June 18, 2013 Magnet Re-designation Phone Call

CELEBRATING NURSING EXCELLENCE

2013

Patient Care Services Annual Report

Vineland Medical Center
Elmer Medical Center
Bridgeton Health Center
February 2014

Welcome to the first Patient Care Services Annual Report for the Inspira Health Network.

Inspira Health Network was formed in late 2012 as a result of a strategic partnership between South Jersey Healthcare and Underwood Memorial Hospital. These organizations have combined to form a comprehensive Health Network offering health and wellness services to the residents of four counties across Southern New Jersey via more than forty locations and sixty access points.

Our Patient Care Services Department is committed to upholding the mission and vision of Inspira Health Network and to providing only the highest quality nursing care. This commitment was evidenced early in 2013 when the Inspira Medical and Health Centers at Vineland, Elmer and Bridgeton were recognized by the American Nurses’ Credentialing Center with their second consecutive designation as Magnet organization. This prestigious honor is currently held by less than 7% of hospital nationally and is universally recognized as the hallmark of organizations which provide exceptional nursing care resulting in exemplary patient outcomes.

The continual review and revision of the department’s Professional Practice Model (PPM) is a tangible reflection of Inspira’s commitment to nursing excellence. This year, our nursing leaders have chosen to showcase the accomplishments and achievements of our exemplary nurses using the PPM as our framework. In doing so, we invite you review our organization’s framework for professional nursing practice and experience the resulting exceptional clinical and professional outcomes.

Elizabeth Sheridan, RN, BSN, MA, NEA-BC, FACHE
Chief Nurse Executive, Inspira Health Network
Vineland, Elmer and Bridgeton
Chief Operating Officer, Inspira Medical Center Vineland

Anne McCartney, MSN, RN, NEA-BC
Vice President, Patient Care Services
Inspira Medical Center Vineland

Janet Davies, RN, MSN, CCNS
Vice President, Patient Care Services
Inspira Medical Center Elmer
The Nursing Leaders of Inspira Health Network’s Vineland, Elmer and Bridgeton Campuses are pleased to welcome and support our colleagues at Inspira Medical Center Woodbury as they begin the journey towards Magnet Recognition.
Nursing Informatics Council Charts the Future or EMRs

Not since the implementation of barcoded Medication Administration Check (MAK) has the Nursing Informatics Council been involved in as many and as broad reaching projects as they have been in 2013. In its efforts to move to a fully electronic medical record system, the informatics council worked directly with Information Systems professionals to develop and implement a number of electronic platforms impacting multiple disciplines and practice settings.

Among the council’s accomplishments have been the development and roll-out of an electronically based Medication Reconciliation program, electronic, interdisciplinary plans of care and a significant upgrade to the critical care documentation program. The introduction of a fully electronic Medication Reconciliation program represented a crucial phase in the organization’s expansion of Computerized Physician Order Entry (CPOE) and incorporates an added layer of medication safety for patients who followed a complex medication regimen at home prior to their hospitalization. Upon admission to the emergency department patients whose medications are dispensed by a commercial pharmacy have the option of having their currently ordered medications being retrieved and entered electronically based on pharmacy billing records. Medications can also be manually entered by the admitting nurse. This list then becomes part of the patient’s medical record and can be accessed electronically by all care providers. The same list is then updated throughout the patient’s stay and eventually becomes part of the patient’s discharge instructions. Moving to electronic plans of care allow care providers from all disciplines to take an active part in planning a patient’s care. The Soarian Plans of Care platform assists providers in identifying potential problems based on their admitting diagnosis, history and other demographic data ensuring a comprehensive and multi-faceted plan of care based on each patient’s individual needs. The Soarian Plan of Care also coalesces input and notes from various disciplines including food and nutrition services, physical therapy and respiratory care in one virtual document to facilitate care coordination and patient centered collaboration. “Electronic plans of care is another step in Inspira’s journey towards an integrated and interdisciplinary medical record. Not only do they facilitate interdisciplinary communication, our Soarian Plans of Care support our commitment to truly patient centered care,” explained Dawn Davis, RN, BSN (Information Systems Clinical Liaison) Finally, the latest upgrade to electronic clinical documentation brought together experts from Critical Care Nursing, Information Systems and Biomedical Engineering. The Critical Care Connect package allows critical care monitors in the intensive care units to “talk” directly to the nursing documentation system. This process allows for seamless transcription of vital signs and other critical patient metrics directly from the bedside monitoring systems to the patient’s medical record. This automatic transfer ensures accurate and timely documentation while sparing the time nurses would have otherwise spent manually entering this information.
Research Council To Launch 1st Virtual Research Conference

