

# NURSING OUTCOMES REPORT

2023-2024



**UPMC** | **CHILDREN'S**  
HOSPITAL OF PITTSBURGH

# CNO Message



**Paula Eicker,**  
**MSN, RN, NEA-BC**  
*Chief Nursing Officer*  
*Vice President,*  
*Patient Care Services*

Colleagues,

I am honored and humbled to have the opportunity to be the CNO of UPMC Children's Hospital nursing division. The caring and compassion that I witness every day amazes me but does not surprise me. Staff walk into this hospital with one goal in mind, make it a good day for the kids. That common goal unites our teams and fosters a sense of inclusion and purpose. Reflecting on key strategic priorities and achievements this past year, I am grateful for staff's unwavering commitment to our patients and families.

This past year, we placed our focus on high quality care and patient outcomes. Key priorities include hardwiring high reliability efforts and programs that ensure zero harm to patients and staff. Our high-quality care partnered with excellent patient experience fosters a partnership with our patients and families that facilitates decision making specialized for each patient. Nurse led initiatives and process improvement efforts led the way in reducing hospital acquired conditions.

Our Shared Leadership Councils have played a vital role in improvements in care delivery, recruitment and retention of staff and **patient experience**. The growth of our pediatric service line includes transforming and directing the pediatric care here at Children's and ensuring standardization of care in other UPMC pediatric centers. Empowering nurses to reach beyond our four walls facilitates high quality pediatric care in those areas that may be limited.

Our workforce is strong, and nursing leaders continue to look for improvements in recruiting, onboarding and retaining new nurses. I give a heartfelt thank you to our mentors and preceptors who provide the necessary resources to ensure success as new nurses maximize their scope of practice.

Along with all the challenges in the past few years, we were able to obtain our 3rd Magnet Designation in 2022. This is such an honor and acknowledges the magnificent nursing professionals we have at Children's. We are diligently working towards obtaining our 4th designation in 2026 by elevating our nursing practice to heights that strive for excellence in patient outcomes and nurse experience. Interprofessional teams collaborate and share a vision of creating programs that elevate our nursing practice and patient outcomes.

The following pages will present the amazing achievements of our nursing team and our focus on what matters the most; delivering high quality/safe care, a patient experience that creates open communication and a work environment that fosters growth and development. Please join me in celebrating nursing at UPMC Children's Hospital.

## MISSION

*Improving the health  
and well-being of children  
and young adults through  
excellence, empowerment,  
professional advancement,  
evidence-based practice,  
advocacy and nursing  
research*

## VISION

*To be the world leader in  
pediatric nursing*

## VALUES

*Quality and Safety  
Dignity and Respect  
Caring and Listening  
Responsibility and Integrity  
Excellence and Innovation*

ORGANIZATIONAL OVERVIEW



2024 UPMC Children’s Hospital of Pittsburgh Visits

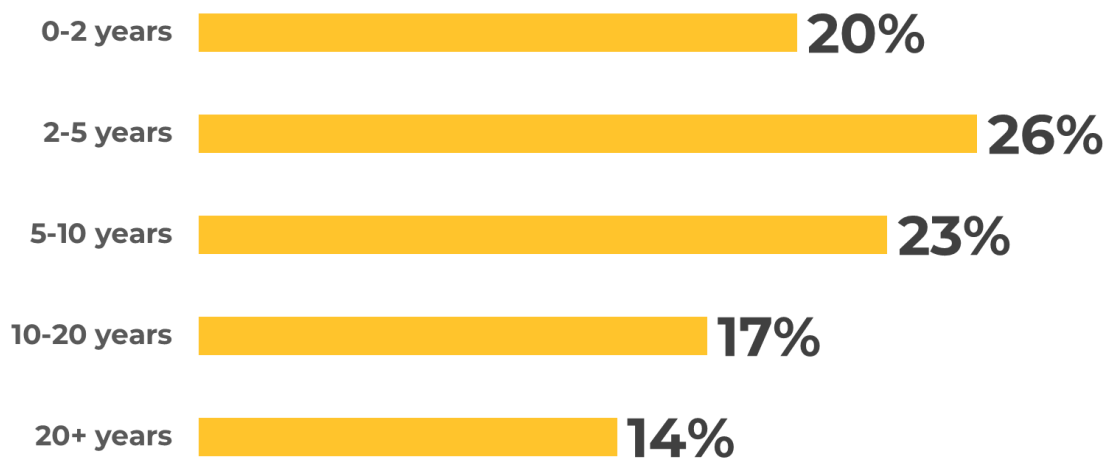
Emergency Room Visits	↔	76,917
Express Care Visits	↔	146,146
Inpatient and Observation Stays	↔	22,334
Surgeries	↔	20,400
UPP Encounters	↔	456,404
Outpatient Visits	↔	1,756,965

## NURSING OVERVIEW

### Nursing by the Numbers



### Years of Nursing Experience



## NURSING OVERVIEW

### Commitment to Excellence in Nursing



## UPMC Children's Hospital of Pittsburgh 2023-2025 Nursing Strategic Vision and Priorities

**Grow the Pediatric Service Line**

**Increase access to Pediatric Behavioral Health**



**OUR VISION**  
**To be the world leader in pediatric nursing**

**Elevate the Heart Institute to a destination center**

**Lead through innovation and research**

**Professional Practice Model**  
**The Driving Force of Nursing Care**

**Exemplary Nursing Practice**  
Empowerment  
Development  
Appreciation  
Community  
Collaboration

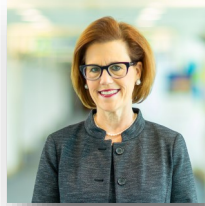


3.31.2023

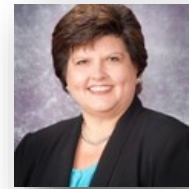
## SENIOR LEADERSHIP



**Paula Eicker,**  
MSN, RN, NEA-BC  
Chief Nursing Officer  
Vice President, Patient Care Services



**Diane S. Hupp,**  
DNP, RN, NEA-BC, FAAN  
President



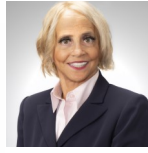
**Durae Vincze,**  
MSN, RN, NEA-BC  
Vice President, Operations



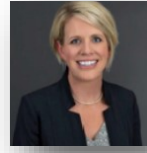
**Melissa McIntyre,**  
BSN, RN, CM-BC  
Senior Director,  
Transplant/ Oncology/  
Neurosciences



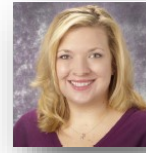
**Carrie Vincett, DNP,**  
RN, CPN, Senior  
Director, Critical Care  
Medicine



**Dawn Wilkerson,**  
MSN, RN, CCTC,  
CPTC , Director,  
Transplant Services/  
Hepatology/ Intestinal Care



**Belinda Callaghan,**  
DNP, RN, NEA-BC  
Senior Director,  
Ambulatory Services



**Jennifer Dickman,**  
DNP, RN, CPN  
Director, Surgical  
and Anesthesia  
Services

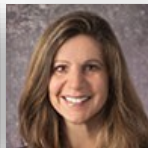


**Kristen Straka,**  
DNP, RN, NEA-BC. CPN  
Senior Director, Emergency  
Department/ Behavioral  
Health Sciences/  
Rehabilitation Services

## UNIT LEADERSHIP



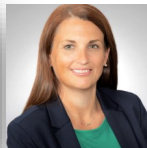
**Lynn Belice,**  
MSN, RN, CPN  
7B, Transplant



**Lisa Burek,**  
BSN, RN, CPN  
Procedure Center



**Jamie Capone,**  
MSN, RN, CCRN  
NICU C



**Stacey Cote, MSN,**  
RN, CPN, CCTN  
Clinical Transplant



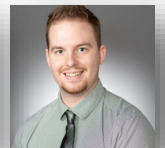
**Tonya Evangelista,**  
MSN, RN, CPHON,  
CPN 9B, Hematology/  
Oncology/ BMT



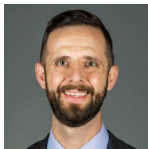
**Pam Hackett,**  
BSN, RN, CPN  
Infusion/ Dialysis



**Kesha Jones,**  
BSN, RN, CPN  
7D, CHRU



**Brendan Karnbauer,**  
MSN, RN, CPN  
9C, Hematology/  
Oncology/ BMT



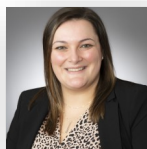
**Kris Kolden,**  
BSN, MBA, RN,  
CPEN, 9A  
Adolescent/ Endo



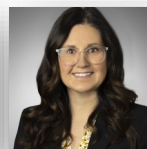
**Leslie Konyk,**  
MSN,RN, CCRN  
Operating Room



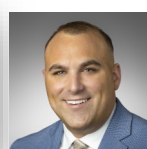
**Ericka Kincaid,**  
BSN, RN, CPN  
SDS/ PACU



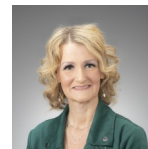
**Jackie Kwasniewski,**  
DNP, RN, CPN  
8B, Medical/ GI



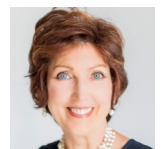
**Branee Miller,**  
MSN, RN, CPN  
North Surgery  
Center



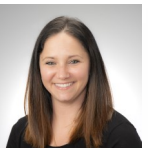
**Drew Miller, MSN,**  
RN  
6E, EMU/ Vascular  
Access Team



