN, AGPCNP-BC
Jess Lara, MS, RN, FNP-BC
Daniel McMunn, MSN, RN, AGACNP-BC
Rebecca Mogensen, MSN, RN, ACNP-BC
Shane Nazzaro, MSN, RN, FNP-C
Kathryn Pescatello, MSN, RN, CNP
Joanna Rowland, MSN, RN, AGACNP-BC, CEN, CCRN
Alla Sherer, MSN, RN, NP-C
Rosevan Vickery, MSN, RN, FNP-BC
Maureen Villars, DNP, RN, AGPCNP-BC
Julie Steller, DNP, RN, FNP-BC, CHPN, AOCN
Steven Wood, DMSc, RN, ACNP-BC

Occupational Health

Jessica Grusmark, MSN, RN, FNP-C

Orthopaedic Spine Surgery

Lindsay Bandazian, MSN, RN, ANP-BC
Samantha Erikson, MSN, RN, NP-C
Katherine Kane, MSN, RN, ONP-C, ANP-BC
Jillian Martin, MSN, RN, NP-C
Laurie Rieger, MSN, RN, NP-C

* List as of December 2024

Commitment to education

89.5 percent of our nurses hold a BSN or higher *

Congratulations to the following BWFH nurses who committed to advancing their education and graduated in 2024!

Kimberly Sullivan, **BSN**, RN
University of Massachusetts Boston

Paulina Vitello, **MSN**, RN, CCRN
Sacred Heart University

Maia Donovan, **MSN**, RN
Curry College

Fatai Ibrahim, **MSN**, RN
Grand Canyon University

Erin Kelleher, **MBA, MSN**, RN
Saint Joseph's College of Maine

Ryan McMahon, **MSN**, RN
University of Massachusetts Dartmouth



Are you thinking about going back to school or becoming certified?

BWFH offers assistance through the tuition reimbursement program. Full-time employees are eligible to receive up to \$2,500 per calendar year to pay for academic courses taken for credit at an accredited educational institution. Registered nurses may also receive up to \$400 for certification-related expenses. These benefits are pro-rated for part-time employees who work 16 hours or more.

* As of December 2024

Celebrating excellence in nursing

National Nurses Week



L-R: Virginia Ryan, Kathy-Ellen Glennon, Paulina Vitello, Kady Doan, James Brawn, Ideline Mossanto, Michelle Strauss, and Anne Marie Philippe

During National Nurses Week in May, BWFH celebrated nurses and colleagues with awards recognizing excellence in patient teaching, continuing education and compassionate patient- and family-centered care.

The 2024 recipients are listed below.

Mrachek Clinical Excellence Award

James Brawn, BSN, RN, of 6 North, in recognition of his expert clinical skills.

Emmly Fidelia/Nursing Support Staff Award

Anne Marie Philippe, PCA, of 6 South, in honor of her commitment to the team and integral role in patient care.

McAlarney Excellence in Patient & Family Education Award

Michelle Strauss, BSN, RN, of Pre-Op Holding, for excellence in patient and family education.

Devane Extra (S)Miles Award

Ideline Mossanto, PCA, of 6 North, for delivering patient care with compassion, kindness and humor.

Hazelton Scholarship

Paulina Vitello, BSN, RN, CCRN, of the ICU, for dedication in the practice and advancement of nursing.

Kathy Codair Leadership Awards

Kathy-Ellen Glennon, RN, of the Gregory Endoscopy Centre, and **Virginia Ryan, MSN, RN**, of the Outpatient Infusion Center, in recognition of their empathy, kindness and clinical excellence in leadership and patient care.

Newly Licensed Nurse Award

Kady Doan, BSN, RN, of 2 South, for demonstrating personal and professional growth since beginning at BWFH.

Daisy Awards

Celebrating compassionate care



The DAISY Team Award

recognizes a nursing team that has made a profound difference in the lives of their patients and family members through collaboration and expert, compassionate care.

The 7 South team was nominated for providing exemplary care to a patient with complex clinical needs and advocating for resources to support the patient.



The DAISY Nurse Leader Award

recognizes the incredible work that nurse leaders do every day. At BWFH, nurse leaders include nurse directors, nursing supervisors, professional development managers and program managers.

Jennifer Capone, MSN, RN, nurse director for 7 South and the IV Team, was nominated for her compassionate leadership and dedication to both the patients and staff on her unit.

The DAISY Award

recognizes nurses who go above and beyond to make BWFH a great place to receive care.

Kady Doan, BSN, RN, 2 South, was nominated for the exceptional care she provided to a patient who needed her support.



Joanne Hathaway, MSN, RN, Emergency Medicine, was nominated for her dedication to patient care, ability to foster positive relationships, and commitment to excellence.



Ashton Hinkle, BSN, RN, Float Pool, was nominated for helping a bus passenger in distress on her journey to work, initiating CPR until first responders arrived on the scene.

Recruitment and retention

Welcoming and supporting newly licensed nurses

In 2024, the Department of Nursing increased newly licensed nurse (NLN) hiring by more than 75 percent, expanding the Innovative Preceptor Program and updating the onboarding process to support staffing.

“We increased the frequency of NLN cohorts, adding four more than last year, which provides greater flexibility in start dates for the nurses and allows us to hire more NLNs per year,” said Erin Thomas, MSN, RN, CNOR, NPD-BC, nursing professional development manager.

To accommodate new-to-practice nurses, the department also bolstered support and resources available during and after onboarding.

These changes included:

- Increasing the pool of available preceptors to support NLNs
- Implementing a quarterly preceptor workshop to equip preceptors for their important role in the onboarding process
- Adding a night educator role to expand coverage and rounding to seven nights a week

- Increasing rounding by the night shift ICU charge nurse and hospital supervisors to support all staff overnight

- Making more educational offerings, such as mock codes, available overnight

“We are very pleased to have so many new nurses choosing to begin their careers at Brigham and Women’s Faulkner Hospital,” said Karen Reilly, DNP, MBA, RN, NEA-BC, chief nursing officer and vice president of Patient Care Services. “Our entire nursing community has played an important role in making sure that newly licensed nurses have the support and resources they need to grow in their practice and provide the best care to our patients.”

NLN hires 2023

6 cohorts and 54 NLNs

NLN hires 2024*

10 cohorts and 95 NLNs

*Data as of Dec. 5, 2024



The November/December cohort of newly licensed nurses.

