

Noteworthy Nursing

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UC Irvine Health earns Magnet Designation

by Donna Grochow, MSN, RNC

UC Irvine Medical Center has been named a Magnet hospital for the third time by the American Nurses Credentialing Center's (ANCC) Magnet Recognition Program. Our hospital was initially awarded Magnet designation in 2003 and redesignated in 2008. With this recent designation, UC Irvine remains on a list of only 378 Magnet-designated healthcare organizations out of nearly 6,000 nationwide.

The Magnet designation formally recognizes healthcare organizations with quality patient care, nursing excellence and innovations in professional nursing practice. Receiving Magnet redesignation illustrates the commitment of our nurses to ensure the highest level of care. Magnet designation also recognizes that interdisciplinary collaboration is embedded in our culture. Our redesignation is a result of the interdisciplinary teams of highly skilled professionals and support personnel coming together to create a culture of excellence.

UC Irvine Health earned Magnet designation after undergoing an extensive review and systematic evaluation of our nursing practices and outcomes by the ANCC. The process was thorough and lengthy, taking approximately 18 months to complete. It included comprehensive reviews of

compliance with more than 88 Magnet standards, as well as on-site interviews with our staff, physicians, patients and community members.

Our journey to Magnet designation culminated with a three-day site visit held in August. The three appraisers were here to "verify, clarify, and amplify" what was in the written document. The appraisers were impressed with the work environment, resources and support provided for the staff. In addition, the appraisers were completely overwhelmed by the staff of UC Irvine Health, especially their enthusiasm and intense desire to share their stories.

The appraisers identified many areas of exemplary practice, including staff commitment to patient care, our shared governance model and innovative nursing practice. Innovation was cited as an exemplary practice, and the appraisers commented that nursing leaders across the organization have created a culture that encourages innovation.

Our Magnet Ambassadors deserve recognition for spending endless hours preparing for the site visit, as well as escorting the appraisers during the visit. Their dedication, combined with the exemplary nursing practice, allowed UC Irvine Health to successfully achieve Magnet redesignation.



UC Irvine Health

CNO Corner

by Karen A. Grimley, BSN, MBA, PhDc, RN, Chief Nursing Officer



Dear Colleagues,

I am very pleased to announce that we will introduce a new self-evaluation and peer evaluation tool for our professional nursing staff. This new peer review tool was designed by a subcommittee of our Professional Practice Council and has been reviewed and supported by our shared governance councils. DH 48/58 has been piloting the process for several months with great success. The tool is simple to use and it has been designed around our ARI²SE values in an effort to remind us of the true worth of a peer's actions, interventions and behaviors as they relate to the practice of nursing at UC Irvine Health.

The American Nursing Association Code of Ethics recognizes that "effective peer review is indispensable for holding nursing practice to the highest standards. Peer review helps address the boundaries of duty and loyalty for all nurses,

including 'the responsibility to preserve integrity and safety, to maintain competence, and to continue personal and professional growth.'"¹ An effective peer review process assures that each member of our nursing organization receives input from colleagues for furthering professional development.

At UC Irvine Health, we continually strive to improve ourselves to assure that our patients receive the highest quality of nursing care. Input from our peers about our practice or our approach to care delivery can guide us as nurses in our practice. The opportunity for introspection and self-assessment, coupled with feedback from peers, can offer valuable insight into a nurse's professional practice and the delivery of exceptional patient care. As with each endeavor to improve the quality of nursing care here at UC Irvine, it is evident that the use of a more formal peer review process will greatly enhance each nurse's ability to contribute to improving patient care and individual nursing practice.

As we roll out our new peer review process, your unit practice councils will decide on a selection method for determining how peer reviewers will be selected and whether or not the peer reviewers will remain anonymous. While some units may choose to begin this process with anonymity, it is my hope that in the near future all units will move to

open and positive relationships. Open dialogue should be skillful and focused, and staff can feel comfortable providing and receiving feedback when the reviewers are revealed; anonymous feedback lacks empirical support for promoting professional growth and patient safety.²

Please continue to work with your unit practice councils to provide feedback to the larger Nursing Professional Practice Council on how the process is working and where there are opportunities for improvement.

Best wishes for a safe holiday season,
Karen

A handwritten signature in black ink that reads "Karen A. Grimley". The signature is written in a cursive, flowing style.

¹Haag-Heitman B, George V. "Nursing Peer review: Principles and practice," *American Nurses Today* 6:9 (September 2011): 52.

²Haag-Heitman B, George V. "Nursing Peer review: Principles and practice," *American Nurses Today* 6:9 (September 2011): 49.