Inspira Health Network is home to thriving and proliferative Research Council. Inspira’s Nurse Researchers are studying novel nursing interventions and improvements to existing best practices which have the potential to improve patient care across our network and beyond. Both the evidence based practice process and the nursing research process conclude with dissemination. Disseminating research findings to the largest audience possible facilitates translating today’s nursing research findings into the evidence based practices of the future. To that end, Inspira Health Network has chosen to embrace the rapidly expanding field of online learning and offer their research conference in a novel virtual format. This first of its kind conference allows Inspira Researchers to share their research projects and findings with healthcare professionals around the globe and do so in the most cost-effective manner possible. “Nursing Research in the New Millennium: A Virtual Conference” will be available for viewing beginning in early 2014. Aline Holmes, MSN, RN (Senior Vice President, NJHA Clinical Affairs and Director, NJHA Institute for Quality and Patient Safety) provided the conference’s Key Note address focusing on the continual evolution of nursing research and technologies. The conference, organized into three modules, covers timely topics ranging from patient and provider perceptions of nursing uniforms to engaging diabetic patients in their care. Free CEs are available to viewers after each segment of the conference. “By embracing a web-based format, the Inspira Research Council setting the trend for future conferences but they are showcasing our research accomplishments in a state of the setting accessible to anyone with internet access” explained Roseanne DeFrancisco-Racano, MSN, RN-BC, Chair of the Nursing Research Council. The Nursing Research Council and Inspira’s nursing leadership team cordially invite you to view the conference (when it becomes available) by visiting:

www.InspiraHealthNetwork.org/NursingResearch

Did You Know?

The Inspira Health Network Nursing Practice Council Approved Nearly 400 New and Revised Policies in 2013!
PEOPLE: Inspira Invests In Employee Health

Inspira Health Network’s newly restructured Safe Patient Handling team brought together nursing experts from a variety of practice specialties including surgical services, medical-surgical nursing, critical care and employee health in 2013. The team worked together to identify current regulatory requirements, industry advancements and evidence based best practices across the region. Over the course of several months the team worked with injury prevention specialists from the organization’s insuring agency, manufacturer’s representatives and educators and conducted site visits with local healthcare agencies. Of the course of several months nurses and support staff (such as nursing assistants, physical therapists and patient transporters) trialed various pieces of lifting equipment and other supportive/assistive devices. At the conclusion of the trial Senior Leaders of Inspira Health Network committed the funds necessary to purchase three individual pieces of equipment (Sabina II Sit to Stand device, Golvo Total Body Lift, and Viking XL Total Body Lift) for each nursing unit. The Sabina II Sit-to-Stand device is unique in that it offers both lifting and positioning assistance. Most commonly used for transfer from bed to chair, the Sabina device assists providers by limiting the potential for patient transfer injury while facilitating patient mobility and activity. The Golvo and Viking XL total body lifts offer support for moving and transferring all patients, including bariatric patients, to and from a variety of positions. According to the co-chairs of the Safe Patient Handling Committee (Martina Robinson, RN, BSN (Employee Health Manager) and Sharon Slavic, RN, MBA, MSN (Administrative Director, Surgical Care Center), “The number of patient handling injuries has decreased significantly since the implementation of the new lifting equipment. In the beginning of 2012 our injury rates ranged from 7-9 injuries each quarters, since the implementation of the equipment we have never had more than 3 each quarter”. Inspira’s Safe Patient Handling efforts were recognized by the New Jersey State Nurses’ Association in October, 2013 when a poster featuring the Team’s work and outcomes was included in the Association’s annual conference held in Atlantic City, New Jersey.
SERVICE: iCARE!