APP in Excellence Award

Celebrating advanced practice providers

The APP in Excellence Award was established to recognize and celebrate the important contributions of advanced practice providers (APPs). APPs include nurse practitioners, physician assistants and certified nurse anesthetists. This year, there are two recipients: (L) Meaghan Klempa, PA-C, Chief PA for Surgical Services, and (R) Andrea Guarente, MSN, RN, MEDSURG-BC, FNP-BC, of Hospital Medicine.



2024 QUEST Awards

Recognizing quality and safety

The Quality, Equity, Safety and Transparency (QUEST) Award recognizes inpatient units and the Emergency Department for outstanding efforts in quality of care, patient experience and harm prevention.

Unit of the Year Award: The Intensive Care Unit

Project 1: Development and Evaluation of a Nocturnal PAD Management Protocol in Mechanically Ventilated Adults

Clinicians in the ICU developed, implemented and evaluated a nocturnal pain, agitation, and delirium (PAD) management protocol, reducing sedative and opioid use without safety concerns, leading to improved patient outcomes.

Project 2: CLABSI Reduction in the Intensive Care Unit

The ICU also implemented a new central line-associated bloodstream infection (CLABSI) multi-modal educational intervention. The intervention has been embedded in ICU orientation for new clinical nurses, reinforced during the annual ICU competency day for current clinical nurses and disseminated to IV Team clinical nurses. Notably, the ICU has not had a CLABSI since February of 2023.

Unit of the Year Award: 2 South

Project: Reducing Injury Assault Rates on 2 South

2 South introduced a variety of multidisciplinary educational opportunities around de-escalation, trauma-informed care, restraint reduction and micro-aggressions. The team also developed a system for implementing patient-specific behavioral plans and added the Mental Health Leader role to promote proactive milieu management. As a result, the unit has seen a reduction in the rate of assault with injury.

7 South, 7 North, 6 South, 6 North, ICU and ED

Project: Falls Bundle to Decrease Falls with Injury Rate

The inpatient units and the Emergency Department have collectively focused on preventing falls with injury. The Falls Committee evaluated the different approaches to fall prevention work on various units and worked to standardize those practices. The resulting falls bundle was rolled out across the units in 2023 and led to a decrease in the hospital’s falls with injury rate.

Professional Practice Model

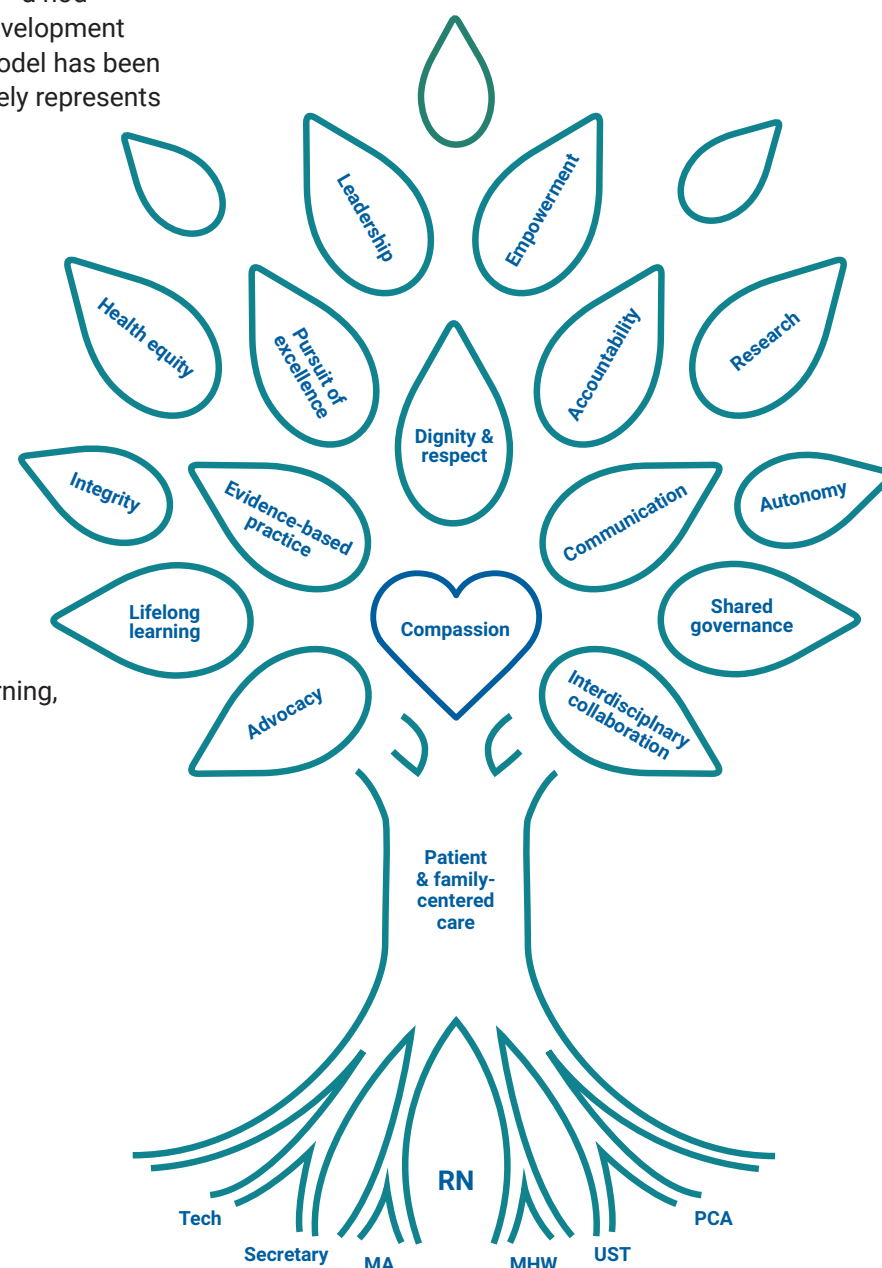
Guiding exemplary professional practice for all nurses

In 2012, nurses chose the image of a tree – a nod to the nearby Arnold Arboretum– in the development of the professional practice model. The model has been revised over the years to ensure it accurately represents our evolving nursing practice.

The roots symbolize the many roles that collaborate with nurses and the teamwork needed to deliver high-quality patient care.

The trunk depicts nurses' core focus on delivering patient- and family-centered care with compassion.

