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Maine Medical Center

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# Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction</td>
<td>2</td>
</tr>
<tr>
<td>Vision, Mission, Philosophy</td>
<td>3</td>
</tr>
<tr>
<td>Professional Practice Model – Partnering to Empower</td>
<td>4</td>
</tr>
<tr>
<td>Magnet</td>
<td>6</td>
</tr>
<tr>
<td>Key Measures of Success</td>
<td>9</td>
</tr>
<tr>
<td>Education</td>
<td>10</td>
</tr>
<tr>
<td>MMC and USM Collaborative</td>
<td></td>
</tr>
<tr>
<td>MaineHealth Chief Nursing Officers and Nursing Academic Partnerships</td>
<td></td>
</tr>
<tr>
<td>Center for Clinical &amp; Professional Development Accomplishments</td>
<td></td>
</tr>
<tr>
<td>Nursing Scholarship Program</td>
<td></td>
</tr>
<tr>
<td>Individual Accomplishments—APRNs</td>
<td></td>
</tr>
<tr>
<td>Surgical Technologist Program</td>
<td></td>
</tr>
<tr>
<td>Recognition</td>
<td>18</td>
</tr>
<tr>
<td>Individual Recognition</td>
<td></td>
</tr>
<tr>
<td>Department / Unit Recognition</td>
<td></td>
</tr>
<tr>
<td>Nursing Excellence Awards</td>
<td></td>
</tr>
<tr>
<td>Clinical Nurse Advancement Program</td>
<td></td>
</tr>
<tr>
<td>Clinical Support Staff Advancement Program</td>
<td></td>
</tr>
<tr>
<td>Community</td>
<td>25</td>
</tr>
<tr>
<td>Portland High School Health and Career Fair</td>
<td></td>
</tr>
<tr>
<td>H1N1 and Community Vaccination</td>
<td></td>
</tr>
<tr>
<td>Logan Place</td>
<td></td>
</tr>
<tr>
<td>Research</td>
<td>28</td>
</tr>
<tr>
<td>Research and Research Mentor Awards</td>
<td></td>
</tr>
<tr>
<td>Nursing Research Studies – IRB Approved, Open</td>
<td></td>
</tr>
<tr>
<td>Nursing Research Studies – IRB Approved, Closed</td>
<td></td>
</tr>
<tr>
<td>Poster Presentations</td>
<td></td>
</tr>
<tr>
<td>Podium Presentations</td>
<td></td>
</tr>
<tr>
<td>Publications</td>
<td></td>
</tr>
<tr>
<td>Reviews</td>
<td></td>
</tr>
<tr>
<td>Nursing Councils</td>
<td>34</td>
</tr>
<tr>
<td>Clinical Nurse Advancement Program</td>
<td></td>
</tr>
<tr>
<td>Magnet, Marketing &amp; Communications</td>
<td></td>
</tr>
<tr>
<td>Nursing Practice</td>
<td></td>
</tr>
<tr>
<td>Nursing Quality</td>
<td></td>
</tr>
<tr>
<td>Nursing Research</td>
<td></td>
</tr>
<tr>
<td>Professional Organizations</td>
<td></td>
</tr>
<tr>
<td>Certifications</td>
<td>39</td>
</tr>
</tbody>
</table>
I am proud to present this Report on Nursing for 2009 & 2010. Always looking to the future, the nursing staff at Maine Medical Center are highly engaged in professional activities to provide the best care while seeking new knowledge to continuously improve the care they provide. Maine Medical Center Staff make the Magnet Model come alive through their transformational leadership and exemplary professional practice. This report only highlights a sampling of the accomplishments of the nursing staff at MMC, but should provide the reader with a sense of commitment to excellence that lives here. To our nursing staff and all those who provide or support our patients and families, Congratulations for making Maine Medical Center a Magnet Hospital.

Marjorie S. Wiggins, DNP, MBA, RN, NEA-BC
Vice President of Nursing/Chief Nursing Officer
Vision, Mission, Philosophy

Nursing Vision
Nursing at Maine Medical Center is the spirit and practice of caring for patients, families, and the community through leadership, knowledge, and compassion.

Nursing Mission
- We create environments of care, which support patient and family needs and optimal patient outcomes.
- We provide equitable and culturally competent care to all patients and their families.
- We strive for excellence in health and healing for the body, mind, and spirit.
- We respect, support, and collaborate with one another and with other health care team members.
- We recognize we are part of a complex and evolving health care system and respond with flexibility and openness to new ideas and techniques.
- We engage in and promote ongoing professional education and advancement for ourselves and our colleagues.
- We play a critical role in coaching, mentoring, and retaining professional nurses in our practice setting.
- We are dedicated to providing progressive care through Evidence-Based Practice.

Nursing Philosophy
We believe that nursing is both an art and a science incorporating multiple realms of care, including the physical, developmental, emotional, social, psychological, cultural, and spiritual. Nursing exemplifies the highest degrees of accountability, integrity, and honesty in all relationships with patients, families, colleagues, and the community. The nurse is a patient advocate committed to upholding The American Nurses Association’s Code of Ethics for Nurses and other professional and regulatory standards of nursing practice and patient care.