**Amanda Petrill,**  
MSN, RN, CPN  
6B, General/  
Thoracic Surgery



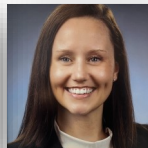
**Christine Perlick,**  
MBA, BSN, RN,  
Trauma Services



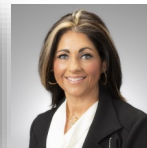
**Felicia Pruszewski,**  
MSN, MBA, RN,  
CPN Cardiac  
Catheterization Lab



**Emily Shawley,**  
DNP, RN, CPEN  
PICU



**Katrina Tarquinio,**  
MSN, MBA, RN,  
CPN 7C, Medical/  
Surgical



**Ann Terzis,**  
MSN, RN, CPN  
6A, Ortho/ Neuro/  
Trauma



**Marcie Tharp,**  
MSN, RN, CCRN  
CICU/ 7A



**Leah Urbaniak,**  
MSN, MBA, RN  
Radiology



**Sheila Vasbinder,**  
MSN, RN  
NICU A



**Susan Wible, MSN**  
MBA, RN, CPN  
Nursing Services



**Jennifer Woodring,**  
MSN, RN, CPN  
Emergency Department

## TRANSFORMATIONAL LEADERSHIP

### Nurse Leader Rounding to Improve the Patient Experience through Consistent Bedside Practices

Unit leadership at UPMC Children's Hospital of Pittsburgh is committed to improving the patient experience. Leadership partnered with a Huron coach to make a difference in the UPMC Experience using nurse leader rounding. Unit leaders take accountability for improving the patient experience through daily rounding on each patient with specific areas of concentration. Unit leaders are provided a template of questions to ask, specifically targeted toward the assessment of:

- ◆ The patient's knowledge of who their nurse is for the day and building nurse-patient relationships with evidence of staff performing a meaningful AIDET during **bedside shift reporting**.
- ◆ How often the nurse came in to check on the patient, knowing that **hourly rounding** is a best practice to avoid patient errors, injuries and to improve patient care productivity.
- ◆ Knowing the plan of care for the day, building a culture of 'always,' acknowledging the communication between the patient, parent, and provider and having **communication boards** that are always being updated.
- ◆ Did the patient and parent receive appropriate rest, building a strong trust and respect between the patient and nurse to allow for **meaningful rest**.
- ◆ How well was **pain addressed**, always the concern of parents and their child.
- ◆ Was the patient given any medications and did the nurse describe possible medication side effects, knowing the importance of patient engagement, knowledge and empowerment over their **treatment plan** and preparing them for discharge.
- ◆ Cleanliness of the **environment**.
- ◆ How often are you having to **use the call bell**, an indication that hourly rounding on behalf of the staff may not be occurring if patients are having to use the call bell more frequently.

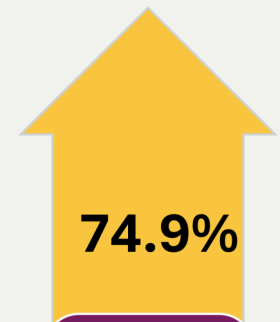
#### Percent of Behaviors Rated as 'always' or 'yes' on Child HCAHPS Survey

Best Practice Behaviors	2023	2024
Bedside Shift Reporting 'always'	80.9%	83.3%
Leader Rounding 'yes'	85.2%	85.1%
Hourly Rounding 'always'	61.7%	67.0%
Discharge phone calls 'yes'	75.2%	80.4%
Whiteboards updated 'always'	70.0%	73.8%

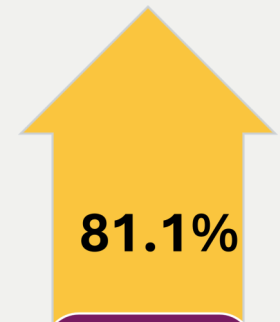
On a weekly basis, the unit leadership and senior directors meet with Paula Eicker, MSN, RN, NEA-BC, Chief Nurse Officer and Vice President of Patient Care Services to review the outcomes of nurse leader rounding and discuss potential barriers for success. By year end, UPMC Children's Hospital of Pittsburgh had improved their overall patient experience top box scores "Rate the Hospital 9/10" from 74.9% (2023) to 81.1% (2024).

### Child Hospital Consumer Assessment of Healthcare Providers and Systems (Child HCAHPS)

#### Top Box Scores for Overall "Rate the Hospital 9/10"



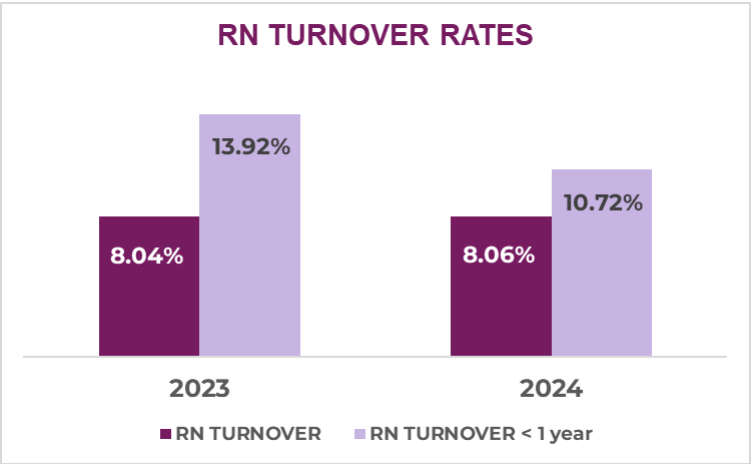
2023



2024

# STRUCTURAL EMPOWERMENT

UPMC Children’s Hospital of Pittsburgh has implemented strategies focused on recruitment and retention of nurses. These strategies include a robust onboarding program, nurse residency program, a promotional career ladder, a shared leadership structure, nurse mentor program, nurse fellowship program, and professional development opportunities. These programs have been successful in keeping nurses engaged and supported in their careers at UPMC Children’s Hospital. The overall nursing turnover rate remains below the national average.



## Nursing Retention

### Nurse Residency Coordinator



Carrie Jeffery,  
MSN, RN,  
CPN, NPD-BC

Nurse Residency Program	
NURSE RESIDENTS	
228	150
2023	2024

### Nurse Residency Program

The Vizient Nurse Residency Program (NRP)® was established in 2017 at UPMC Children’s Hospital of Pittsburgh. Key drivers of the NRP are to improve patient outcomes, enhance leadership, improve the professional role, and decrease turnover. All newly hired nurses with less than six months of clinical experience are required to complete the year-long program. Nurse residents are supported throughout the program by a residency program coordinator and a nurse residency facilitator. Nurse residents present their practice project proposal at graduation to audiences of nurses, leaders, and educators.

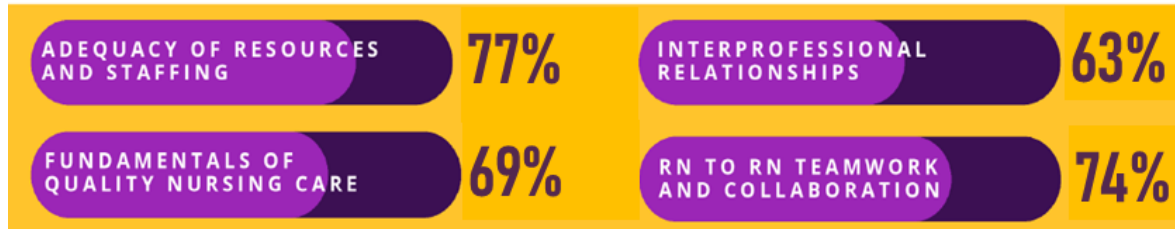


## STRUCTURAL EMPOWERMENT

### Nurse Excellence

In October 2024, all Registered Nurses who work at UPMC Children's Hospital of Pittsburgh had the opportunity to participate in the Glint Nurse Excellence Survey. The survey measures seven categories; adequacy of resources and staffing, autonomy, fundamentals of quality nursing care, interprofessional relationships, leadership access and responsiveness, professional development, and RN to RN teamwork and collaboration. The results were compared to the Glint benchmark mean scores in either Combined Pediatrics, Med-Surg, Critical Care or Operating Room.

**UPMC Children's outperformed the Glint benchmark in 4 of the 7 Magnet® categories.**



### Healthy Work Environment

UPMC Children's Hospital of Pittsburgh is committed to creating and sustaining a healthy work environment for nurses. Nurses were surveyed in 2023 and 2024 using the American Association of Critical Care Nurses' Healthy Work Environment (HWE) 2.0 Assessment Tool. The tool measures six essential standards including meaningful recognition, skilled communication, true collaboration, authentic leadership, effective decision making, and adequate staffing.

Kate Bogue, DNP, CRNP, FNP-C, NPD-BC, CPN, Programmatic Nurse Specialist, is dedicated to implementing strategies to improve nurses' environment and improve nurse retention. One of the strategies implemented included empowering clinical nurses through Nursing Excellence Council to lead a hospital-wide initiative to practice skilled communication. Continual efforts to improve the nurse environment are part of the Nursing Excellence Council strategic priorities.