The leaves illustrate the principles and components of nursing practice that flourish because of our commitment to our patients and each other: dignity and respect, evidence-based practice, research, accountability, communication, shared governance, advocacy, lifelong learning, integrity, and pursuit of excellence.



The voice of the patient

Patients share heartfelt comments about nursing care

Throughout the year, patients sent a range of heartfelt comments about their experiences at BWFH. The comments below represent a few of the many messages we received reflecting the compassion, skill and professionalism of BWFH nurses.

"The nurses who treated me after my surgery were so incredibly kind. One of them even bought me pizza because I was starving after not eating for a really long time. I can't say enough about how wonderful the care was there. I really appreciate all the nurses, especially in the PACU."

"The nurses in the Infusion Center are wonderful. I feel so comfortable with each one."

"The Perioperative staff were all fantastic. The nurses were great. There was great communication amongst the nurses and great teamwork. It was a very positive atmosphere."

"My nurse was fantastic. Explained the procedure as we went along. Kind, considerate and followed through on her promises."

"The nurses were understanding, compassionate and very knowledgeable. It made the whole experience so much better."

"The nurses were fantastic. I would recommend this hospital to anyone seeking medical care because of the nursing care. It was outstanding!"

"The care was exceptional, and the recovery nurses were outstanding. Without exception, they were helpful, courteous and caring. I am grateful for their care."

"I want to thank all the Emergency Room nurses that took care of me. They all took great care of me."

Shared Governance

An overview of our committees

Nurses at BWFH play an essential role in the delivery of high-quality, evidence-based care to patients. Shared governance is a model that provides a framework for building effective relationships between nursing and interdisciplinary colleagues to ensure the delivery of excellent patient care. Here is an overview of the committees and councils that comprise the shared governance structure at BWFH.

Nursing Practice

Chair: Yoko Davis, BSN, RN (Inpatient)
Executive Sponsor: Colleen West, DNP, MBA, RN, CPHQ (Inpatient)

The mission of the Nursing Practice Committee is to develop and evaluate standards of practice that support the delivery of patient- and family-centered nursing care based on research, quality outcomes and evidence-based practices, and to disseminate and help implement best practices.

Nursing Quality

Chair: Ron Cassesso, BSN, RN, MEDSURG-BC
Executive Sponsor: Rose LaPlante, MBA, MSN, RN, NEA-BC

The Nursing Quality Committee identifies, reviews and analyzes data regarding nurse-sensitive indicators, hospital-wide safety issues and Department of Nursing strategic goals. The Nursing Quality Committee is responsible for disseminating data on a unit level as well as supporting action plans for quality improvement measures. Members serve as a resource on quality initiatives to the BWFH nursing community. The committee is responsible for monthly and quarterly updates to the unit-level nursing quality boards, which were redesigned for most of the inpatient units in 2024, with continued work planned in 2025.

Professional Recognition and Advancement

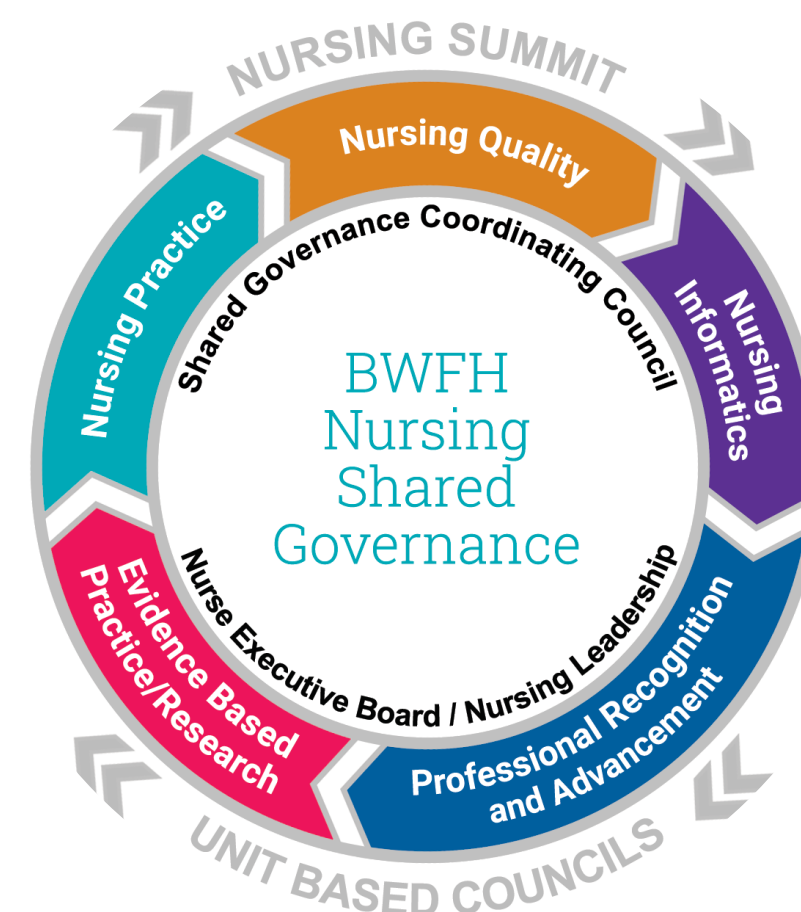
Chair: Ellen McCarthy, DNP, MSN, RN, CCRN
Executive Sponsor: Rose LaPlante, MSN, MBA, RN, NEA-BC

The Professional Recognition and Advancement Committee promotes, values, nurtures and recognizes transformational leadership, structural empowerment, exemplary professional practice, and new knowledge, innovation and research. The overarching goal is to achieve excellence in outcomes related to clinical nursing practice, patient- and family-centered care and organizational strategic goals. The committee is responsible for Nursing Peer Review, the Nursing Annual Report, the DAISY and TULIP awards, and Certified Nurses Day recognition.

Nursing Informatics

Co-Chair: Sarah McRoberts, BSN, RN
Executive Sponsor: Paula Wolski, MSN, RN, NI-BC

The Nursing Informatics Committee develops and evaluates standards of practice that support the documentation of patient- and family-centered nursing care based on current research, quality outcomes and evidence-based practices. The committee also supports the development of professional practice with the use of Digital Health eCare through dissemination of best practices and changes in documentation standards. Additionally, the committee is engaged in implementing digital tools to improve access to needed resources.