As professionals, we practice in partnership with the patient, family, physician, and other health care providers to deliver quality patient care across the continuum. Our goal is to realize and surpass excellence in nursing practice and patient care. Integral to this goal is the provision of education for patients, families, and ourselves to facilitate the very best in health care decision-making and healing.

As leaders, we support and applaud competency, creativity, teamwork, and compassionate care for a diverse patient population and community of caregivers. We recognize our fiscal responsibility and act to promote Maine Medical Center's mission, vision, and viability as a premier health care organization.

Nursing and interdisciplinary research as well as performance improvement efforts form the basis of our clinical practice. Through Evidence-Based Practice and outcomes evaluation, we promote critical thinking and the expansion of nursing knowledge and expertise. In order to achieve excellence in practice, we commit to personal and professional development in a dynamic learning environment.
Nurses at Maine Medical Center (MMC) are committed to ensuring our Professional Practice Model (PPM) reflects the tenets of our profession and is well grounded in the value and belief systems of nurses at MMC. As a result, our PPM is a mature, dynamic, sophisticated, and comprehensive model which represents and reflects the core concepts and boundaries of our profession as defined by the American Nurses Association (ANA), the ANA Code of Ethics, the State of Maine Nurse Practice Act, the Mission, Vision, and Values of our organization, and the Philosophy of Nursing at MMC.

Our professional practice model is called the **Partnering to Empower Professional Practice Model** and features the interconnection of three core components:

1. Practice Excellence
2. Shared Governance
3. Care Delivery

Partnership is the core concept and catalyst which impels each of the three components of our PPM. Our beliefs of nursing and our model are grounded in a theoretical framework based on Dr. Margaret Newman’s grand theory of nursing, Health as Expanding Consciousness. According to Newman, as nursing enters into the integrative stage of its development, a partnership approach becomes the predominant way of life. In this stage, the nurse is the primary coordinator of care among disciplines and across settings. Nursing facilitates the connections that form a healthy network of partnership (Newman, 1994).

Our model embraces MMC’s values and the spirit of collaboration to provide safe patient and family centered care. Partnership indicates equality between the care giver and the patient/family as well as care givers with each other. In partnership, the patient and the clinician are both considered experts: the patient expert in his or her life, abilities, resources, motivation and wishes; the clinician expert in scientific information that can be shared with the patient. Together they can determine the best approach for care and a plan to help the patient be successful. These elements constitute and drive our beliefs and definition of professional nursing practice at MMC and come together in an integrative fashion to frame our Partnering to Empower model.
**Practice Excellence**
- Transformational Leadership
- Safe Patient & Family Centered Care
- Evidence-based Practice
- Research
- Quality
- Nursing Education
- Professional Development
- Peer Review
- Advancement
- Recognition
- Relationships
- Microsystems
- Community

**Shared Governance**
- Magnet Marketing & Communications Council
- Quality Council
- Practice Council
- Research Council
- Clinical Nurse Advancement Council
- Ethics Council
- Organizational Decision-Making Groups
- Unit Based Councils

**Care Delivery**
- Team Based
- Modified Primary
- Navigators
- Clinical Nurse Leaders
- eICU
- Case Management
- Advanced Practice Nurses
- Follow Up Phone Calls
- Disease Management
- Population Based Health Care

**Values**
- Ethical, legal, and professional boundaries for Professional Practice at MMC
- Foundation for Professional Nursing Practice

**Mission**
- Maine Medical Center
- Department of Nursing

**Vision**
- Maine Nurse Practice Act
- Healthy Work Environment

**ANA Standards of Practice**

**ANA Code of Ethics for Nurses**

**Shared Governance**
- Partnership
  - Magnet Marketing & Communications Council
  - Quality Council
  - Practice Council
  - Research Council
  - Clinical Nurse Advancement Council
  - Ethics Council
  - Organizational Decision-Making Groups
  - Unit Based Councils
Magnet

Designation
The Magnet Recognition Program® distinguishes health care organizations for high quality patient care, nursing excellence and innovations in professional nursing practice. It is considered to be the Gold Standard and the ultimate credential for exceptional nursing. Developed by the American Nurses Credentialing Center (ANCC) over 25 years ago, Magnet has become a significant driving force for successful nursing practices and strategies worldwide.

Maine Medical Center obtained Magnet designation in 2006 and has maintained a strong commitment to exceed its standards of excellence. Magnet is a journey rather than a destination and, as such, all recognized organizations must apply for re-designation every four years. This ensures that Magnet principles are embedded within the culture and that staff are constantly striving for discovery and innovation.

In 2008, the Commission on Magnet presented a new model for the program which provides a framework for nursing practice and research, while also serving as a road map for organizations seeking designation. The model reflects a strong focus on measuring patient, nurse, organizational and community outcomes.