2013 marked the beginning of Inspira Health Network’s iCARE initiative. This sweeping patient experience initiative was selected by Inspira’s Senior Leaders, including Chief Nursing Executive Elizabeth Sheridan, as most accurately representing Inspira’s commitment to building relationships with the population we serve. The multi-faceted iCARE approach includes both a framework for initiating patient dialogue and a philosophy for guiding patient interactions. The acronym iCARE stands for Introduce, Confirm, Ask, Reassure and Educate. At Inspira Health Network iCARE has been expanded to include other patient safety initiatives such as hand-washing reinforcement (I also indicating Infection Control, a.k.a. “Gel In, Gel Out”). Inspira chose to incorporate two additional, novel patient education and patient engagement strategies into the iCARE approach. The “Teach Back Method” engages patients in their care by actively engaging them in healthcare behaviors and proactively assessing patient’s learning and understanding of complex care strategies. The Teach Back Method incorporates phrases such as “explain to me what changes you will be making in your medications when you get home” or “tell me what signs and symptoms you would call 911 immediately for” in order to accurately assess patient’s understanding of vital healthcare information which shared with me. Care Narration is a philosophy of “talking while doing” and encourages providers to explain their actions and the rationales for them while they do them. “There are a number of similar approaches; however Inspira selected iCARE because it fit with our values of quality and compassion. ICARE is an evidence based approach. Research has shown that when all staff use a consistent communication approach in every interaction with patients, the patients stress and fear is reduced, and the patient is better informed and able to express concerns, resulting in safer, higher quality care and outcomes,” explained Inspira Health Network Chief Nursing Executive and Inspira Medical Center Vineland Chief Operating Officer Elizabeth Sheridan, RN, BSN, MA, NEA-BC, FACHE.
GROWTH:
Behavioral Health Care at its BEST

Originally opened more than a century ago, Inspira Health Center Bridgeton (formerly Bridgeton Hospital) has played a key role in the health and wellbeing of Cumberland County residents for decades. Currently the facility provides essential services to some of the most vulnerable and fragile patient by hosting Inspira’s in and outpatient behavioral health services, a satellite limited emergency department, inpatient hospice unit and dialysis center. A comprehensive Behavioral Health programs are perhaps the largest and most crucial of Bridgeton Health Center’s offerings and was recently the focus of an extensive renovation and expansion. The service line currently consists of inpatient units for both adults and children as well as a specialty intermediate-long term unit for children and adolescents, one of only two such units in the state. Inspira Behavioral Health Services also include intensive outpatient and partial care programs for residents of all ages and a crisis screening program housed in the Emergency Department.

In late June, 2013 Bridgeton Health Centered realized the first phase of a multi-million dollar upgrade to behavioral health program and services. The upgrades and expansion of the Adult Behavioral Health Unit effectively doubled the size of the existing unit and includes the addition of four urgently needed patient beds. Among other improvements in the unit’s physical environment is an ability to offer separate treatment areas for patients with differing needs. In the new unit patients with acute behavioral disturbances can receive the intensive intervention, safety precaution and monitoring they require while voluntarily admitted patients such as those with depressive symptoms can participate in a therapeutic milieu more tailored to their individual needs.

After opening the new adult unit the previous unit became the temporary home of Inspira Health Center’s pediatric Behavioral Health Patients while a $4 million renovation took place in the Child-Adolescent short term acute care unit. The state of the art children’s unit was unveiled in December, 2013 and includes a variety of improvements such as additional single occupancy room to maximize the number of patients who can be treated while maintaining strict safety precautions and high-end recreational and educational spaces. As a part of the unit’s improvements, partial-care services and programs for children and adolescents were also expanded. “Behavioral health clients are a very marginalized population and to provide such comprehensive services for that population really exemplifies Inspira’s commitment to the community we serve,” explained Dave Moore, MSN, RN-BC, Executive Director of Behavioral Health Services.
GROWTH: Hometown Hyperbaric Wound Therapy

June 2013 saw the addition of Hyperbaric Therapy to Inspira Health Network’s comprehensive Wound Care services. A dedicated outpatient Wound Care Center located on the campus of Inspira Medical Center Elmer has been available to the patients of Cumberland and Salem Counties for several years and has been very successful in managing pressure ulcers, venous stasis ulcer and some diabetic foot wounds. However, some conditions, like those diabetic foot ulcers and other complicated wounds which involve infections that penetrate through to the bone or occur as a complication of either malignancies or radiation therapy, require more specialized treatment. In 2012, the leaders of Inspira Health Network (the South Jersey Healthcare) recognized the need to increase the treatment options available to patients with these complex wounds, here in their own community. These leaders turned to the entire Inspira family and designated improvements to the Wound Care Center as one of the projects to be funded by the annual Employee Giving Campaign. The generosity of the Inspira Family and the commitment of Inspira Leaders culminated in the opening of two Hyperbaric Therapy Chambers in June, 2013.