Are you interested in joining one of these committees?

Contact the chair(s) or executive sponsor for more information.

Evidence-Based Practice/Research

Chair: Cassandra Ramsey, MPH, BSN, RN (January - September); Catherine Hutchinson, BSN, RN (October - present)

Co-Chair: Ryan McMahon, BSN, RN

Executive Sponsor: Helene Bowen Brady, DNP, MEd, RN, NPD-BC, NEA-BC

The Evidence-Based Practice/Research Committee promotes many types of scholarly inquiry, including evidence-based nursing practice and nursing research to improve patient and/or nursing practice outcomes. In collaboration with the nurse scientists, committee members provide support and mentorship for nurses in developing, implementing and evaluating evidence-based practice projects, research studies and quality improvement. The committee also supports nurses in writing abstracts for professional presentations,

developing posters and preparing for oral presentations, as well as guidance for all steps of publication, from journal selections to final proofs. Nurse scientists provide developmental editing and guidance for all aspects of publication ethics.

Shared Governance Coordinating Council

The Shared Governance Coordinating Council aims to align goals and outcomes for the Department of Nursing. Updates from the Shared Governance Coordinating Council are shared with the Nurse Executive Board and Nursing Leadership. The chairs and executive sponsors of the five Shared Governance Committees meet monthly with Chief Nursing Officer and Vice President of Patient Care Services Karen Reilly, DNP, MBA, RN, NEA-BC. Each chair highlights topics that were discussed during their meeting.

Peer review



Since 2015, all registered nurses at BWFH have been participating in a formal, annual peer review process. Over the years, the process has been updated to include web-based education about peer review and to incorporate the American Association of Critical-Care Nurses’ Healthy Work Environment standards. Peer facilitators continue to play a key role in the process by leading education, facilitating peer review sessions and providing support to nurses on their units.

2 South	Robert Stringfellow, BSN, RN Kristen Devane, RN
6 North	Ninon Bastien, BSN, RN James Brawn, BSN, RN Brittany MacAskill, BSN, RN Christian Santos, BSN, RN
6 South	Joanna Lysy, BSN, RN Tameka Wisdom, BSN, RN
7 North	Catherine Hutchison, BSN, RN Denise Habermehl, BSN, RN
7 South	Michelle Carignan, RN Michael McGrath, BSN, RN
IV Team	Annie Bosse, RN
Intensive Care Unit	Eden Shiferaw, BSN, RN Samantha Falconieri, BSN, RN Blanche Lapham, BSN, RN Briana Murphy, BSN, RN
Medical/Surgical Float Pool	Christine Sgroi, BSN, RN Athena Mitrousis, BSN, RN Marissa Danilchuk, BSN, RN Karen Buenaventura, BSN, RN
Emergency Department	Sara McDonald, BSN, RN Eliza Macken, BSN, RN
Outpatient Infusion Center	Ginny Ryan, MSN, RN
Interventional Radiology/Interventional Nephrology	Bobbi King, BSN, RN
Gastroenterology	Amanda Nasson, BSN, RN
Pain Management	Yvonne Koelsch Brown, BSN, RN
Center for Preoperative Evaluation	Maria Doherty, BSN, RN
Perioperative (Pre-Operative Holding, Post-Anesthesia Care Unit, Perioperative Float Pool)	Evelyn Kelleher, BSN, RN, CCRN, CPAN Dan Rec, BSN, RN, CAPA
Operating Room	Susan Clark, RN, CNOR
Case Management	Latonya Bacon, BSN, RN, CCM
Nursing Supervisors	Bill Babine, BSN, RN

Enhancing safety and quality

Applying a trauma-informed approach on 2 South

Safety is a top priority throughout BWFH, especially amid troubling reports of increasing violence against nurses and other healthcare workers nationwide.

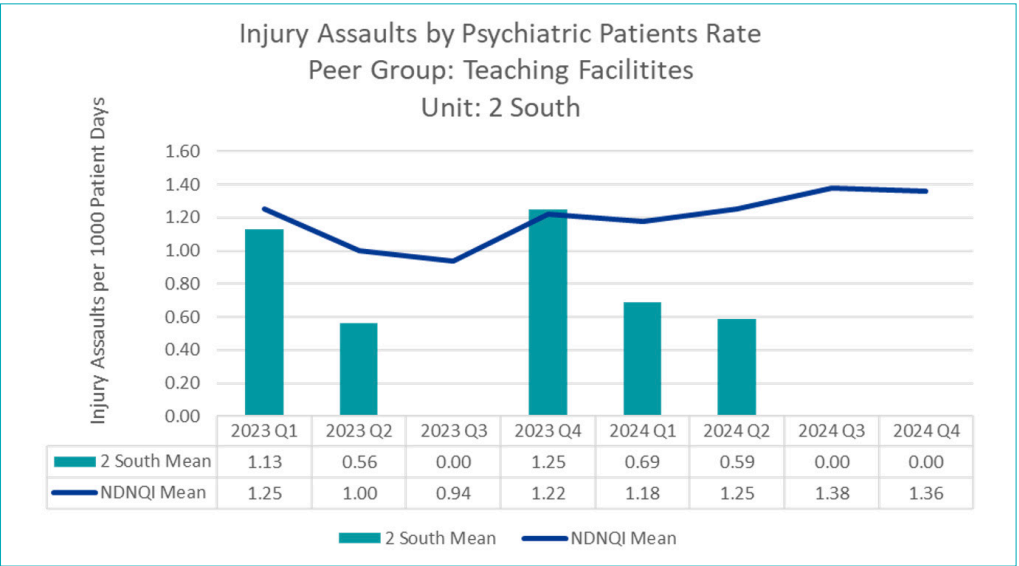
Over the past year, staff and leaders on 2 South, Inpatient Psychiatry, implemented several measures to enhance safety for both staff and patients. This work, which was recognized with a QUEST Award, included multidisciplinary education on de-escalation, trauma-informed care, restraint reduction and micro-aggressions, along with the implementation of patient-specific behavioral plans. Lauren Anderson, BSN, RN, Nursing professional development manager, has played an integral role in developing and leading education sessions for all staff on 2 South.

These efforts have led to a decrease in the rate of assaults on staff resulting in injury, as shown in the

graph below. The current rates are below the benchmark provided by the National Database of Nursing Quality Indicators (NDNQI) in comparison to other teaching facilities in the last seven out of eight quarters.