Magnet Action Team
A team of multidisciplinary leadership and clinical staff dedicated time, energy, and talent to identify, compile and review exemplars and outcomes that would best support our application for re-designation. Each source of evidence required a description of structures and processes, accompanied by illustration of how each is operationalized. Examples were provided representing a variety of specialties and levels of practice to demonstrate enculturation of Magnet values everywhere in the organization where nurses practice. Many staff were involved in writing the narratives and graphically presenting our outcomes.

Magnet Council Champions
While the Magnet Action Team was working on creating our written documents, the Magnet, Marketing and Communication Council was focused on educating nurses about the new Magnet model and our professional practice model, Partnering to Empower. They employed many creative strategies including poster display sessions, power point presentations, and unit celebrations.

The New Magnet Model and its Components
Overarching the new Magnet Model is an acknowledgment that there are Global Issues in Nursing and Health Care within which all nurses practice.
Our Evidence
We submitted our evidence in June 2010 to our four Magnet Appraisers. In September 2010, following a thorough review of the documents, a request was made for more in-depth clarification of processes and outcomes. For the remainder of 2010 and into the early months of 2011, we worked to answer all of our appraisers’ questions and successfully submitted additional evidence in April 2011.

Magnet Conferences
Each year, more than 6,000 nurses and nursing executives gather for an annual conference which is both a celebration of accomplishment for newly designated Magnet organizations and a showcase of best nursing practices. It is a significant achievement to present at a Magnet Conference and the selection process is highly competitive. In 2009, there were over 1,300 abstract submissions for the 242 available presentation opportunities. Since our designation, we have been pleased to have Maine Medical Center nurses represented with presentations every year.

October 1-3, 2009 Louisville, Kentucky
The Clinical Nurse Leader as a Community and Healthcare Advocate for Our Aging Population. Nina Swan, MS, RN, CNL
Transforming Uncertainty: Building Confidence and Satisfaction through Leadership and Education. Janet Oliver, BSN, RNC, FHMPP, PCE
Facilitating Innovative Nursing Practices, Improved Outcomes, and Cost Savings with Clinical Nurse Leaders. Nichole Manchester, MS, CCRN, CNL

At the 2009 conference, ANCC awarded the first Magnet Prize which recognizes extraordinary innovations and acknowledges peak performance within credentialed Magnet organizations. The Magnet Prize recognizes cutting-edge research, practices, services, technologies, programs, or other exemplary innovations with demonstrated positive outcomes. Maine Medical Center was within the top six finalists vying for this award and we received a positive letter of support and commendation from the ANCC Board of Directors.
October 13-15, 2010 Phoenix, Arizona

Clinical Microsystems: A New Framework for Improvements in Patient Care and Service Strategies. Margaret Hiler, MS, RN, CNL and Danielle Tabor, MS, RN, CNL.

Sustaining Magnet Culture: Staff-Empowered Peer Evaluation. Joanne Chapman, MSN, MEd, RN, NE-BC; Katrina Melvin, ADN, RN, Carole Maynard, ADN, RN, CMSRN.

In addition to the two podium presentations in 2010, we were also proud to present our Magnet Quilt in the Art of Magnet Nursing Gallery. The quilt was the product of a two-year vision of the Magnet Art workgroup of the Magnet, Marketing & Communications Council. Nursing units across the organization created slides for the quilt and Brenda Clark, BSN, RN, CMSRN, lead the workgroup in transforming the slides into the quilt which is now proudly on permanent display at MMC for all patients, families, visitors and staff to enjoy. This beautiful piece of art work demonstrates the creativity and passion of our nurses who truly embody the spirit of excellence.

Brenda Clark, BSN, RN, CMSRN with our Magnet Quilt
Key Measures of Success

Maine Medical Center (MMC) leaders recognize that creating a healthy work environment with a high degree of staff satisfaction is key to attracting, engaging and retaining nurses. MMC values nurses’ opinions and conducts satisfaction surveys on a regular basis. Surveying and integrating results are essential to continually be responsive to nurses’ perceptions and to ensure high quality patient care is achieved and maintained.

NDNQI Overall Practice Environment Scale (PES) 2009

<table>
<thead>
<tr>
<th>Category</th>
<th>MMC 2006</th>
<th>Benchmark 2006</th>
<th>MMC 2009</th>
<th>Benchmark 2009</th>
</tr>
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<tbody>
<tr>
<td>Nursing Participation in Hospital Affairs</td>
<td>2.92</td>
<td>3.04</td>
<td>3.02</td>
<td>3.03</td>
</tr>
<tr>
<td>Nursing Foundations for Quality of Care</td>
<td>2.82</td>
<td>3.05</td>
<td>2.99</td>
<td>3.02</td>
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<tr>
<td>RN Mgr Ability, Leadership &amp; Support of RNs</td>
<td>2.95</td>
<td>2.65</td>
<td>2.77</td>
<td>2.97</td>
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<tr>
<td>Staffing &amp; Resource Adequacy</td>
<td>2.85</td>
<td>2.82</td>
<td>2.85</td>
<td>2.85</td>
</tr>
<tr>
<td>Collegial Nurse-Physician Relations</td>
<td>3.39</td>
<td>3.39</td>
<td>3.18</td>
<td>3.35</td>
</tr>
<tr>
<td>Mean PES Score</td>
<td>2.97</td>
<td>2.92</td>
<td>2.97</td>
<td>2.92</td>
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Quality of Care – All Units at MMC

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<tr>
<td>Quality of Care</td>
<td>3.48</td>
<td>3.39</td>
<td>3.61</td>
<td>3.46</td>
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Education

Maine Medical Center (MMC) is committed to its role in the provision of education for health care professionals not only within MMC but throughout and beyond the State of Maine.