#### Healthy Work Environment Score Category

(Range: Needs Improvement, Somewhat Healthy Moderately Healthy, and Very Healthy)



*In 2024, UPMC Children's scored "Moderately Healthy" in 4 of the 6 HWE essentials*



### Programmatic Nurse Specialist

#### Stilley Fund

**Kate Bogue, DNP, CRNP, FNP-C, NPD-BC, CPN**



## STRUCTURAL EMPOWERMENT

**NURSES WITH BSN  
OR HIGHER 2024  
1,304 (86.3%)**

**75.6%  
BSN**

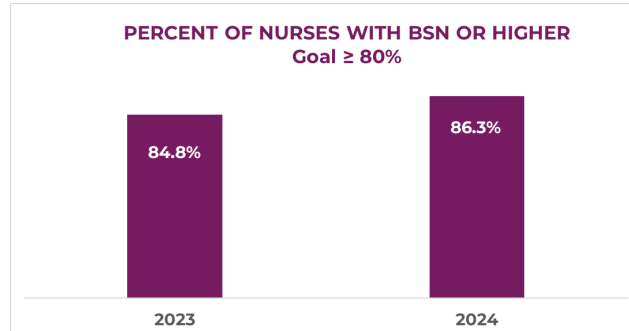
**9.5%  
MSN**

**1.1%  
DNP**

**0.1%  
PhD**

### Educational Achievements

UPMC Children's Hospital of Pittsburgh fully supports staff in professional development, lifelong learning, and educational advancement. We have strong academic partnerships for degree completion and serve as the practicum site for clinical rotations and capstone projects. From January 1, 2023, to December 31, 2024, 75 nurses successfully achieved advanced degrees in nursing. These degrees included baccalaureate, master's, and doctorate degrees.



[New Degrees](#)

### *Advancing Nursing through Education and Professional Development*

**New  
Certifications  
2023-2024**

**147  
Nurses**

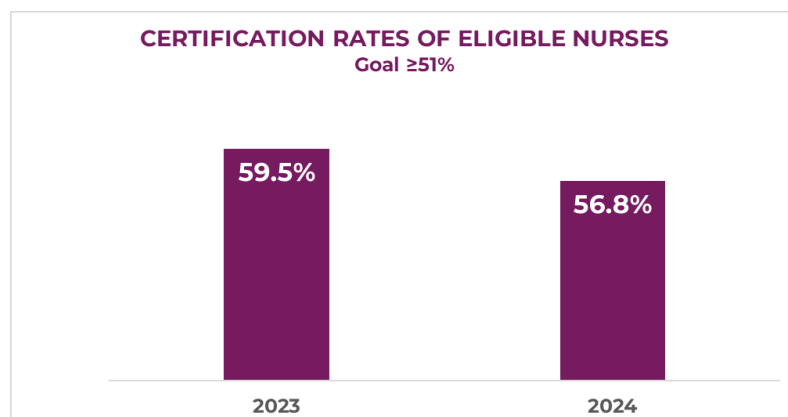
**Scan for New  
Certifications**



[New Certifications](#)

### Certifications

Certification validates a nurse's knowledge and continued competence in a specialty area. Many positive patient outcomes have been linked to advanced degrees and nursing certification and is required for all nurse leaders including unit directors and senior nurse leaders. As a part of our mission and commitment to nursing excellence, certifications are highly encouraged for our frontline staff. Many resources are offered to help nurses meet their professional development goals through review courses, free study aids, mentoring, and exam voucher programs.



## STRUCTURAL EMPOWERMENT

### My Nursing Career Promotions

MY NURSING CAREER	
NUMBER OF RNs IN MY NURSING CAREER LADDER	
707	815
PERCENT OF ELIGIBLE RNs IN MY NURSING CAREER LADDER	
95.4%	88.4%
2023	2024

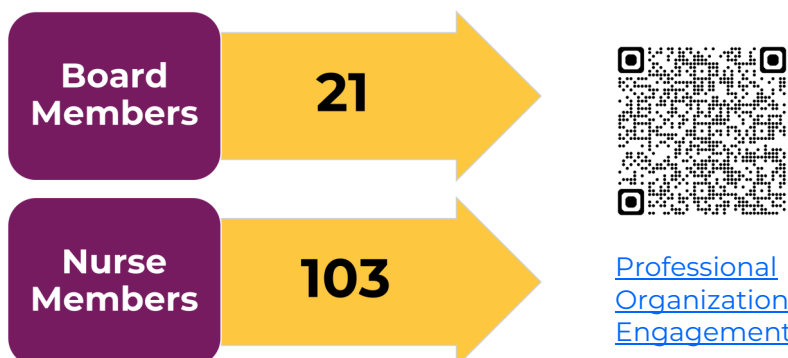
My Nursing Career (MNC) enables nurses to grow professionally within their organization while remaining at the bedside. MNC enables nurses to continue to grow their careers through various pathways, aligned with their individual levels of education, credentials, and experience. The MNC program included pathways specific for inpatient nurses, predominately outpatient area nurses, operating room nurses, and outpatient nurses. Nurses can self-promote within the appropriate areas of practice when criteria have been met.

### Pediatric Education Series

The Pediatric Education Series (PES) is a free webinar series created by UPMC Children's Hospital of Pittsburgh. Monthly webinars by pediatric health specialists provide information on topics relevant to professionals working in community, clinical, and school settings.



### Nurses in Professional Organizations



[Professional Organization Engagement](#)

### Staff Serving as Nursing Faculty



[CHP Faculty](#)

### Schools of Nursing

UPMC Children's Hospital of Pittsburgh offers a pediatric-focused clinical experience for approximately 1,600 undergraduate and graduate nursing students from approximately 27 schools of nursing each year. Nursing students observe, practice, and learn with the faculty in a dynamic, diverse, and innovative hospital environment to prepare for their professional role as clinicians, researchers, and educators to positively impact patient care outcomes. Many of our staff nurses have partnered with schools serving as clinical faculty for student nurses. These pediatric nursing experts provide an excellent resource to schools and the profession.

## STRUCTURAL EMPOWERMENT

### Nursing Fellowships

The Nursing Fellowship Program offers opportunities to enhance knowledge of specialty practice and settings. The fellowship is an 8 hour per month facilitator-led program using a blended learning technique with online, synchronous, and autonomous platforms. Curriculum includes 12 monthly sessions, incorporating principles of quality improvement (QI) and evidence-based practice (EBP), and completion of an EBP project. In 2024, the program incorporated the Johns Hopkins Evidence-Based Practice Model to standardize the curriculum. Also in 2024, a new Advanced Wounds/Burns fellowship track was added through collaboration with UPMC Mercy Hospital.

#### Burn and Wound Care Fellowship

Amanda Geyser, BSN, RN, CCRN (2024)  
Amanda Kranick, RN, CBRN (2024)

#### Critical Care Fellowship

Olivia Barracchini, RN (2023)  
Jana Beene, RN, CCRN (2023)  
Meghan Hixenbaugh, BSN, RN, CCRN (2023)  
Meghan Fitzroy, BSN, RN (2024)  
Alisha Lawhead, RN (2024)

#### Neonatal Nursing Fellowship

Ashley Frishkorn, BSN, RN, CCRN, CBC (2023)  
Brittany Wuenstel, BSN, RN (2023)  
Ashley Finn, BSN, RN, CBC (2024)  
Diedre McCluskey, BSN, RN, CCRN, CBC (2024)  
Chandler Richert, BSN, RN, CBC (2024)  
Megan VonStein, BSN, RN, CBC (2024)

#### Nursing Leadership Fellowship

Carolyn Hoffman, BSN, RN (2023)  
Kylie Kostie, MSN, RN, CPN, CCRN (2023)  
Neil O'Brien, BSN, RN (2023)  
Kelly Evangelista, BSN, RN, CPN (2024)

#### Oncology/ Bone Marrow Transplant Fellowship

Kirsten James, BSN, RN (2023)  
Mia Sipple, BSN, RN, CPN (2023)  
Madison Shemansky, BSN, RN (2023)  
Rachel Szewczyk, BSN RN, CPN (2024)

#### Pain Fellowship

TyNiesha Lee, BSN, RN (2023)  
Jacquelyn Buchanan, BSN, RN, CPEN (2024)  
Angela Militzer, RN (2024)

#### Trauma Fellowship

Jacqueline Buchanan, BSN, RN, CPEN (2023)  
Natalie McKinley, BSN, RN, CPEN (2023)  
Jade Festa, RN (2024)

## Commitment to Advanced Professional Development

### Coordinators



**Kate Bogue,**  
DNP, CRNP,  
FNP-BC, CPN



**Emily Shawley**  
DNP, RN,  
CPEN

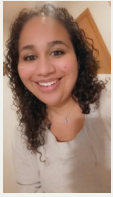


[Facilitators](#)



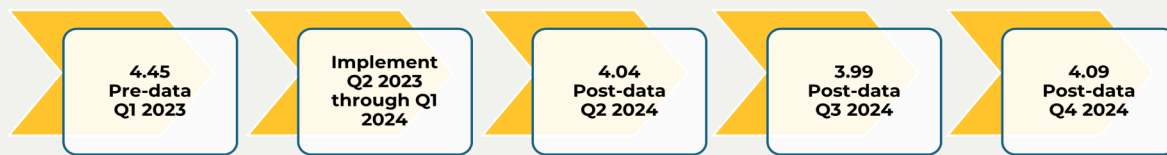
## STRUCTURAL EMPOWERMENT

### WAT-1 Withdrawal Improvement: 2023 Fellowship



**TyNiesha Lee, BSN, RN, CCRN**, began the project as a 2023 Pain Fellow and identified a gap in the assessment of withdrawal symptoms for patients receiving opioids /benzodiazepines. UPMC Children's Hospital did not have a standard assessment tool available within the electronic record to document withdrawal symptoms. Ineffective management of withdrawal symptoms may prolong length of stay in an intensive care unit and in Quarter 1 of 2023, the length of stay (LOS) in the Pediatric Intensive Care Unit (PICU) was 4.45 days. TyNiesha identified a valid and reliable tool to assess opioid and/or benzodiazepine withdrawal symptoms called WAT-1. TyNiesha collaborated with medical, legal, and health information management stakeholders to implement the new tool within the electronic medical record.