“I’m thankful to belong to a team that is deeply dedicated to enhancing safety for the patients we serve,” said Jennifer Brady, BSN, RN, nursing director of 2 South. “We remain focused on continued efforts to apply a trauma-informed approach that ensures the safest environment for everyone on our unit.”

The 2 South Unit-Based Council co-chairs, Dennis Callahan, BSN, RN, and Rob Stringfellow, BSN, RN, presented this data at the Spring 2024 Nursing Summit. The Unit-Based Council remains involved in ongoing efforts to foster a therapeutic, trauma-informed, safe environment on the unit.



Injury Assaults by Psychiatric Patients Rate								
	2023 Q1	2023 Q2	2023 Q3	2023 Q4	2024 Q1	2024 Q2	2024 Q3	2024 Q4
2 South								

Workplace safety

Highlights

This year, the Workplace Safety committee was relaunched with representation from both BWFH and BWH. The committee includes interdisciplinary team members from different areas at both organizations.

“We want to hear from as many voices as possible so that we can address safety concerns and share best practices and knowledge,” said Anna Meyer, DNP, RN, associate chief nursing officer for Emergency Medicine at BWH and BWFH, who co-leads the committee with Terrance Lassiter, senior director of Public Safety and Support Services at BWFH.

Committee members will work to review safety data and develop action items, with a goal of enhancing safety at all sites. Also in 2024, BWFH increased the security presence throughout the Emergency Department by adding employees to the Police and Security team. With these changes, two officers are stationed in the back of the ED on a permanent basis and there is a consistent security presence in the ED waiting area.

“We are continuously monitoring our needs and working to evolve our practices for the safety of our entire BWFH community,” shared Karen Reilly, DNP, MBA, RN, NEA-BC, chief nursing officer and vice president of Patient Care Services.



All hands on deck

Increasing hand hygiene observations

In 2024, BWFH launched a multidisciplinary effort to boost hand hygiene observations and compliance to reduce hospital-acquired infections and increase the safety of patients and staff alike.

Achieving these goals required expanding the observer role – primarily held by nursing directors – to unit coordinators and several other roles. Having additional observers enabled units to increase the number of observations completed per month.

In addition, a weekly, 10-minute huddle was scheduled for all inpatient units and the Emergency Department to focus on observations. Nursing leaders also received regular updates from Infection Control on compliance.

“With these changes, we quickly began to see improvements, including many units doubling their observations and exceeding the goal of 200 per month,” said Emily LeSage, MBA, operations manager, noting that meetings became bi-weekly after the initial goals with observation were achieved.

The effort expanded toward the end of 2024 to include Perioperative areas, Infusion and Endoscopy.

As of fall 2024, BWFH had achieved the standards for handwashing and performed better than average, according to The Leapfrog Group’s Hospital Safety Grade program.

Addressing the IV fluid shortage

A systemwide response

In September, hospitals across Mass General Brigham began experiencing a shortage of intravenous (IV) solution after Hurricane Helene caused damage to the Baxter factory in North Carolina.

To help preserve fluids, a small work group collaborated to update the BWFH policy for central line access. The group included Jennifer Capone, MSN, RN, nurse director of 7 South and the IV Team; Jestin Jose, BSN, RN, VA-BC, CPUI, and Denise Amato, RN, clinical nurses on the IV Team; Philip Malleson, MSN, RN, NPD-BC, nursing professional development manager; Meigan Amaral, MSN, RN, CCRN, nursing professional development manager; Joanne Moran, BSN, RN, interim nursing professional development manager; and Colleen West, DNP, MBA, RN, CPHQ, executive director of Nursing Professional Development, Practice and Innovation.

“Previously, only critical care and IV nurses had direct access to these lines. Patients received IV infusions at a slow ‘keep vein open’ rate, allowing medical-surgical nurses to administer medications as needed,” shared Malleson. “With the fluid shortage, it became crucial to include more nurses to access and manage these central lines.”

After the changes were approved by the Nursing Practice Committee, the work group created an education program for nurses throughout the medical and surgical units that focused on how to access and flush central lines. This training helped support nurses in practicing to the full scope of their license as well as preserving IV fluids.



Jestin Jose

“Our primary goal with central lines is to prevent infections through strict aseptic practices,” said Jose. “By providing ongoing education and reinforcing best practices, we empower staff to consistently apply evidence-based protocols to be proactive in preventing infections.”

In addition to the training, BWFH implemented other strategies to preserve IV solutions in coordination with a system-wide response.

“In the face of an unexpected challenge, nurses and other healthcare professionals quickly adapted to new protocols, explored alternative treatments and made the most of available resources to ensure safe patient care,” added Malleson.

Responding to a digital outage

Navigating the CrowdStrike event

On the morning of Friday, July 19, a digital outage caused by an update to CrowdStrike, our anti-virus security tool, struck without warning, impacting nearly all MGB systems and operations. This prompted a transition to paper recording utilizing downtime procedures, as well as the activation of the Hospital Incident Command System (HICS).

For more than 24 hours, all non-urgent surgeries and procedures were placed on hold. The commitment to patient safety was unwavering, however, as BWFH nurses and other healthcare professionals rallied together in support of patient care.

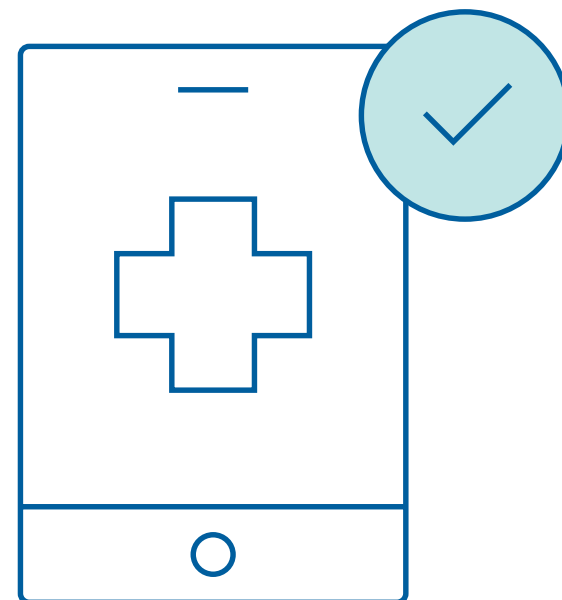
Care teams worked collaboratively to continue admitting and discharging patients, performing critical surgeries, filling prescriptions, completing urgent lab tests and imaging, and delivering the care patients depend on. Digital teams worked closely with MGB's Emergency Preparedness and Business Continuity Team to manage the complex response and recovery efforts.