Maine Medical Center and University of Southern Maine Education Collaborative

Since 2009, Maine Medical Center Department of Nursing (MMC) and the University of Southern Maine School of Nursing (USM) have collaborated in the development of a pilot project to:

1) Increase capacity in the undergraduate nursing program,
2) Support the acquisition, development, and retention of clinical faculty, and
3) Strengthen the link between clinical and classroom teaching.

MMC is looking to ensure a workforce sufficient in both quantity and competence to meet the demands of a complex and increasingly technologic workplace. USM is looking to create a sustainable education model which ensures quality of educational outcomes and has the potential to build the next generation of nurse educators. Through this engagement, we are enhancing our existing and ongoing partnership to create opportunities for future initiatives.

The creation of this collaborative was the initiative of MMC’s Vice President of Nursing/Chief Nursing Officer, Marge Wiggins and began with several full day retreats in 2009 and 2010. National Consultants, Mary Mundt, PhD, RN, Professor and Dean, Michigan State University, School of Nursing and Carolyn Williams, PhD, RN, FAAN, Professor and Former Dean, University of Kentucky, College of Nursing participated in a number of the retreats and advised the Steering Group, comprised of MMC and USM staff, in the development of the model.

The process has been influenced by state, regional and national initiatives on partnerships between practice and education, the Institute of Medicine (IOM), and research from the Carnegie Foundation on the professions that calls for radical transformation in nursing education. In May 2010, at the invitation of Marge Wiggins, Carnegie Report authors Molly Sutphen, MS, PhD and Patricia Benner, PhD, RN, FAAN (pictured at right) participated in a full day Steering Group retreat which was followed by their presentation of a full day conference at MMC, open by invitation to representatives from all Maine hospitals and Schools of Nursing.

In partnership, we created this vision:

Through academic and practice partnership, we develop innovative, high quality and sustainable models of nursing education and practice to meet the community's need for nursing.
In addition to the Steering Group, subcommittees were formed and included Admissions, Curriculum Development, Faculty Development, and Research. The working committees comprised of academic and practice partners collectively worked over many months to make this pilot a reality and continue to oversee and monitor the project.

This initiative is based upon a multi-year commitment which expands beyond year one. Faculty needs to support the teaching teams will progressively increase over successive semesters to provide for the increasing student capacity through 2013. Evaluation of the pilot is underway with plans for a second USM student cohort starting in May 2012 with another 200 hour MMC CNA course open to 24 students in the summer of 2012 to meet the Maine CNA prerequisite.

Continued
### MMC & USM Education Collaborative Members

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<thead>
<tr>
<th>USM-School of Nursing Members</th>
<th>MMC Members</th>
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| Judith A. Spross, PhD, RN, FAAN  
_Interim Dean, Professor_ | Marjorie S. Wiggins, DNP, MBA, RN, NEA-BC  
_Vice President of Nursing/Chief Nursing Officer_ |
| Liz Elliott, MS, RN  
_Coordinator, Undergraduate Nursing Program_ | Martha Riehle, MBA, MSN, RN, NEA-BC  
_Associate Vice President of Nursing/Associate Chief Nursing Officer_ |
| Krista M. Meinersmann, PhD, RN  
_Director, School of Nursing_ | Paula White, MS, RN  
_Director, Center for Clinical & Professional Development_ |
| Janis C. Childs, PhD, RN  
_Professor of Nursing &  
Director of the Learning Resource & Simulation Center_ | Kristiina Hyrkäs, PhD, LicNSc, MNSc, RN  
_Director, Center for Nursing Research & Quality Outcomes_ |
| Helen Peak-Godin, MN, RN  
_Associate Professor_ | Andria Moore, BSN, RN  
_Nursing Director – Geriatrics Medical/Surgical_ |
| Allie Haynes, BSN, RN  
_Staff Nurse & Recent USM Graduate_ | Geri Tamborelli, MS, RN  
_Nursing Director – Family Birth Center_ |
| Carla E. Randall, PhD, RN  
_Associate Professor_ | Allie Haynes, BSN, RN  
_Staff Nurse & Recent USM Graduate_ |

**Consultants:**
- Mary Mundt, PhD, RN  
_Professor & Dean  
Michigan State University-School of Nursing_  
- Carolyn Williams, PhD, RN, FAAN  
_Professor & Former Dean  
University of Kentucky-College of Nursing_  

63% of MMC RNs are BSN prepared
MaineHealth Chief Nursing Officers and Nursing Academic Partnerships