These state of the art chambers are overseen by Wound Care Center Director Becky Scharf, MSN, RN, CWS, CWCN, CDE, specially trained Emergency Department Physicians and Wound Care Tech Michelle Hayes, LPN; all of whom completed an intensive forty hour training program offered by noted Wound Care Specialist and Researcher Dr. Thomas Serena. Approximately 80 or more patients are treated in Inspira Health Network’s Hyperbaric Chamber each month. While individual treatment plans vary, most patients complete a series of thirty to forty two hour treatments administered daily (Monday through Friday). While incredibly successful the rigorousness of these treatment plans has proven to be prohibitive for some patients. In the past, issues of transportation, co-morbidities and even cost has prevented patients from accessing this specialty car, primarily offered in urban centers in Philadelphia and beyond. The hyperbaric chambers at the Inspira Wound Care Center are currently the only such treatments available in rural Southern New Jersey including all of Cumberland and Salem Counties. In addition to patients with diabetic foot ulcers, the wound care center is currently also using hyperbarics to treat patients with other complex conditions such as failed reconstructive flaps, pressure ulcers that involve underlying bony structures and radiation induced cystitis and proctitis. The hyperbaric chambers are also available, should the need ever arise, to provide emergent, lifesaving treatment for victims of carbon monoxide poisoning. According to Wound Care Center Director Becky Scharf, the hyperbaric chamber has made a profound difference in a number of patient’s wound healing in just the short six months it has been in operation. “We have had so many success stories already. One patient had a persistent diabetic foot wound that nothing would help, after his hyperbaric treatment, the wound has fully closed. Another patient survived cancer but was left with osteonecrosis of their jaw. The wound and infection had to be treated before additional necessary dental surgery could be completed. Our hyperbaric services made that possible, right here in the patient’s backyard... no crossing state lines, no tolls, no traffic jams, no parking dilemmas, just the state of the art treatment they so needed.”
QUALITY:
ISO Certification Validates Commitment to Quality

The International Organizations for Standardization (ISO) was developed in 1947 with the purpose of formulating industrial standards focused on efficient best practices. Since that time the ISO organization has developed some 19,500 standards for a variety of industries ranging from agriculture to healthcare. When Inspira Health Network chose to move to Det Norske Veritas (DNV) for credentialing purpose in 2010, they made the commitment to also pursue ISO designation as well. Pursuit of ISO designation by a healthcare organization symbolizes Inspira’s commitment to exemplary and quality patient care.

ISO designation is contingent upon the organization’s development and fully integrated implementation of a comprehensive Quality Management System that supports the three main ISO Goals of:

- Consistent service that meets customer needs and statutory regulatory requirements
- Customer Satisfaction
- Continual improvement of systems

A crucial component of both ISO designation and the Inspira Quality Management System are internal checks or audits of all areas, structures and processes. To that end Inspira Health Network has trained and implemented nearly fifty internal auditors representing all disciplines and specialties. Over the course of the last year, these auditors have performed more than 120 audits across the Inspira Medical Centers at Vineland and Elmer and Health Centers at Bridgeton and Vineland as well as more than a dozen offsite outpatient areas and clinics. In keeping with the Quality Management System, findings in these audits trigger a review of the situation, corrective action plans and detailed follow up. “In 2013, Inspira Medical Centers Vineland and Elmer, Inspira Health Center Bridgeton and Vineland as well as all outpatient centers affiliated with those licenses received ISO 9001:2008 certification. ISO 9001:2008 Certifications demonstrates that our organization’s management system has been independently audited and confirmed as being in conformity with ISO 9001:2008 quality standards. We are the first two acute care hospitals in Southern New Jersey to receive this certification,” explained Emily Turnure, MSN, RN, NEA-BC, Administrative Director of Education and Accreditation. At the time of this writing, Inspira Health Network’s facilities were the only DNV accredited acute care hospitals in New Jersey to have achieved ISO 9001:2008 certification.
FINANCE:
Thoughtful Resource Allocation Improves Patient Outcomes and Ensures Network Strength

All Inspira Health Network nurses play a pivotal role in the allocation of organizational resources. From our CNE (also the Chief Operating Officer for the network’s largest campus) who participates in organizational budget planning and implementation, to nursing leaders who autonomously manage their units individual salary and supply budgets, to our Clinical Outcomes Managers and Magnet Program Director who hold voting positions on the organization’s Value Analysis Committee to our clinical nurses who have the ability to make requests for capital purchases through Shared Governance and Unit Based Practice Council meetings... nurses across the network routinely assess the evidence in support of new equipment or services as well as the outcomes associated with resulting changes in practice or process. Key to the network’s success is the organizational focus on how any change, capital improvement or cost savings initiative impacts patient outcomes. Patient Care Services, including nurses at all levels, identify an outcome associated with each request for a new product, whether the item meets the threshold for capital consideration or not. As a result of this careful consideration the Patient Care Services Department finished 2013 between 7 and 8% under budget for both salary and supply dollars while still outperforming national norms for preventable hospital associated complications including pressure ulcers, falls, CAUTIs and CLABSIs and meeting regional goals for patient satisfaction.