"During this event, our usual processes for downtime were being challenged as even our downtime devices were impacted," said Paula Wolski, MSN, RN, NI-BC, program director for Informatics for Nursing and Patient Care Services, who assisted with admissions to help nursing and providers manage the process on paper. "It clearly took a village, but all staff remained calm and managed patient care without issues."

By Friday evening, the Digital team had developed and tested a USB solution that employees could easily use to quickly remedy most devices, enabling the organization to return to normal operations much faster than anticipated.

Nursing leaders and staff worked closely together to complete the reconciliation process, entering information recorded on paper into patients' electronic health records.

The event highlighted the need to enhance training on paper documentation. In response, workgroups have been formed to standardize these forms and create clear policies and resource tipsheets for downtime procedures.



Innovations in Perioperative Services

BWFH installs single-port robot

In early 2024, BWFH installed new robotic technology, the da Vinci SP (single-port), which enables complex surgery to be performed through a single incision. For patients, this means less invasive surgery, which can lead to a faster recovery.

BWFH has used the single-port robot for various surgical procedures, including prostatectomies, partial nephrectomies and abdominal surgeries.

Jillian Sweeney, BSN, RN, CPAN, Perioperative Float Pool clinical nurse, has cared for multiple patients who underwent robotic prostatectomies using the new technology. She shared, "For the most part, patients are going home the same day. With the new technology, they only have one incision instead of six."

Amanda Davenport, BSN, RN, Perioperative Float Pool clinical nurse, added, "I have found that the patients with one incision are more comfortable post-operatively. I also found that the patients with one incision have a better experience with pain management overall and usually require fewer narcotics."

BWFH has also successfully utilized the single-port robot for peritoneal vaginoplasty, a new procedure using internal peritoneal tissue to construct the vaginal lining. BWFH performed its first vaginoplasty in May and is one of the few healthcare centers in the country to offer this procedure. The procedure is made possible through the collaborative efforts of multidisciplinary staff. In the weeks leading up to the first surgery, nurses engaged in educational huddles and presentations to ensure everyone had the necessary knowledge and skills to deliver the best care for patients undergoing the procedure.

Shelby Cherwek, BSN, RN, clinical nurse, shared, "It's a unique and intimate experience because you are directly involved in the aftercare of such a delicate surgery that is giving people the gift of the body they need and can finally feel comfortable in. It has been a privilege to be a part of the vaginoplasty care team, and I look forward to future patients who we can help truly feel like themselves inside and out."



Jillian Sweeney and Amanda Davenport

Podium Presentations

Mini-Mock Codes: Beginnings Matter. Patti Rabbett, MSN, RN, CCRN-K; Beth Waters, MSN, RN, CPEN.

AACN Horizons Conference 2024, Portland, ME, April 9-11, 2024.
Conference Award: Best Poster for Clinical Innovation.

Nursing World Conference 2024: 8th Edition of NWC, Baltimore, MD or Virtual, October 17-19, 2024. Keynote Presentation.

Poster Presentations

W-20 Bridging Gaps in Healthcare: Enhancing Health-Related Social Needs Data through Patient Engagement. Paula Wolski, MSN, RN, NI-BC. 2024 American Medical Informatics Association (AMIA) Annual Symposium. San Francisco, CA. November 9-13, 2024.

Nurse Wellness: A Pilot Study - Measuring Nurse Wellness Through Concepts of Professional Fulfillment, Burnout, Psychological Safety, and Resilience at a Community Hospital. Rose LaPlante, MBA, MSN, RN, NEA-BC & Kathleen Ahern Gould, PhD, RN. Fourth National Summit on Promoting Well-Being in Healthcare Professionals, Columbus, OH, October 24-25, 2024.

Mini-Mock Codes: Beginnings Matter. Patti Rabbett, MSN, RN, CCRN-K; Beth Waters, MSN, RN, CPEN.

Nursing World Conference 2024: 8th Edition of NWC, Baltimore, MD or Virtual, October 17-19, 2024.

AACN Horizons Conference 2024, Portland, ME, April 9-11, 2024.
Conference Award: Best Poster for Clinical Innovation

The Optimized Use of a Contact-Free Continuous Monitoring System on Clinical Outcomes during COVID-19. Paula Wolski, MSN, RN, NI-BC; Alice Kim, MS, RD; Darren Scully, BSN, RN; Calvin Franz, PhD; Stuart Lipsitz, ScD; Graham Lowenthal, BA; Matthew Wien, MS; David W. Bates, MD, MSc; Patricia C. Dykes, PhD, MA, RN. New England Nursing Informatics Consortium (ENIC), Trends in Clinical Informatics: A Nursing Perspective. Waltham, MA, May 17, 2024

Authorship: "Begin with the End in Mind". Helene Bowen Brady, DNP, M.Ed, RN, NPJ-BC, NEA-BC & Kathleen Ahern Gould, PhD, RN. BWH Karsh Nursing Scholars Day, Boston, MA, May 9, 2024.

Esketamine Administration in an Outpatient Infusion Center: A Novel Idea for a Community Hospital. Virginia Ryan, MSN, RN; Virginia Grace, BSN,RN; and Judith Driscoll, BSN, RN. BWH Karsh Nursing Scholars Day, Boston, MA, May 9, 2024.

Recognizing and Responding to Bias and Microaggressions in the Workplace. Princess Francois DNP, BSN, RN; Helene Bowen-Brady, DNP, M.Ed, RN, NPJ-BC, NEA-BC; Suzelle Saint-Eloi, MS, RN. BWH Karsh Nursing Scholars Day, Boston, MA, May 9, 2024.

Electroconvulsive Therapy: Periprocedural Nursing Management of Patients in the Post-Anesthesia Care Unit. Christopher Malone, MPA, BSN, RN, CPAN, CCRN; Jill Benoit, BSN, RN; Michelle Bowler, BSN, RN; Kathy McCarraher, MHA, BSN, RN, CPAN. BWH Karsh Nursing Scholars Day, Boston, MA, May 9, 2024.