Marjorie S. Wiggins, DNP, MBA, RN, NEA-BC, Chief Nursing Executive at MaineHealth and the MaineHealth Chief Nursing Officers (CNOs) recognized the need for a system approach to partnerships with all Maine nursing academic programs given the impending critical shortage of nursing professionals in Maine and across the country. In order to create stronger linkages, shared goals, and resources in addressing this challenge, the MaineHealth CNOs invited academic leadership from all over Maine to a series of joint meetings in 2010 to examine current and evolving issues and explore potential strategies for solutions which benefit both academic and practice partners, and ultimately, our Maine communities. As a kick-off event, nursing leadership and faculty from all Maine schools of nursing and the CNOs from all Maine hospitals participated on May 25, 2010 in a full day presentation at MMC featuring Patricia Benner, PhD, RN, FAAN and Molly Sutphen, MS, PhD who addressed the Carnegie Foundation research findings relative to the need for transformation of nursing education.

In successive meetings throughout the year, key issues/points discussed by academic and practice-based leaders included:

- Increasing student capacity to decrease the pipeline of waiting applicants
  - Increasing student enrollments in academic programs
    ~ Addressing infrastructure related limitations
    ~ Increasing academic faculty across curricula
  - Increasing Clinical Faculty
    ~ Recruitment & Retention
    ~ Faculty Development & Salary Structure
  - Increasing Clinical Sites & Placements

- Standardize academic and practice expectations/best practices
- Consistent linkages between curriculum and clinical experiences
- Creation of academic and practice teaching teams
- Increased clinical immersion time
- Incentives for academic progression post licensure:
  - Acceptance of prior academic course credit
  - Seamless bridges from ADN to BSN progression
  - Promotion of advanced degrees beyond the BSN
  - Flexibility in program design and accessibility
  - Expanding financial resources/tuition assistance
  - Easy information access regarding academic programs/options in Maine

- Hiring & retention of new graduates
  - Options during the present conditions of decreased turnover and reform
  - Clinical residency programs for new graduates

As plans progress to address the above, we are engaged in:

- Implementation of a Centralized Electronic Management System for Student Placements;
- Adoption of an Evidence-Based Nurse Residency Program for new graduates;
- A new “pilot” with UNE in their new accelerated program; and
- Identification of opportunity for shared resources.
Center for Clinical & Professional Development Accomplishments

In support of our mission and organizational priorities, the Center for Clinical & Professional Development (CCPD) operates in partnership with colleagues in nursing and other disciplines to promote best practices, quality health care and outcomes, and professional advancement. The Center offers a continuum of services designed to provide and impact direct patient care and to build upon the educational and professional bases of nurses, students, and other members of the health care team in accordance with the complex demands of today’s health care environment.

- 1,200+ clinical placements for nursing students each year.
- Senior Student Practicums:
  - 2009: 125 (25% increase from 2008)
  - 2010: 134 (7% increase from 2009)
- Graduate Student Practicums & Specialties:
  - 2010: 14
- Student Nurse Employment Program (SNEPs):
  - 2009: 31 (12 Geary Co-ops; 19 Nurse Associates)
  - 2010: 36 (16 Geary Co-ops; 20 Nurse Associates)
- 512 new Department of Nursing staff (2009); 300 (2010).
- Fast Track Orientation:
  - 2010: 25 experienced RNs
- Contact Hours Awarded (as an ANCC Accredited Provider Unit):
  - 2009: 14,000+
  - 2010: 13,000+
- CNA Program (initiated in 2000 – 200° course offered three times/year):
  - 11 years; 32 sessions since inception
  - Graduated: 650
  - 60% retention of CNAs graduating from program and working at MMC; many have gone on to become RNs.
  - 2009: Graduated 63; hired 53
  - 2010: Hired 30 of 33 out of two programs. Fall 2010 reserved for USM-MMC pilot cohort as prerequisite (17 students) for entry January 2011 RN accelerated program.
  - Overall Hire: 90-95%
  - New Basic & Advanced CNA skills to be rolled out
- Certified 40 new BLS instructors; recertified 90 (2009).
- Support for two part-time clinical faculty positions through Betterment Fund.
- Support & Guidance in partnership with academic faculty for Clinical Nurse Leaders (CNLs).
- Increased academic affiliate partnerships from 12 to 17.
- Building capacity initiative and proposal September 2010 for stimulus money in support of clinical faculty development with $192,000 grant awarded fall 2010.
- Lead and/or participate in ongoing nursing quality & safety initiatives.
- Initiated & oversee multi-center national PULSE trial as one of only 17 sites. Cynthia Honess, MSN, RN, CCRN, ACNS-BC, Principal Investigator.
- 2009 Nursing Sabbatical Study: Elizabeth Sterling, BSN, RN-BC: Effects of afternoon & evening recreational activities on geriatric patients on inpatient psychiatric unit).
- Redesign of selected programming for customer focus & cost efficiency (*electronic Basic ECG Day I*).
- Leading role in Inpatient Glucose management project – ongoing – with removal of sliding scale and total conversion to basal bolus.
- Representation on (not limited to):
  - Organizational Simulation Center Task Force
  - Academic Affiliate Advisory Groups – USM, UNE, SMCC, SJC
  - Tufts University – MMC Curriculum Development Committee
  - Tufts-MMC Faculty Development Sub-committee
  - MMC Interprofessional Education Committee, Paula White, Co-Chair
  - UNE Interprofessional Education Council – Paula White, Member
  - Councils, Committees, and Organizational Task Forces
  - Magnet Action Team and creation of initial evidence – Paula White, MS, RN, primary member, and other CCPD staff contributed.
- Maine Pressure Ulcer Collaborative was initiated in 2010 with Tricia Foley, BSN, RN, CWOCN and Nikki Shaffer, BSN, RN, CWOCN, joining as MMC representative.
- Rhonda Babine, MSN, RN-BC, ACNS-BC participated in the HELP pilot project on R2 where delirium prevention interventions were instituted to prevent falls in patients over 70.
- Clinical Nurse Specialists group participated in an interdisciplinary team evaluating delirium and falls and replicated a research study by Lakatos, et al, of MGH. Since then, Patricia Todorich, MSN, RN, PMHCNS-BC has lead a delirium project group.
- First CNLA Regional Conference held at MMC, September, 2010; coordination and provision of accreditation.
- Created the job description for the Nursing Education Specialist for Simulation Center and continue to participate in initiatives to promote incorporation of simulation.
- New RN employee orientation created with a focus on safety, quality metrics, patient outcomes and patient experience with incorporation of simulation as a new methodology (Jean Fecteau, MSN, RN and Deb McPherson, MSN, RN).