Nursing Leaders
Use Data to Improve Patient Care Efficiency

Beginning in 2013, Inspira Emergency Departments and Inpatient Units began new processes to ensure the timely movement of admitted patients from the ED to their hospital rooms. Nursing Directors and Senior Nursing Leaders meet daily to review the “pulling” process, identify and address barriers and analyze resulting outcomes. As a result Turn Around Time for ED patients has decrease by more than 20% over the course of 2013.
PCI: Saving Lives in Our Community

According to the American Heart Association more than 1.5 million Americans experience a heart attack each year. Of this massive number of myocardial infarctions, some 250,000 are ST Elevated Myocardial Infarctions (STEMIs), the most lethal type of heart attack. The gold standard treatment for STEMIs includes opening the occluded vessel as soon as possible in order to restore blood flow to the compromised area of the heart thus averting heart muscle death and preserving cardiac function. Coronary vessel occlusion can be alleviated either mechanically via an interventional cardiac catheterization procedure (Per Cutaneous Coronary Intervention – PCI) or chemically with thrombolytic medications. Of the 250,000 STEMIs which occur each year, less than 70% of patients receive one of these life-saving treatments. And, even when PCI (the most preferred treatment method) is provided to patients, less than half of the time is it performed in the recommended ninety minute time frame. Delays are often largely related to the availability of PCI labs, currently less than 25% of hospitals nationwide offer this life saving procedure. In late 2013, Inspira Medical Center Vineland became the only hospital in Salem and Cumberland County to offer PCI to our residents.

The opening of the Emergency PCI Program at Inspira Medical Center Vineland represents the culmination of nearly a year of planning and training. Prior to offering Emergent PCI Services physicians, nurses and staff in the Cardiac Catheterization lab, Emergency Department and in-patient units were required to complete intensive training on how to recognize, stabilize, treat and care for PCI patients. Emergent PCI is also the first step expanding the services offered by the cardiac catheterization lab with the eventual goal of offering interventional catheterization services to all patients, not simply those whose lives are in danger. By the close of 2013, the PCI program at Inspira Medical Center Vineland had already treated eight STEMI patients, six of whom were treated in an average of just over one hour (sixty-five minutes), well under the established ninety minute guideline and almost half the two hour time period allotted to rural organization such as Inspira Health Network. The PCI program’s most recent patient, a thirty-two year mother of a newborn infant, collapsed at home shortly before Christmas. Despite experiencing a complete cardiac arrest, the patient was revived and successfully treated with PCI. She left the hospital in time for the holidays and with likely no lasting effects from her cardiac event. “If we had to fly her to a tertiary facility, or worse yet, drive her there the time between her cardiac event occurred and when circulation was restored would have been at least doubled, if not longer. Her outcome could have been much much different. She has her whole life ahead of her now. It has been a long and exacting process but offering lifesaving services right here, in our community, is invaluable” explained Michele Zucconi, MSN, RN, CCRN, Administrative Director of Cardiac Care.
**INTERDISCIPLINARY COLLABORATION**

**CAMPUS SPOTLIGHT: Vineland**

**Multi Disciplinary Diabetes Education**

The Inspira Medical Center MDT Diabetes Class represents the latest in healthcare trends and exemplifies the prevalence of interdisciplinary collaboration seen in Inspira Health Network. The MDT consists of professionals from the disciplines of nursing, pharmacy, rehabilitation services and registered dieticians. The one hour class is held weekly on the Cardiac Care Center and is open to any diabetic patients as well as their family members and/or care givers. IRB approved research discovered that NONE of the patients who participated in the MDT Diabetes Education class were readmitted for a diabetes related diagnosis and those few who were readmitted came to the hospital for reasons not at all related to their diabetes diagnosis. Patients were also universally pleased with the class and found the learning both valuable and applicable. Avoiding readmission is not only indicative of patient empowerment; it is also represents potential avoidance of lost revenue. Extrapolated across Inspira Health Network’s entire diabetic population, similar readmission reductions could represent a more than $1 million cost savings to the organization. Primary Investigator, Carol Copsey, MSN, RN-BC (Clinical Outcomes Manager, Cardiac Care Center) and the potential impact of the MDT Diabetes Class was recently recognized by the American Association of Critical Care Nurses as their 2014 National Teaching Institute Research Abstract Winner and will be high-