Administering Ketamine Infusions for Depression: Embracing Change Across Practice Settings in a Community Hospital. Michelle Bowler, BSN, RN; Jill Benoit, BSN, RN; Christopher Malone, MPA, BSN, RN, CPAN, CCRN; Virginia Ryan, MSN, RN; Kathy McCarraher, MHA, BSN, RN, CPAN. BWH Karsh Nursing Scholars Day, Boston, MA, May 9, 2024.

Code De-escalation: The Roles of Registered Nurses on the Multidisciplinary Team to Manage Agitation and Reduce Restraint Use in a Community Hospital Emergency Department. Beth Waters, MSN, RN, CPEN; Robin Powell, MSN, RN, CEN; Dana Im, MD, MPP, Mphil; Leon Sanchez, MD, MPH; Alice Bukhman, MD, MPH; Chandler Bianchi, MHA; Terrance Lassiter. BWH Karsh Nursing Scholars Day, Boston, MA, May 9, 2024.

Reducing Wait Times and Left Without Being Seen (LWBS) in the Emergency Department of a Community Hospital. Beth Waters MSN, RN, CPEN Robin Powell MSN, RN, CEN, Leon Sanchez, MD, MPH, Alice Bukhman, MD, MPH, Chandler Bianchi, MHA. BWH Karsh Nursing Scholars Day, Boston, MA, May 9, 2024.

Evidence Based Recommendations for Management of Peripherally Inserted Intravenous Therapy. Philip Malleson MSN, RN, NPJ-BC, Jennifer Capone MSN, RN, Violeta Ramirez BSN. RN, CRNI, Paula Wolski MSN, RN, NI-BC, Kathleen Ahern Gould PhD, RN. BWH Karsh Nursing Scholars Day, Boston, MA, May 9, 2024.

Redesign and Standardization of a Falls Bundle to Decrease Patient Falls: A Quality Improvement Project. Jennifer Capone, MSN, RN; Kathryn Belanger, PT, MPT; Rose LaPlante, MBA, MSN, RN, NEA-BC; Kathleen Ahern Gould, PhD, RN; and Lynne Morrison, MS, RN, NE-BC. BWH Karsh Nursing Scholars Day, Boston, MA, May 9, 2024.

Recognizing and Responding to Bias and Microaggressions in the Workplace. Princess Francois, DNP, BSN, RN. University of Iowa Health: 31st National Evidence-Based Practice Conference, Coraville, IA, April 17-18, 2024

Implementation of a Modified Early Screening for Discharge Tool to Optimize Case Manager Efficiency and Impact Length of Stay. James Grafton, MSN, MHA, RN, CCM; Helene Bowen Brady, DNP, M.Ed., RN, NPJ-BC, NEA-BC; Joanne Kelly, BSN, RN, CCM; Margaret Kelly, BSN, RN, CCM; Kathleen Lang, BSN, RN, CCM; Paula Wolski, MSN, RN-BC; Soumi Ray, Ph.D.; Mallika Mendu, MD, MBA. Eastern Nursing Research Society (ENRS), 36th Annual ENRS Scientific Sessions. Boston, MA, April 4-5, 2024.

Prevalence of Diagnosed Diabetes Among Hospital Patient Care Workers. Sharran Burney, Boston College; Corrine Jurgens, Boston College; Erika Sabbath, Boston College School of Social Work. Eastern Nursing Research Society (ENRS), 36th Annual ENRS Scientific Sessions. Boston, MA, April 4-5, 2024

Publications

Gould, K.A., & Bowen Brady, H. (2024). Perceptions of patients with heart failure guide an understanding of initial enrolment and long-term adherence to a home-based, non-aerobic, gentle exercise programme. Evidence-Based Nursing. Advance Online publication.

Kim, A., Dykes, P., Scully, D., Wolski, P., Franz, C., Lipsitz, S., Lowehtal, G., Wien, M., & Bates, D. (2024). The optimized use of a contact-free continuous monitoring system on clinical outcomes during COVID-19. Journal of Patient Safety, (November 8, 2024). Advance online publication.

Geiler, Y., & Bowen Brady, H. (2024). Determining the effects of complex education on primary care nurse practitioners' self-efficacy in advance care planning for healthy adults. Journal of Hospice and Palliative Nursing, 26(5), 242–248.

Senter-Zapata, M., Neel, D. V., Colocci, I., Alblooshi, A., AlRadini, F. A. M., Quach, B., Lyon, S., Coll, M., Chu, A., Rainer, K. W., Waters, B., Baugh, C. W., Dias, R. D., Zhang, H., Eyre, A., Isselbacher, E., Conley, J., & Carlile, N. (2024). An advanced cardiac life support application improves performance during simulated cardiac arrest. Applied Clinical Informatics, 15(4), 798–807.

Gould K. A. (2024). Embracing artificial intelligence: A challenge for 2025. Dimensions of Critical Care Nursing, 43(6), 277-278.

Gould, K. A. (2024). Book and media review. Research design: Qualitative, quantitative, and mixed methods approaches. Dimensions of Critical Care Nursing, 43(6), 277-278.

Gould K. A. (2024). The AMA Insider: A digital reference for timely updates to AMA style and format. Dimensions of Critical Care Nursing, 43(6), 334.

Gould, K. A. (2024). National health care decisions day 2024: As certain as death and taxes. Dimensions of Critical Care Nursing, 43(5), 229-230.

Gould, K. A. (2024). Book and media review. Silva, How to Write a Lot. American Psychological Association. 2019. Washington, DC. Dimensions of Critical Care Nursing, 43(4), 224-225.

Gould, K. A. (2024). After the pandemic: Retaining the lessons. Dimensions of Critical Care Nursing, 43(4), 175.

Burney, S., Jurgens, C., & Sabbath, E. (2024). Prevalence of diagnosed diabetes among hospital patient care workers. Abstracts for the 2023 ENRS Annual Scientific Sessions. Nursing Research, 72(3), E25-E163.

Grafton, J., Bowen-Brady, H., Kelly, M., Kelly, J., Lang, K., Wolski, P., Ray, S., Loescher, C., Pearson, M., & Mendu, M. (2024). Implementation of a modified early screening for discharge tool to optimize case manager efficiency and impact length of stay. Abstracts for the 2023 ENRS Annual Scientific Sessions. Nursing Research, 72(3), E25-E163.

Gould K. A. (2024). Sharing and disseminating your work at a professional venue. Dimensions of Critical Care Nursing, 43(3), 172-173.