Paula White, MS, RN, Director, Center for Clinical and Professional Development
Maine Medical Center is fortunate to be able to offer nursing scholarships to MMC employees who are pursuing a nursing degree. Through our generous donors, this makes education reachable to those who might not otherwise be able to pursue their dream of becoming a nurse. During the past two years, 141 MMC employees received $118,112 in scholarship monies.
Individual Accomplishments—APRNs

Deborah Hoch, DNP, ACNP-BC
Completed her Doctor of Nursing Practice (DNP) at MGH Institute of Health Professions

Valerie Fuller, DNP, FNP-BC
Completed Acute Care Nurse Practitioner program at MGH Institute of Health Professions

Jeannie Ross, MSN, PNP-BC
Item writer for national pediatric nurse practitioner exam by ANCC

Surgical Technologist Program

- In 2009, celebrated 40 years (established in 1969)
- Since 1969, graduated 80 classes
- 961 Graduates
- More than 88% of MMC current OR Surgical Technologists are graduates of MMC’s program
- Exceeding National standards:
  - Student graduation: 83% (benchmark: 70%)
  - Graduate Certification Pass: 85% (benchmark: 74%)
  - Graduate Placement: 94% (benchmark: 80%)
- In 2010, Full accreditation by CAAHEP (Commission on Accreditation of Allied Health Education Programs)
Recognition

Individual Recognition

Carrie Walker, BSN, RN, ENPC
(Emergency Department)
2009 Heroes with Hearts Award presented by Community Counseling Center.

Kim Tierney, ADN, RN
(Circ Disease Administration)
Cardiovascular Nursing Excellence Award presented by American Heart Association at their 59th Annual Maine Scientific Sessions, February 7-8, 2009, Sunday River, Bethel, ME.

Betsy St. Germain, MSN, RN, AOCN
(Breast Care Center)

Jane Cleaves, BS-PA, RN-BC
(R7-Telemetry/Medical Unit)
Homecourt Hero Award by TD Bank for her American Heart Association volunteerism.

Kelly Bowden, MS, RN
(Perinatal Outreach)
Amy Strum, BSN, RN, CEN (Emergency Department)
2010 Heroes with Hearts Award from Community Counseling Center presented at their 5th Annual Heroes with Heart celebration, April 2010.

Amy Strum, RN, (far right) receiving Heroes with Hearts award from Community Counseling representatives

Deb Kramlich, MSN, RN, CCRN (Special Care Unit)
Deb Jackson, BSN, CCRN (Special Care Unit)
Su Sepples, PhD, CCRN (Special Care Unit)
Amy McLellan, BSN, RN (Cardio-Thoracic Step-Down Unit –R1)

As board members of the Southern Maine Chapter of AACN, chapter was awarded Circle of Excellence for Community Education and Public Service for their helmet project, 2010.

(Front to back: Amy McLellan, BSN, RN (R1); Su Sepples, PhD, CCRN (SCU); Deb Jackson, BSN, CCRN (SCU); Deb Kramlich, MSN, RN, CCRN (SCU).

Cindy Bridgham, BSN, RN, CPHQ (Risk Management)
Distinguished Member Award presented by the Maine Association for Healthcare Quality.

Cindy Bridgham, BSN, RN, CPHQ (Risk Management)
Distinguished Member Award presented by the Maine Association for Healthcare Quality.

Cathy Palleschi, BSN, RN (Cardiac Intensive Care Unit/R9W-Cardiac Interventional/Medical Unit) recipient of the 2009 Agnes E. Flaherty Leadership Award presented by ANA-Maine.