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**CAMPUS SPOTLIGHT: Elmer**

**The Dietary Department At Your Service**

Long the subject of humor and ridicule, “hospital food” has been a recent focus of interdisciplinary and system wide improvements at Inspira Health Network. After successfully implementing a Room Service approach to meal selection and delivery at the Inspira Medical Center Vineland in 2012, plans were made to expand these services to the Elmer Campus as well in 2013. “Room Service epitomizes both patient centered care and excellence in patient experience,” explained Donna Gagliardi, MS, RD (Food and Nutrition Services Director), “allowing patients to order their choice of meals preserves patient independence, ensures they are able to request meals that are in keeping with any specific cultural preferences and offers interdisciplinary care providers the opportunity to engage patients in learning about using diet to manage their medical conditions.” The change to room service at Inspira Medical Center Elmer brought together experts from nursing, senior leadership, food and nutrition services and information systems. As a result of these coordinated efforts, patient satisfaction scores for meal related questions have increased by more than 25% is some cases and as much as more than 50% in others since its implementation in early 4th Quarter 2013..
Developmentally Designed Emergency Care

There are few things more frightening for parents than when their child experiences a medical emergency. Swift and definitive treatment is paramount in restoring or maintaining health in young children and adolescents and emergency medicine is rarely one-size-fits-all. In response to the needs of our community’s youngest residents, Inspira Medical Center Vineland was pleased to partner with the Alfred I DuPont hospital for children to offer specialized Pediatric Emergency services in a dedicated eight bed Pediatric Emergency Department. Officially opened in ????, the Inspira Medical Center Pediatric Emergency Department offers age and developmentally appropriate care in specially designed rooms featuring specially designed pediatric equipment. “Pediatric medical emergencies are unique in every way. Patients present differently, require specialized diagnostic work-ups and highly individualized treatment plans. Nursing care of pediatric patients in emergency situations is also very family centered, parents and care-givers need to have an active role in the emergency care their child receives. The dedicated Pediatric ED allows us to provide the highest quality care in a state of the art setting, right here in our community,” explained Sherry Remy, MSN, RN-CEN, Director of Emergency Nursing. Staff in the Pediatrics ED underwent intensive pediatric specific training in order to provide the highest quality care to young patients and their families. Pediatric hospitals, along with Inspira Medical Center pediatricians are available to continue this specialized care should patients require inpatient admission.

CAMPUS SPOTLIGHT:

Bridgeton

Grant Funded Specialty Care

According to the Substance Abuse and Mental Health Services Administration (SAMHSA), nearly 9 million American experience both substance abuse and mental health disorders simultaneously; however only 7.4% of these patient receive needed treatment for both conditions. Inspira Health Network recognized the acute need to provide specialized care to these especially vulnerable and underserved patients. Together with Inspira Medical Center Woodbury the Behavioral Wellness Center at Inspira Health Center Bridgeton were recently awarded $879,000 in grant funded to expand care for co-occurring diagnosis patients over the next three years. Funding was obtained from the NJ Department of Human services and the Division of Mental Health and Addiction Services and will fund the addition of specially trained therapists, advanced practice nurses and support personnel dedicated specifically to the care of patients with both mental health and substance abuse diagnoses using evidence based strategies including medication management, Cognitive Behavior Therapy, Assertive Community Treatment, case management, mentoring, supported employment and a variety of group and support group therapies.
Targeting Professional Certification on the Medical Care Center

National certification is widely recognized as the hallmark of specialized nursing excellence. Achieving specialty certification from a national, professional nursing organization indicates that a nurse has met that organization’s stringent standards of specialty nursing practice and skill. Each year, Inspira Health Network sets organizational goals aimed at promoting national certification and increases in the number of certified nurses caring for our patients. 2013 saw an extraordinary commitment to professional certification on the critical care units of the Medical Care Center of Inspira Medical Center Vineland. Together with Administrative Director Terri Spoltore, MSN, RN, CCRN and then Assistant Nurse Manager (and now Clinical Outcomes Manager) Lisa Cossaboon, BSN, RN, CCRN; Education Specialist Kelly Marsh, MSN, RN, PCCN led a campaign to inform Medical Intensive Care Unit and Medical Step Down Unit nurses of both the benefits for national certification and the mechanisms in place within Inspira Health Network to facilitate achievement and maintenance of national certification. An active member of the Southeastern Pennsylvania chapter of the American Association of Critical Care Nurses (AACN) herself, Marsh recognized that while certification is universally valued, the process can be daunting. In addition to preparing certification preparation folders which included all required forms and recommended study materials. After making herself available to answer questions regarding the certification process and examination content Kelly worked with the leaders of the medical care center to ensure certification eligibility and registration paperwork was completed and submitted seamlessly to the AACN, including requests for the unique pre-payment of testing fees programs offered by Inspira Health Network. As a result of her efforts an explosion of certification has occurred on the critical and progressive care units of the medical care center. To date twenty-seven (more than one third of the nursing staff) nurses have applied to test for specialty certification in critical (CCRN) or progressive (PCCN) care. By the close of 2013, more than half of those applicants already have already successfully completed the required examination and are now certified by the AACN in their respective specialties.