Nurse Residency Program

By Susan Gallitto, BSN, RNC-NIC

Congratulations to our second cohort of UC Irvine nurse residents who completed their first year as professional nurses at UC Irvine Health. Fifteen new grads were honored at the second Nurse Residency Program graduation ceremony on July 25, 2013. As part of their participation in the 12-month Nurse Residency Program, each nurse resident is involved in developing an evidence-based practice project. These projects were displayed and presented at the graduation ceremony.

Megan Fung: SSDU
Emily Garrison: T3
Vickie Kan: T5
Crystal Kang: T4
Sommer Kaskowitz: DH 76/78
Alice Koopmans: NSCU
Praise Lam: DH 76/78
Summer Lingenfelter: DH 76/78
Jennifer Munson: ED
Ana Nava-Campos: BICU
Whitney Norrbom: SSDU
Euna Oh: BICU
Lindsay Pawlas: DH 32
Marcus Pence: DH 76/78
Jonathan Shoemaker: SSDU

Welcome to our third cohort of UC Irvine nurse residents who began their 12-month Nurse Residency Program in April 2013.

Jessica Banks: DH 58
Rigoberto Casillas: NICU
Jane Choi: DH 58
Shannon Ma: NICU
John Mullee: ED
Nicole Ofori-Atta: NICU
Breanna Rader: DH 32
Inna Siazon: T4
Erica White: SICU

Welcome to our fourth cohort of UC Irvine nurse residents who began their 12-month Nurse Residency Program in September 2013.

Natalie Glisson: DH 48/58
Angelina Le: NICU
Natasha Luangrath: NICU
Muriel Makamure: BICU
Rachel Marino: NICU
Helen Medina: ED
Teresa Polinski: ED
Seana Souza: NICU
Nikki Tabalanza: ARU
Lyn Tiamzon: DH 48/58

Congratulations to the following second cohort nurse residents whose abstract for poster presentation was accepted by UHC/AACN Nurse Residency Program meeting in 2014:

Marcus Pence: DH 76/78
Emily Garrison-T3



American Medical Mission: Project Angkor

By Darlene Bradley, PhD, RN, CNS, FAEN

American healthcare workers formed Project Angkor as a humanitarian mission for the people of Cambodia. Annually, I join other members of Project Angkor to sustain a medical clinic servicing up to 1,000 patients per day. Project Angkor consists of American medical, nonmedical and dental volunteers, as well as former Cambodian refugees. The team provides free healthcare to the people, and education and training for the Cambodian healthcare providers who remain in the country. Cambodian medical students and pharmacists work with the American volunteers to both translate and learn American medical practices. Citizens of Cambodia travel from across the country to the clinic in hope of receiving a “miracle cure” from Americans.

I serve as the director for nursing services on the team and in Cambodia. Nurses provide a variety of services such as triage, rapid intravenous infusions, nebulizer treatments, administration of medication, stabilization, and transport of the critical ill (primarily pediatric) to a regional medical center aboard an ambulance. Through the nursing process, nurses assess, diagnose, plan, intervene and evaluate patient outcomes. Education of care recipients and the Cambodian healthcare providers is essential to maintain services.

This underserved population presents a challenge for the American Medical Mission but sharing one’s time, expertise, and abilities is re-

warding. Educational opportunities abound, including cultural, geographical, professional and social.

Further information on the Project Angkor Mission can be found at <http://projectangkor.org>



Children of the orphanage were given health exams and gifts.

NICU nurse travels to Rwanda to make a difference

By Kelly Watanabe, BSN, RNC-NIC

Kelly Watanabe has worked as a nurse in the Neonatal Intensive Care Unit (NICU) at UC Irvine Medical Center since 2009. During her senior year of nursing school at Biola University, she traveled to Rwanda, Africa, and served in one of its rural district hospitals. Since then, she has returned three times and continues to collaborate with the medical staff and people in the community to build relationships and bridge the gap in quality healthcare. Kelly's teams have worked in many of the same units we have here at UC Irvine, but they needed a bit more creativity and adaptability. Her teams assisted with surgeries, births and wound care, without monitors, pumps, wall suction or oxygen. They worked side-by-side with the nurses and doctors teaching them anything they could to improve their patient outcomes.

Last year, UC Irvine Health donated hundreds of infant feeding tubes that were no longer serviceable due to a state-mandated change. Kelly sent them over hoping they could be of use and soon learned that the entire country had been out of those exact tubes for months and that babies had been dying of starvation as a result. What was going to be our trash now is literally feeding children in Africa! According to Kelly, "It is truly a different world in Rwanda, but when all is said and done, they do an amazing job with what they have."