Cathy Palleschi, RN (left) receiving Agnes E. Flaherty Leadership Award. Barbara Kilroy, RN (right) one of the nominators.
Department/Unit Recognition

**Breast Care Center Nurses**
All nurses have achieved 100% certification.

**R6 Nursing Staff**
Partnership Rounding – one of six finalists for the 2009 Magnet Prize awarded by ANCC.

**Bariatric Surgery Center**
ACS BSCN Level 1A (American College of Surgeons’ Bariatric Surgery Center Network) Accreditation – 2009; only hospital in New England to earn both Level 1A accreditation for inpatient bariatric services as well as ACS BSCN accreditation for our Outpatient Bariatric Surgery Center.

**Clinics**
- **Internal Medicine, Internal Medicine/Pediatric and Barbara Bush Children’s Hospital Pediatric Clinics** - Bridges to Excellence Awards for their use of electronic medical record systems. This Level Three Advanced Certification places MMC in the 90th percentile nationwide.
- **Cystic Fibrosis Clinic** - Quality Care Award: Recognizing Outstanding QI Processes & Accomplishments presented by Cystic Fibrosis Foundation – 2009.

**Ventricular Assist Device (VAD) program**

**MMC Cancer Institute**
Chosen by the Association of Community Cancer Centers’ Prostate Cancer “Best Practices” Project – MMC is one of five programs in the nation chosen.

**Maine Abusive Head Trauma Workgroup**
National Center on Shaken Baby Syndrome (NCSBS) recognition for outstanding implementation of the Period of Purple Crying® - Kelly Bowden, MS, RN, Perinatal Outreach nurse led the effort with Dr. Lawrence Ricci. They traveled the state of Maine providing education to birthing hospital teams, public health nurses, home visitors, and other community partners. Within one year, they had provided education to at least one staff member from each of the 30 birthing hospitals in Maine.

**MMC – 35th**
Nursing Professionals Top 100 Hospitals to Work for in 2009.

**Employer of the Year – 2009**
Awarded by Coastal Counties Workforce Investment Board (CCWI) for MMC’s work with CCWI’s New Mainers class.
Nursing Excellence Awards

2009

FRONT Row (left to right): Cecilia Quimby, RN-BC, (CICU—Nursing Excellence); Sara Kovacs, BSN, RN (R9W—Nurses as Teachers); Sarah Vreeland, BSN, RN, ONC (R6—Nursing Excellence); Susan Jurgilas, RN, HP-ASCP (Dialysis & Hemotherapeutics—Nursing Excellence); Sharon Lepich, RN (Bariatric Center—Nursing Excellence); Wendy Farr, BSN, RN (Barbara Bush Children’s Hospital—Nursing Excellence); Marge Wiggins, DNPc, RN, NEA-BC (VPN/CNO).

SECOND Row: Linda Brady, ADN, RNC-NIC (NICU—Nurses as Teachers); Linda McLaughlin, BSN, RN (NICU—Laura Vogel Humanitarian); Brenda Clark, BSN, RN (P3CD—Nursing Excellence); Sonja Orff, MS, RN, CNL (SCU—Nursing Research).

THIRD Row: Shawn Taylor, BSN, RN (CICU—Nursing Excellence); Louise Wakefield, MS, RN, CEN (ED—Nursing Research); Suzanne Farnsworth, BSN, RN (P3CD—Nurses as Teachers); Lisa Marion, BSN, RN (P3CD—Nursing Excellence).

2010

FRONT Row (left to right): Sharon Wallace, BSN, RN (R3—Nurses as Teachers); Paulette Gallant, MS, RN, CNL (R1—Research Mentor); Elizabeth Stuart, RNC, CCE (Prenatal Center—Nursing Excellence); Renee Fortin-Shoemaker, BSN, RN (ACCU—Research); Kelly Chicoine, BSN, RN, (P3CD—Nursing Excellence); Kathryn Caiazzo, MS, RN, CNL (BBI—Nursing Excellence); Marge Wiggins, DNP, MBA, RN, NEA-BC, (VPN/CNO).

MIDDLE Row: Susanne Delisle, BSN, RN, CWCN (Surgical Clinic—Nursing Excellence); Deborah Cobb, MS, RN (R5—EBP & QI); Rachel Goode, ADN, RN (PACU—Laura Vogel Humanitarian); Cynthia Hones, MSN, RN, ACNS-BC, CCRN (CCPD—Research); Rhonda Babine, MSN, RN-B, ACNS-BC (CCPD—Research).

BACK Row: Glenn Angell, ADN, RN (CICU—Nursing Excellence); Jessica Loney, RN (Midcoast Hospital—EBP & QI); Susan Fielding, MSN, RN, NP-C (OPD—Advance Practice Nursing Excellence); Tracie Lowe, BSN, RN (P3CD—Nursing Excellence); Paula Viarello, BSN, RN (R1—Nursing Excellence); Shawn Taylor, BSN, RN (CICU—Nurses as Teachers).