#### PICU Length of Stay in Days



## Empowering Nurses for Improved Patient Outcomes through Nursing Fellowships

### Helping Hands: Family- Nurse Partnership 2024 Fellowship

**Ashley Finn BSN, RN, CBC; Deirdre McCluskey BSN, RN, CCRN, CBC; Chandler Richert BSN, RN, CBC and Megan VonStein BSN, RN, CBC** were Neonatal Fellows in 2024. The fellows used information gained from neonatal intensive care unit (NICU) patient satisfaction feedback related to caregivers not knowing if, when, and how they can engage in care. The current practice of family participation in care was variable, without a standardized method for involving the families in newborn care. With family feedback, the fellows developed a step-by-step education guide for five patient care tasks families can complete, educated NICU C staff on helping hands program, and created a visual checklist, which was given to each family showing learning and independence of patient care tasks. The Helping Hands project kickoff was October 2024 with patient satisfaction scores improving after implementation.

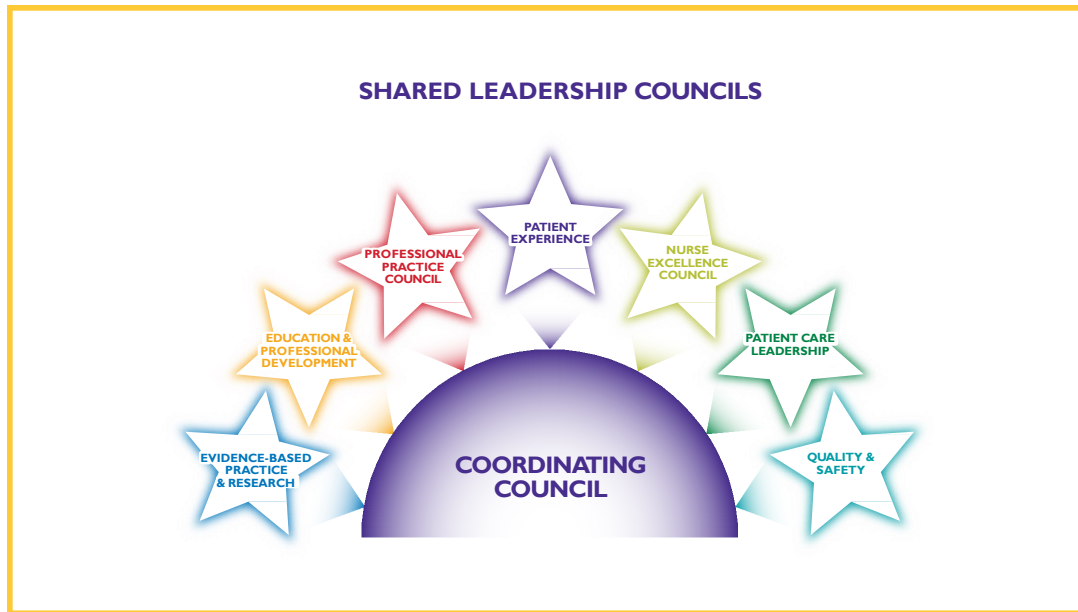


#### Top Box Percentages for "Nurses Encourage Participation In Care"



## STRUCTURAL EMPOWERMENT

### Shared Leadership Model



### *Empowering Nurses through a Shared Leadership Model*

#### **Evidence-based Practice and Nursing Research Council: Ventilator-Associated Pneumonia (VAP) Oral Care Practice Change**

In June 2023, **Christina Jockel, MSN, RN, CCRN**, Programmatic Nurse Specialist, received information regarding the latest recommendation from the Society of Healthcare Epidemiology of America (SHEA) for prevention of ventilator-associated pneumonia (VAP), specifically oral care and eliminating the use of Chlorhexidine. Current practice for oral care for VAP prevention at UPMC Children's Hospital of Pittsburgh was to use Peridex (Chlorhexidine Gluconate) every 12 hours and sterile water every 2 hours. Christina presented the recommendations from SHEA along with additional articles to the Evidence-based Practice (EBP) Council, whose membership includes nurse leaders, nurse educators, and clinical nurses, to engage them in the practice change process. Council members were empowered to make clinical practice recommendations for improved outcomes.

After council members reviewed the literature, a practice change to eliminate Chlorhexidine Gluconate was supported by the EBP council. The practice change was also vetted at VAP Committee, the Pediatric Intensive Care (PICU) Practice Council, and Physician Quality Oversight Committee for finalization. The practice change was implemented in October 2023 and the ICU standards of care were updated to eliminate the use of Chlorhexidine for oral care and to continue to use sterile water as VAP prevention standard of care.

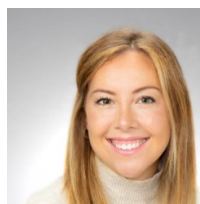
## STRUCTURAL EMPOWERMENT RECOGNITION

### Frank LeMoyne Award for Excellence in Nursing

UPMC Children's Hospital of Pittsburgh presents the **Frank LeMoyne Award for Excellence in Nursing** to honor a professional nurse who has made outstanding contributions to pediatric nursing at Children's. The award was established in 1964 under the provision of the will of Mrs. Mary LeMoyne Page in honor of her father, Frank LeMoyne, MD, who founded Children's Hospital of Pittsburgh in 1886. Unique to the Lemoyne Award is that nurses are nominated by their peers.



**Samantha Norris, MSN,  
RN, CPEN, SANE-P**  
*Emergency Department  
2023 Recipient*



**Marci Czachowski, MSN,  
RN, CCRN**  
*PICU  
2024 Recipient*

### Frank LeMoyne Award Nominees

#### 2023 Nominees

Caleb Berrett, BSN, RN, CPN  
Renee Dellaera, BSN, RN, CPN  
Nikki Ernst, BSN, RN  
Courtney Fletcher, BSN, RN, CCRN, CBC  
Tara Graham, DNP, RN, CCRN, CNL, CPN  
Jenna Harper, BSN, RN, CCRN  
Carrie Jeffery, MSN, RN, CPN, NPD-BC  
Traci Kabigting, BSN, RN, CNOR  
Kate Kirstein, MSN, RN, CNOR  
Melony Murray, MSN, RN, CPEN, CPN  
Kristin Nicolla, BSN, RN  
Samantha Parlett, BSN, RN  
Leanna Plunkett, BSN, RN, CPN  
Malia Rosenfeld, BSN, RN, CPN  
Abby Streblick, BSN, RN, BMTN, CPHON  
Megan Treese, BSN, RN, CCRN  
Emily Williams, BSN, RN  
Heather Womeldorff, MSN, RN, CPEN, CPN  
Ashley Yurkovich, BSN, RN, CPEN

#### 2024 Nominees

Courtney Avon, BSN, RN, CCRN  
Sherri Boone, BSN, RN, CPN  
Kaitlyn Corran, BSN, RN, CCRN  
Wendy Fait, RN, CCRN  
Mallory Funyak, MSN, RN  
Rachel Lott, BSN, RN, CPN, BMTN  
Riley Marshall, BSN, RN, CBC  
Melony Murray, MSN, RN, CPEN, CPN  
Caitlin Patterson, MSN, RN, CCRN  
Zachery Reiser, BSN, RN  
Michelle Yovanof, BSN, RN, CPN



## STRUCTURAL EMPOWERMENT RECOGNITION

### Cameos of Caring®

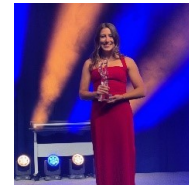
The Camos of Caring® program was created to honor exceptional bedside nurses who work at acute care hospitals. The program was established in 1999 in keeping with the University of Pittsburgh School of Nursing's commitment to the advancement and promotion of the nursing profession. At UPMC Children's Hospital of Pittsburgh, our Frank LeMoyné Excellence in Nursing Awardee serves as our Cameos of Caring Awardee.



**Samantha Norris, MSN, RN, CPEN, SANE-P**  
2023 Cameos of Caring Recipient



**Marci Czachowski, MSN, RN, CCRN**  
2024 Cameos of Caring Recipient



**Rachel Lott, BSN, RN, BMTN**  
2024 Cameos of Caring Safety and Quality Recipient

## Nurse Week Awards 2023 –2024

### UPMC Awards

#### 2023 Recipients



**Nicolette Siefert, BSN, RN, CPN, IBCLC**  
2023 Outstanding Patient Advocate



**Christina Jockel, MSN, RN, CCRN; Shaina Watson, BSN, RN, CCRN; Leslie Konyk, MSN, RN, CCRN**  
2023 2nd Place Poster

#### 2024 Recipients

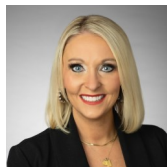


**Jamie Capone, MSN, RN, CCRN**  
2024 Outstanding Nurse Leader

**Kimberly Nelson, DNP, RN, CNS, ACNS-BC, NEA-BC, NPd-BC, CV-BC, CHFN; Donna Weyant, MSN, RN, CPN; Kate Bogue, DNP, CRNP, FNP-C, NPd-BC; Carrie Jeffery, MSN, RN, CPN, NPd-BC; et al.**  
2024 1st Place Research Poster