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CULTURALLY COMPETENT SAFE SLEEP: PROTECTING OUR MOST VULNERABLE PATIENTS

In 2012, Sudden Infant Death Syndrome (SIDS) rates in Cumberland County, NJ were more than 50% higher than the mean rate for New Jersey overall. Cumberland County infants, in particular, are disproportionately subject to a number of factors known to increase the prevalence of SIDS. While definitive strides in SIDS awareness and prevention have been seen since the introduction of the Back to Sleep campaign in the early 1990’s and more recently the nationwide Safe Sleep campaign, opportunity for improvement still exists. Neonatal Intensive Care Unit (NICU) staff nurse Wendy Kelly, BSN, RN-NIC recognized that primary among these opportunities was a need to provide safe sleep education that is both consistent and delivered to the diverse clientele of Inspira Health Network in a culturally competent manner. For example, in many social and culture groups (especially some for which SIDS rates far exceed national norms) bed-sharing (the practice of allowing an infant to sleep in an adult bed with parents or other adult care givers) is an expectation. Simply advising against such a practice has been shown to do little in actually changing behavior. In order to expand Inspira Health Network’s practitioner’s knowledge of providing safe sleep education in a culturally competent manner, Ms. Kelly sought out and was awarded grant funding by the CJ Foundation for SIDS, a national non-profit supporter of safe sleep advocacy initiatives.

Funding from the CJ Foundation funded, in part, a half day conference held at Inspira Health Network focusing directly on identifying and addressing SIDS risk factors in a culturally competent manner. The program featured key note presentations by noted SIDS researchers and educators Dr. Susan Bronheim and Dr. Barbara Ostfeld. More than fifty healthcare providers from three states and representing a variety of disciplines including nurses, physicians, educators and social workers attended the conference. Attendees also took part in an IRB exempted research study which sought to examine the benefits of the conference on provider knowledge. When analyzed using a dependent t-test, data analysis revealed statistically improvements in knowledge as measured by a pre and post-test knowledge assessment with mean test scores increasing from 84.9 to 96.6 (p<.01). While unique in its focus and subject manner, the Culturally Competence Safe Sleep Conference is representative of Inspira Health Network nurses commitment to advancing the profession and science of nursing. Performing grant-funded research is the hallmark of scholarly practice,” explained Marjorie Pollock, MSN, RN, WHNP (Administrative Director of Women’s and Children’s Services), “clinical nurses interact directly with patients and are in a position to observe, first hand, opportunities from improvement in patient care. Here at Inspira Health Network, our clinical, bedside nurses take an active role in both securing funding to improve practice with our organization and conducting academically sound research to change practice throughout the nursing profession.”

Did You Know?
In 2013 Inspira Health Network Increased the Organization’s Commitment to the Higher Education of Our Staff by Increasing Annual Tuition Assistance Limits by 25%

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Inspira Nurses Take PRIDE in Professional Development

The Organization’s Professional Ladder (PRIDE—Professional Recognition in Developing Excellence) recognizes and rewards academic achievements, national certification, performance improvement and shared governance participation and community service. PRIDE Participation increased by more than 25% in 2013.
Nurse of the Year Celebrates Peer to Peer Recognition

In the words of our winners…. “Teamwork”

VINEALND
Lillian Lugo, RN, BSN
(Surgical ICU)

“I believe my co-workers nominated me because I give my patients a “home” while they are in our care by demonstrating empathy and compassion and giving good care. I involve the nurse aides and the whole team to accomplish our patients goals.”

ELMER
Tony Mazzeo, BSN, RN-BC
(2 East)

“I think my co-workers chose me because I’m never afraid to help out, no matter the task… I will work an extra shift or in another unit, I go with the flow. guess I am willing to play in whatever sandbox needs the help!”

BRIDGETON
Lucy Torres, RN-BC
(Adult Mental Health Unit)

“I think my co-workers chose me because of teamwork. I don’t mind helping anyone. We are all here for the patients... Don’t delegate anything you wouldn’t do yourself.”