Gould, KA . (2024). Book and media review: National plan for health workforce well-being. Dimensions of Critical Care Nursing, 43(3), 170-171

Gould, K. A. (2024). Book and Media Review: Self-care for nurses: Small doses for wellness. Dimensions of Critical Care Nursing, 43(2), 102-103.

Gould, K. A. (2024). Journal impact factor: What this means for authors. Dimensions of Critical Care Nursing, 43(1), 1–2.

Gould K. A. (2024). The Schwartz Center for compassionate care. Dimensions of Critical Care Nursing, 43(1), 48.

Gould K. A. (2024). Understanding copyright and reuse agreements in professional publication. Dimensions of Critical Care Nursing, 43(1), 49.

Im, D. D., Bukhman, A. K., Joseph, J. W., Dziobek, J. C., Grant, J., Clifford, K. C., Kim, I., Chen, P. C., Schmelzer, N.A., Powell, R., Waters, R., Dundin, A., Askma, N., Lassiter, T., Baymon, D. E., Shankar, K., & Sanchez, L. D. (2024). Code de-escalation: Decreasing restraint use during agitation management in a community hospital emergency department. The American Journal of Emergency Medicine, 76, 193-198.

Mini mock codes

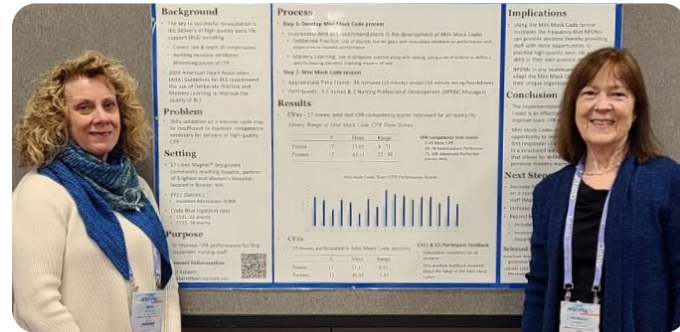
Beginnings matter

Over the past year, Patti Rabbett, MSN, RN, CCRN, and Beth Waters, MSN, RN, CPEN, nursing professional development managers, have shared their work and findings on mini mock codes on many platforms, including podium presentations at the AACN Horizons Conference in Portland, ME, and the Nursing World Conference in Baltimore as a keynote presentation.

"We began mini mock code sessions in 2020 in response to COVID-19," said Rabbett. "A needs assessment revealed that bedside staff wanted more experience in responding to bedside emergencies, including cardiac arrests."

Literature supported the benefits of additional practice in performing early, high-quality cardiopulmonary resuscitation (CPR). The American Heart Association (AHA) requirement for renewal as a basic life support (BLS) provider occurs on a biennial basis.

"We know from the literature that skill deterioration can occur in as little as three months after BLS certification," said Waters. "Mini mock sessions provide an opportunity to practice BLS throughout BWFH with one to two sessions offered per month. Staff response has been



Beth Waters and Patti Rabbett

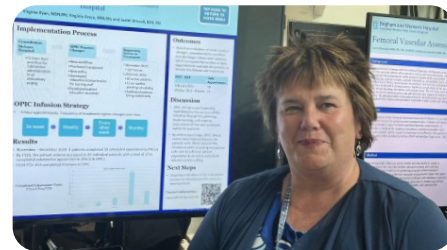
overwhelmingly positive with repeated requests for mini mock events."

The sessions cover recognition of unresponsiveness and cardiopulmonary arrest, initiation of BLS including a call for help, CPR, utilization of an AED/defibrillator and other necessary equipment, and a debriefing session. Staff also have opportunities to repeat the session.

"The simplicity of the mini mock sessions allows them to be conducted in any setting," said Rabbett. "Dissemination of this work has taken us to many conferences and events, and it has been well-received. It also has resulted in great networking and has helped us to achieve our goal of sharing a process for improving early, high-quality BLS in support of improving outcomes everywhere."

Karsh Scholars Day

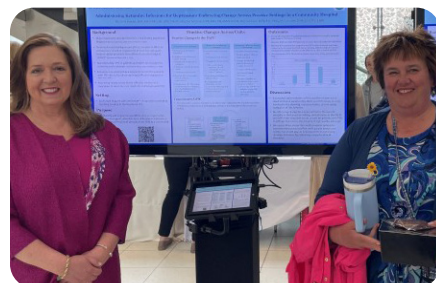
BWFH nurses were well-represented during the annual Karsh Scholars Day, held at the BWH Main Campus as part of nurse recognition in May. Complete details on poster presentations are included on the following pages.



Virginia Ryan



Princess Francois



Jill Benoit and Virginia Ryan



Philip Malleon and Jennifer Capone



Staff participate in quarterly Wellness Sessions.



7 South team members participate in the Quality Olympics.



6 South Team



6 South Team



Clinical nurses participate in a quarterly prevalence survey.



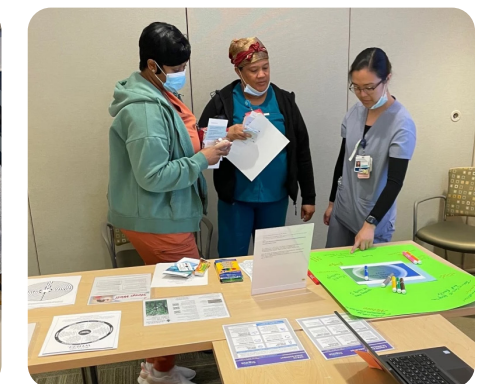
Team members from Care Continuum Management and Social Work receive an I CARE Award.



Emergency Department clinical nurses participate in the escape room using our new SimMan.



The Pre-Operative Hold team



Staff participate in quarterly Wellness Sessions.



Magnet Champions with their iPads during the virtual Magnet site visit in January.



Nurses attend the Spring Summit.

Our mission

Our mission is to provide compassionate, high-quality, evidence-based nursing care in a learning environment that meets the diverse needs of our patients, families and communities.

Our vision

To be the premier department of nursing in an academic community hospital in the New England area.

Our values

All of our nurses demonstrate a commitment to the profession of nursing through the following core values:

Respect

Inquiry

Collaboration

Excellence



Mass General Brigham
Brigham and Women's Faulkner Hospital

brighamandwomensfaulkner.org