**Jackie Kwasniewski, DNP, RN, CPN**  
2024 1st Place Poster Quality Improvement

### IMPACT AWARD



**Emily Shawley, DNP, RN, CPEN**  
PICU  
2023 IMPACT Award Recipient

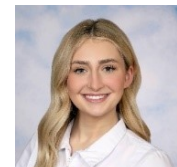


**Rachel Lott, BSN, RN, BMTN**  
9B  
2024 IMPACT Award Recipient

### PATIENT ADVOCACY AWARD

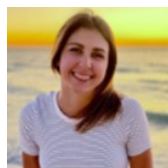


**Alisha Cousins, RN, CPN**  
8B  
2023 Patient Advocacy Award Recipient



**Sadie Porter, BSN, RN**  
Emergency Department  
2024 Patient Advocacy Award Recipient

### PRECEPTOR AWARD



**Katelyn Eustice, BSN, RN, CCRN**  
PICU  
2023 Preceptor Award Recipient

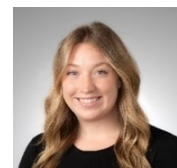


**Delani Higgins, BSN, RN**  
PICU  
2024 Preceptor Award Recipient

### CHAMPION OF NURSING AWARD



**Kimberly Washington, LCSW**  
Social Work  
2023 Champion of Nursing Award Recipient



**Shelby Deakyne**  
Child Life  
2024 Champion of Nursing Award Recipient

## STRUCTURAL EMPOWERMENT RECOGNITION

### Ilene Beal Courageous Provider Award

Established in late 2018, the Ilene Beal Courageous Provider Award annually honors a pediatric provider who provides exceptional family-centered care in circumstances of serious childhood illness. **Carol May, RN, MSN, MBA, CHPPN, Director, Supportive Care**, was the recipient of a grant award of \$25,000 which will be used as a family support fund for the division



### Jewish Healthcare Foundation Grant

UPMC Children's Hospital was awarded a \$20,000 grant through the Jewish Healthcare Foundation's Maternal Care Innovation grant program. **Katrina A. Warner BSN, RN, CCRN, CBC, Joshua Hess, MSN, RN, CCRN, and Spencer Bowersox, MSW, LCSW** implemented safe sleep strategies aimed at reducing Sudden Unexpected Infant Death. The grant supports the provisions of sleep sacks, safe sleep education, and improved community resources.

## American Association of Critical Care Nurses (AACN) SILVER-Level BEACON Award for Excellence

### BEACON AWARD

Congratulations to our Neonatal Intensive Care Unit and Pediatric Intensive Care Unit at UPMC Children's on being awarded the Beacon Award for Excellence from the American Association of Critical Care Nurses (AACN).

Each unit highlighted excellence in patient outcomes, work environment, and nursing workforce.



**Neonatal Intensive Care Unit**  
*2024 Recipients*



**Pediatric Intensive Care Unit**  
*2024 Recipients*

## STRUCTURAL EMPOWERMENT RECOGNITION

### Beverly Sahlaney Award

The Beverly Sahlaney Award is presented annually to a Neonatal Intensive Care Unit (NICU) nurse for excellence in neonatal intensive care nursing and family centered care. The award is given annually in memory of Beverly Sahlaney, beloved and former nurse manager of the NICU.



**Terry Sabatine,**  
**BSN, RN 6B**  
*2023 Recipient*



**Riley Marshall, BSN, RN,**  
**CBC NICU A**  
**Pamela Jackson, MSN, RN,**  
**CCRN NICU C**  
*2023 Recipients*



**Neil O'Brien, BSN, RN NICU C**  
**Marvis Rhea, BSN, RN, CCRN,**  
**CBC NICU A**  
*2024 Recipients*

### Richard L. Simmons, MD, Speak Up for Safety Award

The Richard L. Simmons, MD, Speak Up for Patient Safety Award honors Dr. Simmons's dedication to improving the quality of health care and patient safety. This award honors those who embody Dr. Simmons' values of passion for patient safety in caring for patient



**Brendan Karnbauer,**  
**MSN, RN, CPN**  
**9C**  
*2024 SWPONL Annual  
Conference 2nd Place  
Poster Award*



**Tara Graham, DNP, RN,**  
**CNL, CCRN, CPN**  
**CICU**  
*2024 AONL Young  
Professional Voices  
Honoree*

## OASIS Award

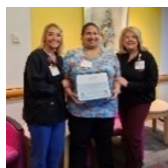
### OASIS Award

This award is given to recognize nurses and other health care professionals who are actively demonstrating excellence in evidence-based practice and nursing research.



**Rachel Lott,**  
**BSN, RN,**  
**BMTCN**  
*2023 OASIS*

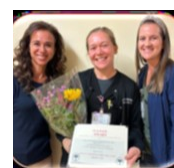
**Kate Bogue, DNP,**  
**CRNP, FNP-C, NPD-BC**  
**Carrie Jeffery, MSN, RN,**  
**CPN, NPD-BC**  
*2023 OASIS*



**TyNiesha Lee,**  
**BSN, RN, CCRN**  
*2024 OASIS*



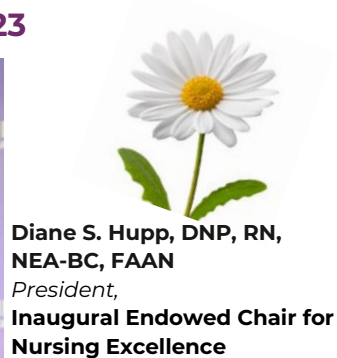
**Marisa Rozwat,**  
**BSN, RN, CPN**  
**Brendan Karnbauer,**  
**MSN, RN, CPN**  
*2024 OASIS*



**Meghan Hixenbaugh,**  
**BSN, RN, CCRN,**  
*2024 OASIS*

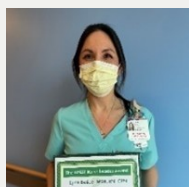
## STRUCTURAL EMPOWERMENT RECOGNITION

### DAISY Lifetime Achievement Award 2023



**Diane S. Hupp, DNP, RN,  
NEA-BC, FAAN**  
*President,  
Inaugural Endowed Chair for  
Nursing Excellence*

### DAISY Nurse Leader and Team DAISY Awards



**Lynn Belice,  
MSN, RN, CPN**  
*Unit Director,  
7B  
2023 Recipient*



**Tonya Evangelista,  
MSN, RN, CPON,  
CPN**  
*Unit Director,  
9B  
2023 Recipient*



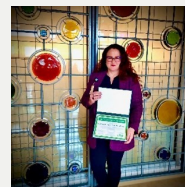
**Lisa Burek,  
BSN, RN, CPN**  
*Clinician  
Procedure Center  
2023 Recipient*



**Emily Shawley,  
DNP, RN, CPEN**  
*Unit Director,  
PICU  
2024 Recipient*



**Jennifer  
Woodring,  
MSN, RN, CPN**  
*Unit Director  
Emergency  
Department  
2024 Recipient*



**Melissa McIntyre,  
BSN, RN, CMGTBC**  
*Senior Director  
Nursing  
Administration  
2024 Recipient*



**Radiology Nursing Sedation and Anesthesia Services**  
*2023 Team DAISY Recipients*



**9C Hematology/ Oncology/ BMT Ambulatory Clinic**  
*2024 Team DAISY Recipients*

# STRUCTURAL EMPOWERMENT RECOGNITION

## DAISY AWARDS 2023 –2024



**Tammika Jefferies, RN, CCRN**  
NICU C  
January 2023  
Recipient



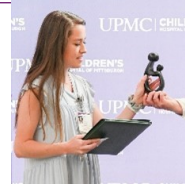
**Emily Walsh, BSN, RN**  
9A  
February 2023  
Recipient



**Ashley Pawlak, BSN, RN, CPN**  
CHRU  
March 2023  
Recipient



**Ashley Ruffley, BSN, RN**  
7C  
April 2023  
Recipient



**Sarah Hawthorne, BSN, RN**  
6B  
May 2023  
Recipient



**Ashley Skowronek, RN**  
9A  
June 2023  
Recipient



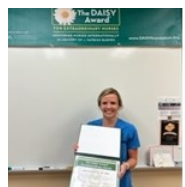
**Kira Flynn, BSN, RN,**  
6A  
July 2023  
Recipient



**Kaitlyn Winkler, BSN, RN,**  
NICU  
August 2023  
Recipient



**Angela Cupelli, BSN, RN, CPHON, BMTCN**  
9B  
September 2023  
Recipient



**Mary Crawford, BSN, RN, CCRN**  
CICU  
October 2023  
Recipient



**Marlana Werderber, BSN, RN**  
NICU A  
November 2023  
Recipient



**Elizabeth Sawyers, BSN, RN, CHPON**  
9B  
December 2023  
Recipient



**Taylor Brennan, BSN, RN**  
9C  
January 2024  
Recipient



**Sky Hale, RN**  
9A  
February 2024  
Recipient



**Audrey Lane, BSN, RN**  
7C  
March 2024  
Recipient



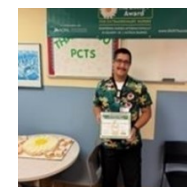
**Haley Marinack, BSN, RN, CBC**  
NICU C  
April 2024  
Recipient



**Jade Arnold, RN**  
PICU  
May 2024  
Recipient



**Sherri Boone, BSN, RN, CPN**  
7B  
June 2024  
Recipient



**Ryan Sweeney, RN, CPEN, EMT-B**  
Emergency Department  
July 2024  
Recipient



**Zachary Reiser, BSN, RN**  
Transport Team  
August 2024  
Recipient



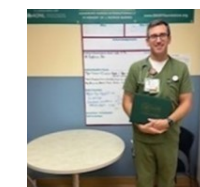
**Rachel Graziano, BSN, RN**  
PICU  
September 2024  
Recipient