Inspiria Health Network Nurses routinely receive recognition for their accomplishments, achievements and exceptional contributions to the lives of our patients and the profession of nursing. Every nursing unit within Inspiria Health Networked added a “PROFESSIONAL EXCELLENCE” wall to their unit in 2013. This wall, positioned in a publically visible area, proudly displays the advanced degrees, certifications and awards of the nurses working in that unit. Feedback from patients and interdisciplinary health professionals has been overwhelmingly positive. In fact, the organization’s Professional Excellence walls received special attention from our ANCC Magnet Appraisers during their April re-designation site visit. Within the organization Inspiria Nurses are recognized primarily through the Inspiria Health Network Nurse of the Year program. Each year nursing units nominate and recognized nurses who have made extraordinary contributions to both the unit and the patients they care for. Nominations are submitted for clinical nurses by clinical nurses and are centered on each individual’s contributions to the health network’s five Keys to Success: People, Quality, Service, Fiscal Stewardship and Growth. Our sincerest congratulations to this year’s thirty eight winners.
INNAGURAL RICHARD HADER VISIONARY LEADER AWARD: Chris Roller, RN-BC (Nurse Manager, Inspira Medical Center Vineland, 1 East)

Christine was the inaugural winner of the Dr. Richard Hader visionary leader award sponsored by the widely circulated Nursing Management journal. Dr. Hader has been an influential nursing education and nursing leadership figure for several decades. His contributions to nursing scholarship and nursing research have contributed to the development of accelerated RN to BSN programs and top patient centered models of care. Dr. Hader passed away in early 2013. In honor of his long tenure as Editor of Nursing Management, this award was created by Nursing Management to recognize nursing leaders who make influential contributions to both clinical practice and the nursing practice environment.

ORGANIZATION OF NURSE EXECUTIVES OF NJ—Divisional Leader of the Year Award: Anne McCartney, MSN, RN, NEA-BC (Vice President of Patient Care Services, Inspira Medical Center Vineland)

This prestigious award is presented annually to New Jersey nursing leader who responsibilities include multiple nursing units, service lines or department. According to the NJ ONE, “the nominee demonstrates exceptional leadership in his or her role as the individual responsible for multiple areas of clinical practice.”
New Jersey March of Dimes Recognizes Excellence in Inspira Nurses!!

In December, 2013 Inspira Health Network Nurses’ contributions to patient care were celebrated by the New Jersey March of Dimes at their annual Nurse of the Year Gala. This year’s event, chaired by Inspira Medical Center Vineland’s Vice President of Patient Care Services (Anne McCartney, MSN, RN, NEA-BC) SIX Inspira Nurses named as finalists:

* Terri Spoltore, MSN, RN, CCRN (Administrative Director : Medical Care Center, 1 East and Magnet)
* Sarah Seabrook-DeJong, MSN, APN, CS, FNP, BC, CRNP (Administrative Director of Behavioral Health Services)
* Kim Carr, BSN, RN-BC (Assistant Nurse Manager, 1 East)
* Sharon Grusemeyer, BSN, RN, CPHQ (Director, Performance Improvement)
* Shelly Shipman, BSN, RNC-OB (Clinical Nurse, LDRP)
* Diane Figura, LPN (Surgical Services)

CONGRATULATIONS To Our NJ March of Dimes Nurse of the Year Winners!

Adult Critical Care: Terri Spoltore, MSN, RN, CCRN
Behavioral Health: Sarah Seabrook-deJong, MSN, APN, CS, FNP, BC, CRNP

14th Annual Betty Neuman Symposium Award Winners:
David Moore, MSN, RN-BC (Executive Director, Behavioral Health Services)
Carol Burkhardt-Fuentes, RN-BC (Clinical Nurse, AMHU)

2013 AACN CIRCLE OF EXCELLENCE INDUCTEE:
Michele Zucconi, MSN, RN, CCRN (Administrative Director, Cardiac Services)

2013 nurse.com GEM Finalist:
Robin Taylor , BSN, RN-C, CNML (Nurse Manager LDRP)
Inspira Medical Center Vineland
1505 W. Sherman Ave
Vineland, NJ 08360
856-641-8000

Inspira Medical Center Elmer
501 Front Street
Elmer, NJ 08318
856-363-1000

Inspira Health Center Bridgeton
333 Irving Avenue
Bridgeton, NJ 08302
856-575-4500

Inspira Medical Center Woodbury
509 North Broad Street
Woodbury, NJ 08096
856-845-0100

www.InspiraHealthNetwork.org