For detailed stories and more pictures visit Kelly Watanabe's blog at <http://kellyinrwanda.blogspot.com>

DAISY Award honorees

By Sherry Carter, BSN, RN



In March 2012, UC Irvine Health adopted the DAISY Award as a recognition program for our nursing staff. The DAISY Award is an international program that rewards and celebrates the extraordinary clinical skill and compassionate care given by nurses every day. UC Irvine Health is proud to be a DAISY Award Partner, recognizing one of our nurses each month with this special honor.

Please take a moment to read about our recent DAISY Award honorees!

Jill Jennings, CN II—SICU (April)

“Jill is an amazing nurse. Not only does she take the time to really get to know her patients and their loved ones, but she quickly and efficiently meets their needs, often before they even ask. Jill is also a great mentor to new and experienced nurses. I absolutely love working with her and am constantly amazed by her superwoman abilities to get so much done while appearing to have all the time in the world for her patients...and all that with a huge smile, boundless energy and great personality. It’s an honor and pleasure to work with Jill.”



Trinie Nguyen, CN IV—Enterostomal Services (May)

“Most recently on her day off, I was see-

ing a patient that Trinie has known since he started his treatment for rectal cancer. The patient was expecting to see Trinie because he always felt so much better after her visits. With tears in his eyes, he told me that one of his best memories during his multiple hospitalizations was waking up with Trinie at his bedside telling him that he was going to be taking care of his ostomy at home and she was there to show him everything he needed to know. He said that she radiated such positive enthusiasm and energy that he believed this is what helped him be successful in caring for his ostomy independently at home.”



Tiffany Ball, CN II—SICU (June)

“We had a patient in the SICU who was very sick for about a two-week period. Her vital signs were extremely unstable, she was on CPS, multiple pressors, and we were not sure if she was going to make it. Thankfully, she finally stabilized. During the time she was super sick, her hair got knotted and was in a big rat’s nest. Tiffany was bathing her one night and during the bath, she spent two hours washing her hair, brushing all the knots out, and the French braiding her hair into two pigtail braids that not only kept her hair out of the way, but also made it look really good. Every week, even if she didn’t have the patient, Tiffany would go see her and re-do her braids if they became messy. It was such a caring gesture and

one that I know was above and beyond what was required.”



Katie Hantke, CN II—SICU (July)

“Two weeks ago, her older brother passed away at the young age of 25. It was traumatic and completely unexpected for Katie and her family. After taking a couple of shifts off to be with her family, Katie came right back to work and put her patients first even with all of the turmoil going on in her personal life. Her strength during this time has been an inspiration to all the nurses on our unit and she has used the experience of being the family member of someone in the hospital to better relate with our patient’s families that are going through similar situations. Seeing Katie turn her experience with her brother’s untimely death into something she could use to help our patients proves her amazing dedication to being a nurse and how big her heart is.”



Chiba University nurses visit

By Sherry Carter, BSN, RN

On Monday, Dec. 9, UC Irvine Health hosted a tour for six nurses from Chiba University Hospital, from Chiba, Japan, for three days. These nurses were sent to learn innovative approaches to healthcare from hospitals in the United States. The group included a nurse manager in medical safety, an assistant nurse manager in the ENT unit, an assistant nurse manager in NICU, and three staff nurses— one each from an orthopedics unit, diabetes unit, and a GI unit. Based on their requests, our guests from Japan heard presentations from a wide array of medical center staff, including frontline nurses. One of our nurses, Kaykay Vang, CN III from SICU, spoke to the nurses regarding head and neck surgery patients and provided the following feedback after her presentation:

“It is very interesting to hear of how healthcare can differ so vastly yet we all have one common goal in mind—the ability to help care for and heal our patients. This was definitely a once-in-a-lifetime learning experience. I was able to provide some suggestions on early educational intervention and suggested utilizing a collaborative or team approach to help facilitate patient care. I hope that these nurses were able to learn from us and will be able to apply some of the things we do here into their practice. It is always amazing to learn from one another to enhance the care we provide for our patients. In this case, this was a perfect example of how we can share with other

healthcare providers from various areas of the world how we exemplify the passion to care and the power to heal.”



Nursing showcase

Congratulations to the following nurses who have obtained their specialty certification in the following areas:

CCRN Certification:

Taryn Lukina- SICU
Tiffany Ball-SICU
Cassidy Nguyen-SICU
Victoria Cardona-BICU
Alex Qquindo-BICU
Noelle Telebricio-BICU

Oncology Certification:

Jiselle DeAsis-Arbiola-DH 76/78

Med-Surg Certification:

Azizah Asari-DH 48/58
Robin Lin-DH 48/58
Victor Pineda-DH 48/58
Ashley Lee-DH 48/58

NICU Certification:

Julianne Bulalacao-NICU
Keely Washington-NICU
Sunhee Dang-NICU
Donna Davis-NICU

BC-RN:

Caitlin McLaughlin-DH 48/58

CMSRN:

Bryan Romero-DH 76/78

Congratulations to the following nursing assistant who graduated to RN:

Lynelle Tiamzon-DH 48/58

Congratulations to the following nurses who have obtained their degree:

Bachelors of Science, Nursing:

Jessie Nguyen-DH 76/78

Masters of Science, Nursing:

Mary Pham-NSCU
Cindy Chon-NSCU
Gary Brentlinger-ARU

Masters of Business Administration in Healthcare:

Leticia Weatrowski-SICU

Congratulations to the following nurses who received a promotion:

Erica White, CN II-SICU
Donna Davis, CN III-NICU
Amy Newton, CN III-NICU
Nicole Villar, CN III-NICU
Angela Tito, CN III-NICU
Kay Lopez, CN III Sup-SICU
Thao Vo, CN III Sup-DH 48/58
Dan Bernstein, Nurse Manger-DH 32
Ludi Chiong, Nurse Manager-T4

Congratulations to the following nurse who received the Leslie Ann Ferree Memorial Compassion Award:

Cindy Chon, CN II-NSCU

Congratulations to the following nurses on their poster presentations:

28th Annual Clinical Symposium on the Advances in Skin and Wound Care:

Susan Magorno: Department of Nursing Quality, Research & Education, "Pressure Ulcer Stage Identification: Improving Accuracy at the Bedside"

National Association of Neonatal Nurses Annual Conference:

Abbe Deane: NICU, "Esophageal Perforation: An uncommon hazard in the NICU"
Jacquie Lomax: NICU, "Parent Education- Keeping up with the times"
Molly Rapini: NICU, "Bringing the NICU out of the Dark: One way to minimize night shift fatigue"
Kelly Watanabe: NICU, "Nasopharyngeal Resuscitation of Infants 26-32 weeks"
Lindsey Simons: NICU, "Withdrawal of artificial nutrition and hydration at end of life"

AWHONN Annual Conference

Johanah Morelos Carrera: Department of Nursing Quality, Research & Education, "Lights, Camera, Saves Lives!!-Impact of Low Budget, Low Fidelity Simulation to the Bedside Nursing Practice"

January 2014

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7 NICU Intro Course 1000-1400, 200 Bldg	8	9	10	11
12	13 NA/HUSC Skills Class Make-Up Session 1300-1600, Bldg 56, 113-115	14 NICU Intro Course 1000-1400, 200 Bldg Perinatal Simulation Class 1300-1700, Bldg 50	15 Assessment and Intervention of the Stroke Patient 0830-1230, Bldg 56, 113	16 OB AORN Skills 1200-1400, Bldg 50	17 Preceptor Update 0830-1230, Bldg 56, 113-114	18
19	20	21 NICU Intro Course 1000-1400, 200 Bldg Professional Practice 0900-1300, Bldg 53	22 Nurse Residency cohort #3 1200-1600 Bldg 53, 121	23 Nurse Residency cohort #4 1200-1600, Bldg 56, 113-114	24	25
26	27	28 NICU Intro Course 1000-1400, 200 Bldg	29 Palliative Care Conference 0800-1630, Bldg 53, Aud Perinatal Bereavement Conference	30 Neonatal Resuscitation 0800-1700, 44 Work-room	31 NICU Intro Course 1000-1400, 200 Bldg	

February 2014

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3 OCN Review Course	4 NA New Hire Class NICU Intro Course 1000-1400, 200 Bldg OCN Review Course	5	6 Traumatic Brain Injury 0900-1300, Bldg 56, 113	7 Diabetes Update 0900-1300, Bldg 56, 113-115	8
9	10	11 NICU Intro Course 1000-1400, 200 Bldg Perinatal Simulation Class Bldg 50	12 IMPACT ICU Course	13	14	15
16	17 Hemodynamic Monitoring 1200-1600, Bldg 56, 113	18 NICU Intro Course 1000-1400, 200 Bldg Neonatal Resuscitation 0800-1700, 44 Work-room	19 Preceptor Workshop 0900-1500 53, 121	20 OB AORN Skills 1200-1400, Bldg 50	21	22
23	24	25 NICU Intro Course 1000-1400, 200 Bldg	26 Redesigning Journal Clubs 0900-1000, Bldg 56, 113-115 Writing for publication 1015-1115, Bldg 56, 113-115 NRP cohort #3 Graduation 1300-1500, Bldg 54, 5th floor	27 BP Boot Camp 0800-1200, Bldg 54, 5th floor Nurse Residency cohort #4 1200-1600, Bldg 56, 113-114	28 NICU Intro Course 1000-1400, 200 Bldg	