**Angela Beall, BSN, RN**  
Emergency Department  
October 2024  
Recipient



**Emmariah Tiedeman, BSN, RN**  
9B  
November 2024  
Recipient



**Craig Rockey, BSN, RN**  
Emergency Department  
December 2024  
Recipient

# STRUCTURAL EMPOWERMENT RECOGNITION

## Scholarships 2024

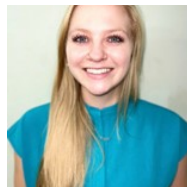
### STILLEY NURSING EXCELLENCE FUND SCHOLARSHIPS



**Angela Cupelli,  
BSN, RN, CPHON**  
2024 Recipient  
MSN Capella  
University



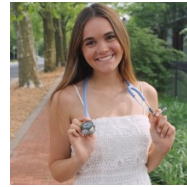
**Stephanie  
DeMarsh, BSN, RN**  
2024 Recipient  
MSN Kent State  
University



**Brenna Flynn,  
BSN, RN, CPN**  
2024 Recipient  
MSN St. Francis  
University



**Jillian McCloskey,  
BSN, RN**  
2024 Recipient  
MSN Capella  
University



**Morrin McEwen,  
BSN, RN**  
2024 Recipient  
MSN Capella  
University



**Natalie McKinnley,  
BSN, RN, CPN**  
2024 Recipient  
MSN Drexel  
University



**Allison Smith,  
BSN, RN, CCRN**  
2024 Recipient  
MSN Duquesne  
University



**Emmariah  
Tiedeman, BSN, RN**  
2024 Recipient  
Drexel University



**Lauren Wood,  
BSN, RN**  
2024 Recipient  
MSN Carlow  
University

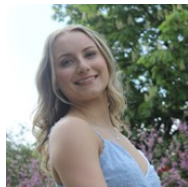


**Brittani Miller,  
BSN, RN**  
2024 Recipient  
DNP Robert  
Morris University



**Melony Murray,  
MSN, RN, CPEN,  
CPN**  
2024 Recipient  
DNP Chatham  
University

### Kelly Skolda Scholarship Fund

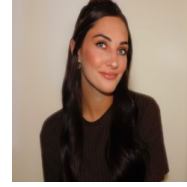


**Lindsay Hans,  
BSN, RN**  
2024 Recipient (In  
honor of her mother)  
MSN Chatham  
University

### Nursing Excellence Fund Scholarship

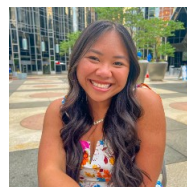


**Leslie Lucas, RN**  
2024 Recipient  
BSN Capella  
University



**Madison Quinn, RN**  
2024 Recipient  
BSN Capella University

### Diversity in Nursing Scholarship



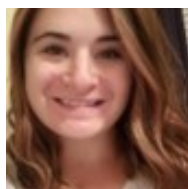
**Victoria Mobley,  
PCT**  
2024 Recipient  
BSN Duquesne  
University

## STRUCTURAL EMPOWERMENT RECOGNITION

### Scholarships 2023



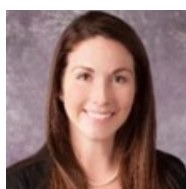
**Stephanie Buhr, BSN, RN, CCRN**  
2023 Recipient  
DNP –PNP Rush University



**Kerry Dolan, BSN, RN**  
2023 Recipient  
DNP Rush University



**Kelly Evangelista, BSN, RN, CPN**  
2023 Recipient  
MSN, Carlow University



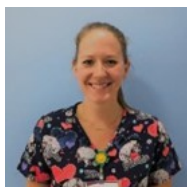
**Kayla Jubic, MSN, RN, CCRN**  
2023 Recipient  
DNP Carlow University



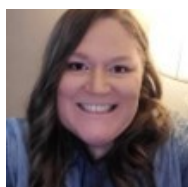
**Jennifer McFoy, BSN, RN, CPON, BMTCN**  
2023 Recipient  
MSN Capella University



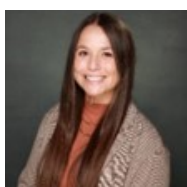
**Natalie McKinnley, BSN, RN, CPN**  
2023 Recipient  
MSN Drexel University



**Jamie Melhorn, BSN, RN, CPHON**  
2023 Recipient  
MSN Capella University



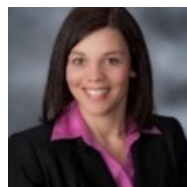
**Amy Parks, BSN, RN, CPN**  
2023 Recipient  
MSN Capella University



**Ashley Shor, BSN, RN**  
2023 Recipient  
DNP-FNP Robert Morris University



**Abby Streblick, BSN, RN, CPHON, BMTCN**  
2023 Recipient  
MSN Capella University



**Carrie Vincett, MSN, RN, CPN**  
2023 Recipient  
DNP Chatham University



**Dakota Mayfield, PCT**  
2023 Recipient  
Diversity in Nursing

### Alumni Award

**Jessica Huber, PhD, MSN, RN, CCRN, CPN**  
PICU  
La Roche University 2023  
Distinguished Alumni  
Award



## STRUCTURAL EMPOWERMENT RECOGNITION

### ACES Award

The Award for Commitment and Excellence in Service (ACES) is awarded and honors the most outstanding employees within UPMC. Nominated by their peers, these staff members reflect the highest standards of excellence that our communities have come to expect from UPMC.



**Amanda Chamberlain, RN**  
8B  
2023 Recipient



**Colleen McSteen, BSN,  
RN, CCRN**  
PICU  
2023 Recipient



**Lynn Belice, MSN, RN, CPN**  
7B  
2024 Recipient



**Melissa Murphy, BSN, RN,  
CCRN, IBCLC**  
NICU A  
2024 Recipient



**Craig Rockey, BSN, RN**  
Emergency Department  
2024 Recipient



**Heather Womeldorff, MSN,  
RN, CPEN, CPN**  
Quality Services  
2024 Recipient

## STRUCTURAL EMPOWERMENT RECOGNITION

### Years of Service

#### 50 Years

**Barb Liberati, RN (2024)**  
*East Medical*

#### 45 Years

**Cheryl Majewski, BSN, RN (2024)**  
*Unit 9A*  
**Dorothy Moreland, RN, CPN (2023)**  
*Same Day Surgery*  
**Gloria Rumick, BSN, RN, CPN (2023)**  
*Unit 6E*

#### 40 Years

**Kelly Bagnato, RN (2024)**  
*North Surgery PACU*  
**Fern Wasko, BSN, RN (2024)**  
*North Surgery Center*  
**Lorraine Watenpool, RN, CPN (2024)**  
*Same Day Surgery*  
**Lorraine Wolfe, BSN, RN, CPN (2024)**  
*Unit 6A*

#### 35 Years

**Lori Andreassi, BSN, RN, CPN (2024)**  
*Same Day Surgery*  
**Michael Badach, RN, CCRN (2024)**  
*Pediatric Intensive Care Unit*  
**Tracey LaSota, BSN, RN, CPN (2024)**  
*Unit 8B*  
**Linda Loughner, BSN, RN, CPN (2024)**  
*Nursing Services*  
**Rosemarie Margiotta, BSN, RN, CPN (2024)**  
*Unit 9A*

**Paola Onderick, RN, CCRN (2024)**  
*Neonatal Intensive Care Unit A*  
**Maria Palmieri, RN (2023)**  
*Unit 6A*  
**Marvis Rhea, BSN, RN, CCRN, CBC (2023)**  
*Neonatal Intensive Care Unit A*  
**Beth Schreck, BSN, RN (2024)**  
*Same Day Surgery*  
**Durac Vincze, MSN, RN, NEA-BC (2024)**  
*CHP Administration*  
**Colleen Zangara, RN, CPN (2024)**  
*North Surgery PACU*

#### 30 Years

**Melissa Boris, BSN, RN (2024)**  
*North Surgery PACU*  
**Pamela Berman, BSN, RN, CCTC (2024)**  
*Transplant Heart and Lung*  
**Heather-Dawn Cooper, DNP, RN, CCRN (2024)**  
*Administrator on Duty*  
**Wendy Fait, RN, CCRN (2024)**  
*Neonatal Intensive Care Unit C*  
**Lauren Morelli, BSN, RN (2024)**  
*Unit 6E*  
**Carrie Rubino, MSN, RN, CPN (2024)**  
*Quality Services*

#### 25 Years

**Karen Albert, BSN, RN, CPN (2024)**  
*North Surgery PACU*  
**Jeffery Beveridge, BSN, RN, CPEN (2024)**  
*Emergency Department*  
**Tracey Brashear, BSN, RN, CPN (2024)**  
*Unit 9A*

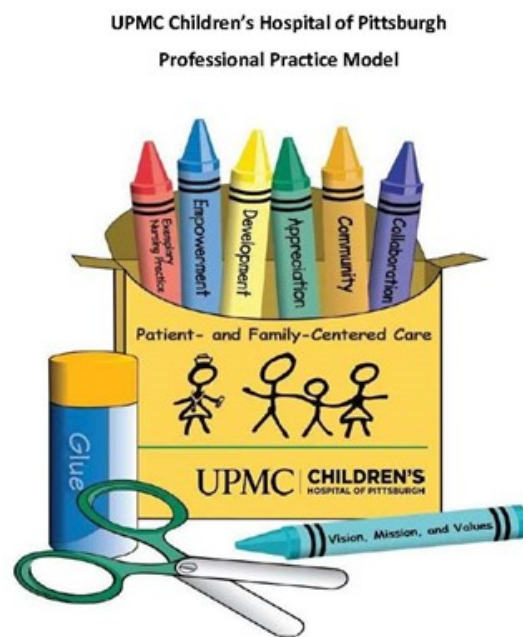
**Megan DallVechia, BSN, RN, CPN (2024)**  
*Nursing Services*  
**Denise Giannattasio, BSN, RN, CPN (2024)**  
*Unit 6E*  
**Kristen Horvath, BSN, RN, CPN (2024)**  
*Transplant Services*  
**Laurie Keller, BSN, RN, CPN (2024)**  
*Unit 6A*  
**Cynthia Knesh, RN (2024)**  
*Neonatal Intensive Care Unit A*  
**Adrienne Marcinick, MSN, RN, CPN (2024)**  
*Clinical Analytics*  
**Michele Molish, BSN, RN, CLC (2024)**  
*Child Advocacy*  
**Lisa Mulkerin, BSN, RN, CPN (2023)**  
*Nursing Services*  
**Heather Nickels, RN (2023)**  
*Nursing Services*  
**Dawn Phillians, BSN, RN (2024)**  
*Nursing Business Office*  
**Cheryl Putney, RN (2023)**  
*North Outpatient Med Services*  
**Darci Robinson, BSN, RN, CPN (2023)**  
*Nursing Services*  
**Richard Skewers, MSN, RN, CCRN (2024)**  
*Transport Teams*  
**Brenda Stinner, BSN, RN, CCTC (2024)**  
*Transplant Heart and Lung*  
**Jennifer Woodring, MSN, RN, CPN (2023)**  
*Emergency Department*



## EXEMPLARY PRACTICE

### Professional Practice Model

**Patient and family-centered care**, the heart of our professional practice model, focuses on providing exceptional patient care through the use of **evidence-based practice and research**, effective and efficient care services, autonomy, and a culture of safety. Using the Professional Practice Model results in high-quality patient outcomes driven by **exemplary professional practice**. Nurses at UPMC Children's Hospital of Pittsburgh (CHP) have the autonomy and are **empowered** to make decisions regarding their professional practice through a shared decision-making structure starting at the unit level with unit-based councils. Within that decision-making structure is the **collaboration** and shared acknowledgment of roles and abilities among all members of the CHP team, demonstrating both positive and respectful interactions across the care continuum. Nurses are offered **development** opportunities to excel professionally through fellowships, nursing scholarships, attending conferences and mentoring to become the experts in pediatric nursing by advancing in formal nursing education and professional certifications. CHP nurses are the primary source of care for infants, children and adolescents in providing preventative health and safety education, through various **community** outreach opportunities. Nurses at CHP are **appreciated** for their excellence in care and are recognized by the organization, peers, and families.



### THE UPMC EXPERIENCE

CHILD HOSPITAL CONSUMER  
ASSESSMENT OF HEALTHCARE  
PROVIDERS AND SYSTEMS  
(CHCAHPS) SURVEY

TOP BOX PERCENTAGE  
RATE HOSPITAL

81.1%

NURSE COMMUNICATION  
WITH CHILD

81.5%

NURSE COMMUNICATION  
WITH PARENT

84.6%

PATIENTS DISCHARGED FROM 7/1/2023 - 12/31/2023  
SURVEYS RECEIVED THROUGH 1/14/2024

## Purposeful Rounding on 9C Hematology/ Oncology/ BMT Ambulatory Clinic

**Brendan Karnbauer, MSN, RN, CPN** and **Marisa Rozwat, BSN, RN, CPN**

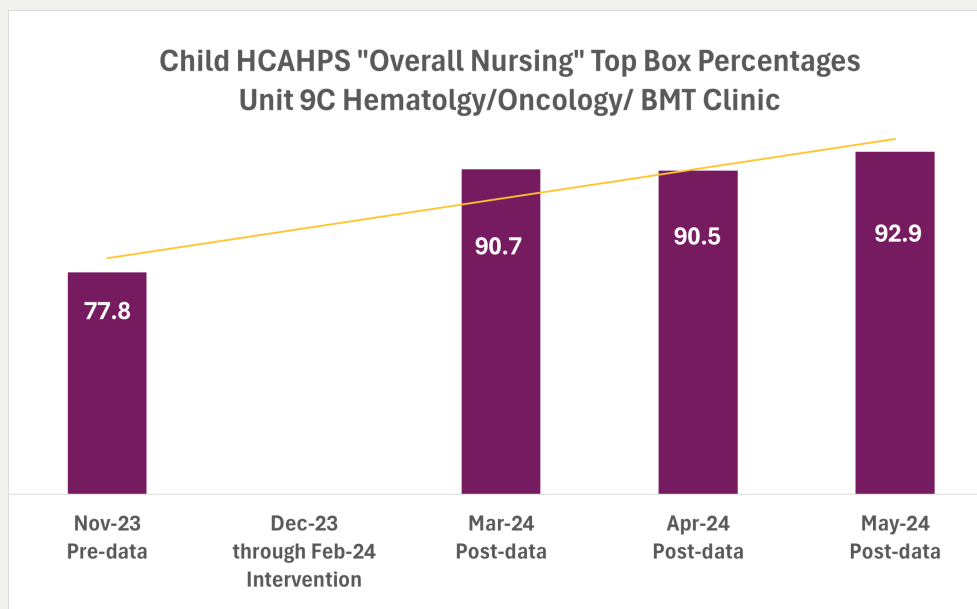
implemented an evidence-based structured purposeful rounding program for ambulatory patients. In December 2023, **Brendan** and **Marissa** used the Professional Practice Model for change. They were empowered to implement *Exemplary Nursing Practice* to improve the patient experience and used *Collaboration* to lead a project where staff were invited to have positive and respectful interactions with patients and families while participating in patient rounding. The *Glue* of the model holds it all together and understanding that we all have a role on the team for improved outcomes

Purposeful rounding officially began February 2024 for rounding of all ambulatory patients at least once during the visit by a nurse. The rounds were structured to include:

- ◆ Introduction/orient to unit
- ◆ Ask about check in process/make them aware of any delays
- ◆ Things that are planned for the appointment today
- ◆ Anything more needed from the appointment today?
- ◆ Any questions for the nurse/provider?



Purposeful rounding was successfully implemented in 9C ambulatory clinic and realized improvements post intervention in patient and family satisfaction on Child HCAHPS Top Box percentages for “Nursing Overall” with scores improving from 77.8% to greater than 90%



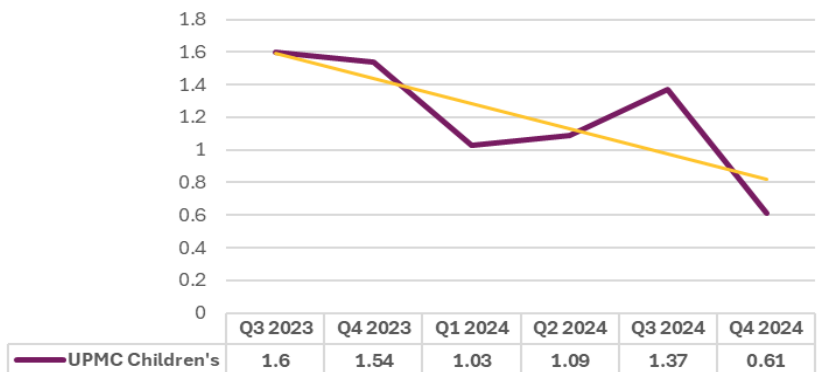
## EXEMPLARY PRACTICE

### Central Line-Associated Blood Stream Infection Reduction

In 2023, the central line-associated blood stream infection (CLABSI) rate house-wide was above the benchmark of 0.81 per 1,000 central line days with a rate reaching 1.60 in the 3rd quarter. The nursing division had strategized ways to reduce CLABSIs and included the development of a bedside peripherally inserted central catheters (PICCs) program, the implementation of daily central line rounding, house-wide central line validations, a blood culture protocol, escalation protocol, and expansion of the vascular access service line to 24-hour coverage.

The 2024 CLABSI action plan went live February 2024 with daily rounding and May 2024 for the PICC program and expansion of vascular access coverage. There has been a downward trend in CLABSIs since the implementation of the action plan.

**Catheter-Associated Bloodstream Infection (CLABSI) Rates per 1,000 Central Line Days**



### Exemplary Practice to Improve Patient Outcomes

#### Closed Intermittent Catheters for Children's Hospital of Pittsburgh Rehabilitation Unit (CHRU)

The CHRU has a moderate population of children with neurogenic bladders. These patients often require intermittent straight catheterization, placing them at a higher risk to develop a urinary tract infection. The current practice at the time, was to use a sterile, open-ended straight catheter to drain urine into a receptacle as ordered intermittently. In October 2023 the urinary tract infection (UTI) rate was 2.96 per 1,000 patient days, and 14.5 in November 2023. A clinical nurse on the CHRU Unit, **Katie Kratz, BSN, RN** became aware of the UTI data and recommended implementing using an intermittent closed catheter system. The Unit Director, **Kesha Jones, BSN, RN, CPN**, supported the practice change and worked to acquire resources, while Katie and **Samantha Parlett, BSN, RN**, created educational videos for the staff. The practice change was implemented in December 2023 and there were zero UTI's for three months after implementation.

**CHRU Urinary Tract Infections (UTI) Rates per 1,000 Patient Days**



## NEW KNOWLEDGE AND INNOVATION

2023 – 2024



### Nursing Research

**Davis, J.;** Baumgartel, K.; Baust, T.; Conley, Y.; Kim, A.; Ren, D.; Morowitz, M.; & Demirci, J. Neonatal Diet Type and Associations with Adverse Feeding Outcomes in Neonates with Critical Congenital Heart Defects (2023, 2024)

**Davis, J.;** Baumgartel, K.; Conley, Y.; Firek, B.; Mazzocco, S.; Morowitz, M.; Ren, D.; **Siefert, N.;** & Demirci, J. Gut Microbiome Composition of Neonates with Critical Congenital Heart Defects and Associations with Neonatal Diet, Gestational Parent's Own Milk, and Feeding (2023, 2024)

**Langford, C. & Shields, A.** The Impact of Sedation on Extubation Success in Infants Post Cardiac Surgery (2023)

**Morando, V.,** Austin, K., Narr, M., **Rohall, J. Dixon, T.,** Neal, A. Perianal Maceration in Pediatric Ostomy Closure Patients (2023)

**Nelson, K.,** McCreary, D., **Anderson Bogue, K., Jeffery, C. Weyant, D.,** Klinge, E., Zillman, J., Boulanger, K., Henry, C., Parrotte, J., Ziccardi, S., George, R., George, B., Davis, A., Tinelli, J., Luckenbaugh, K. The impact of restricted clinical experiences during a pandemic on newly graduated nurse experiences (2023)

**Valerino, Heather.** Perceptions of Moral Distress in Nurses within Pediatric Intensive Care Units: Correlations with RN/ Physician Collaboration and Intent to Leave (2023)

**Weyant, D.,** Emily Wickline, E., Barreca, R., George, B., Hess, D., Lucas, W., Tinelli, J., White, K., Ziccardi, S. Igniting Nurses' Value, Implementation, and Knowledge of Evidence Based Practice (2023)

### Presentations



[Presentations](#)

### Publications



[Publications](#)

## NEW KNOWLEDGE AND INNOVATION

### EBP Projects 2023-2024

- Bogue, K.; Nelson, K.; & Weyant, D.** Implementation of the AACN's Healthy Work Environment Within a Pediatric Hospital Setting (2023, 2024)
- Buchanan, J.; Militzer, A.; Moelber, C.; O'Rourke, L.; & Pitetti, R.** Emergency Department Suspected Extremity Fracture Protocol (2024)
- Buhr, S.** Reimplementation of a Cardiac Arrest Prevention Bundle in a Pediatric Cardiac Intensive Care Unit CAP in the CICU (2023)
- Ecoff, S.; Terzis, A.; & Kellogg, R.** Neurosurgical SSI Reduction: Incisional Care (2024)
- Evangelista, K.; Nelson, K.; & Shawley, E.** Lack of Mentorship for Nurses in nursing education (2024)
- Festa, J.; Sandridge, K.; Ecoff, S.; Woodring, J.; Perlick, C.; & Weberling, N.** Hypothermia Protocol in Trauma (2024)
- Frishkorn Burton, A.; O'Malley, T.; Vasbinder, S.** Utilizing Standing Transfer for Kangaroo Care in the NICU (2024)
- Geyser, A.; Kranick, A.; Jockel, C.; Gravel, K. CLS; Razorsek, R. Pieri, N.; & Buraczewski, M.** Distraction Therapy with Burn Dressing Changes (2024)
- Heinle, M.; Ecoff, S.; Streblick, A.; Duursma, M.; Nelson, K.; & Ferguson, E.** Medication Simulation Rooms in the Pediatric Acute Care Setting (2024)
- Hixenbaugh, M.; Jockel, C.; & Grefe, C.** High Flow Feeding Protocol (2024)
- Hontz, R. & Shawley, E.** Noise Reduction in the Pediatric Intensive Care Unit (2023)
- Frishkorn Burton, A.** Utilizing Standing Transfer for Kangaroo Care in the NICU (2023)
- Jubic, K.; Nelson, K.; & Weyant, D.** Pediatric Cardiac Orientation Education Curriculum (2023, 2024)
- Kwasniewski, J.** PCT retention with shared governance (2023)
- Karnbauer, B.; & Rozwat, M.** Purposeful Rounding with Structure in an Ambulatory Hematology, Oncology, and Bone Marrow Transplant Clinic (2024)
- Lawhead, A.; Fitzroy, M.; Graham, T.; & Jockel, C.** 4 eyes: 2 RN skin assessment in pediatric critical care (2024)
- Lee, T.** WAT-1: Withdrawal Improvement (2023, 2024)
- Lott, R., & Windreich, R.** Photo biomodulation Therapy for Chemotherapy-Induced Mucositis (2023, 2024)
- Nelson, K., & McDowell, C.** Enhancing Nursing Leadership Development to Improve Frontline Staff Retention and Succession Planning (2023)
- Nichi, A.** Introducing Oral Mesna to Rhabdomyosarcoma and Ewings Sarcoma Patients in the Outpatient Clinic to Reduce Inpatient Admissions (2023)
- Rieker, S.; Pasek, T.; Hahner, S.; & Sinclair, E.** Button Battery Ingestion Treatment in the Pediatric Patient (2024)
- Shawley, E.; & Shaffer, S.** Emotional Intelligence Framework in Simulation Education to Improve Retention of New Graduate Nurses (2023, 2024)
- Shields, A.; Graham, T.; Stolarz, L.; Viegas, M.; Cottle, J.; & Sickenberger, E.** Pediatric Cardiac External Cannula Exit Site Assessment Tool (2024)
- Sipple, M.; Streblick, A.; Tonya Evangelista, T.; & McFoy, J.** Implementing a "Chemo Corner" to double check chemotherapy and BMT orders to decrease distractions for oncology and BMT nurses to increase workflow efficiency (2023, 2024)
- Trenker, H.** Improving Asthma Care in Pediatric Patients
- Vincett, C.** Use of a Standardized Handoff Tool for Patients Transferring from the Operating Room to the Pediatric Intensive care Unit (2023)
- Wagner, S.; Hahner, S.; Rosen, J.; & Cagnina, M.** Enhancing Early Detection of a Hidden Crisis: A Quality Improvement Study on Human Trafficking Screening in the Pediatric Emergency Department (2024)
- Womeldorff, H., & Hernandez, C.** Application of PIVIE Assessment Tool and Risk Stratification Resources to Decrease Patient Harm (2023)
- Zdrojewski, C.; & Straka, K.** Assessing the effectiveness of phone calls on appointment attendance (2024)

**Kate Bogue, DNP, CRNP, FNP-BC,  
CPN and Kayla Jubie, MSN, RN,  
CPN, CBC**

*Society of Pediatric Nursing  
Conference Arizona 2024*



### Nursing Research

#### Perceptions of moral distress in nurses within pediatric intensive care units: Correlations with RN/Physician collaboration and intent to leave

**Heather Valerino, BSN, RN, CCRN**

A study to describe the perception of moral distress, describe the perception of nurse-physician collaboration, determine if a relationship between reported moral distress and intent to leave exists, and determine the impact of collaboration on intent to leave. No statistical significance was found within the relationship between intent to leave and overall satisfaction and collaboration. Those nurses reporting an intent to leave were found to have lower satisfaction/ collaboration scores and higher moral distress scores, than those not reporting an intent to leave. Heather presented regionally on this study and hopes the new knowledge will guide strategies to decrease moral distress.

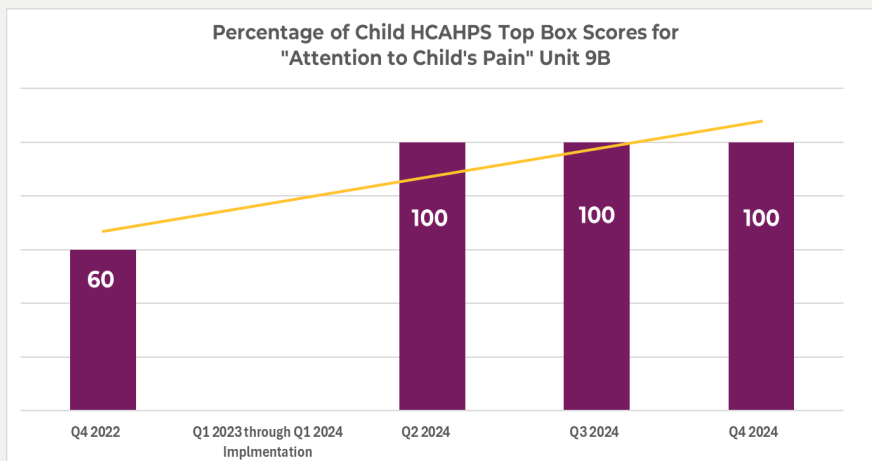


### Innovation to Improve Patient Outcomes

#### Photobiomodulation Therapy for Chemotherapy-Induced Mucositis

**Rachel Lott, BSN, RN, CPN, BMTCN**

Rachel began the project as an Oncology/ Bone Marrow Transplant (BMT) Nursing Fellow working to identify innovative strategies to reduce incidence of mucositis and accompanying pain in the BMT population. Rachel partnered with Dr. Randy Windreich to implement the evidence-based Photobiomodulation Therapy (PBM). PBM is an LED light that targets the mitochondria of the cell and decreases inflammation in the oral mucosa. PBM is used in other practice care settings and has been supported for use in pediatrics. PBM was implemented in January 2024. By addressing new and innovative ways to minimize pediatric pain, Unit 9B's percentage of Child HCAHPS top box scores for "Attention to Child's Pain" have improved for three consecutive quarters after implementation.



**UPMC | CHILDREN'S**  
**HOSPITAL OF PITTSBURGH**