MMC Overall Average - RN Job Satisfaction

<table>
<thead>
<tr>
<th>Year</th>
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<td>2005</td>
<td>54.20</td>
</tr>
<tr>
<td>2006</td>
<td>55.27</td>
</tr>
<tr>
<td>2009</td>
<td>61.82</td>
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</tbody>
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Nursing Excellence Team Awards

2009 - Cystic Fibrosis Team

Front Row (left to right): Marge Wiggins, DNPc, MBA, RN, NEA-BC (VPN/CNO); Cailyn Fowler, CF Patient; Ann McPhee, RN, Interim Director BBI.

Second Row: Vickie Young, ADN, RN (BBI); Gerry Yates, BSN, RN (BBI); Wendy Farr, BSN, RN (BBI); Amy Douglas, RN (BBI).

Third Row: Mary Buteyn, RD (Nutrition Services); Tammy Dion, PT (Physical Therapy); Sue Dube, RN (BBI); Cindy Fletcher, RN (BBI); Cindy Fowler (Cailyn’s Mother).

Fourth Row: Anna Cairns, DO (Pediatric Pulmonology); Renee Fallon, PharmD (Pharmacy); Mary Ellen Corrigan, PNP (Maine Medical Partners Pediatric Specialists).

2010 - Joint Replacement Center

Front Row (left to right): Julie Lake, BSN, RN; Deborah Gregoire, RN, CCRN, CPAN; Deborah Bachand, BSN, RN, NE-BC; Sandra Colello, BSN, RN; Peggy Estee, RN; Danielle Tabor, MS, RN, CNL; Richard Esterl, Gabrielle Petruccelli, Chris Delenick, Marge Wiggins, DNP, MBA, RN, NEA-BC.

Second Row: Holly Beaulieu, BSN, RN, CMSRN; Betty Grant, BSN, RN, CMSRN; Beth Andreason, Cindy Kilbridge-Johnson, ADN, RN, ONC; Elizabeth Winship, Nora Bowne, Dr. Brian McGrory, Beth Burke, Michael Belcher.

Third Row: Darcie Harkins, BSN, RN; Elizabeth Pontius, Karen Dumond, MSN, RN, CNOR; Linda Philbrick, RN; Katrina Anderson, BSN, RN, CNOR; Katie Jones, Ally Nye, Jack Packhem, Josh Barnes-Livermore.

Fourth Row: Marty Riehle, MBA, MS, RN, NEA-BC; Carrie Beals, Dave Cote, Rich Saklad, Dr. Ted Rintel, Dr. Brad Cushing, Steve Webster.
Clinical Nurse Advancement Program

2009

Front Row (left to right): Jennifer LaFlamme, BSN, RN-BC, CN3 (R7); Deborah Gregoire, RN, CCRN, CPAN, CN4 (PACU); Melissa Gallant, RN, CN3 (BBI); Cynthia O’Brien, BSN, RN, ONC, CN4 (Radiation Oncology); Jenny Gilmore, BSN, RN, CMSRN, CN3 (R5); Pamela Tozier, BSN, RN, RNC-OB, CLC, CCE, CN3 (FBC).

Second Row: Katherine Warner, RN, CN3 (OR); Bobbi Shirley, BSN, RN, CN4 (Gibson); Mary Charest, BSN, RN, CAPA, CN3 (ASU); Heidi Gwinn, ADN, RN, CMSRN, CN3 (SSU); Melissa Marsh, BSN, RN, CN3 (SSU).

Third Row: Julie Beecher, BSN, RN-BC, CN4 (BBI); Lori Heseltine, RN, CN3 (P6); Linda Brady, ADN, RNC-NIC, CN3 (NICU); Gail Kolbe, RN, CN3 (Gibson).

2010

Front Row (left to right): Marge Wiggins, DNP, MBA, RN, NEA-BC (VPN/CNO); Janet Russell-Duggan, BSN, RN, CN3 (R6/Bean2); Cecilia Inman, BSN, RN-BC, CN3 (R9); Ellen Hopkins, BSN, RN, CN3 (ACCU); Nicole Hubbard, BSN, RN, CN3 (R7).

Back Row: Paula Viarello, BSN, RN, CN3; Pamela Tozier, BSN, RNC, CCE, CLC, IBCLC, CN4 (FBC); Kathleen Bouchard, BSN, RN, CN3 (1st Care); Cheryl Coyne, BSN, RN, CN3 (ACCU).
Clinical Support Staff Advancement Program

2009

**Front Row (left to right):** Sara Pardi, CST III (Scarborough Surgery Ctr); Frances Caterina, NUS II (Medical/Surgical–R3); Debra Barrett, Periop Services Tech II (Scarborough Surgery Ctr); Lisa Sukeforth, Periop Services Tech II (Scarborough Surgery Ctr).

**Second Row:** Dolly Barcebal, LPN II (BBCH); Sharon Stetson, NUS II (Endo); Samuel Vancil, III, Periop Services Tech II (OR); Slavica Radosavljevic, CNA III (Medical/Surgical-R3); Mary Walker, Endo Tech II (Endoscopy).

**Third Row:** Stephen Savage, Periop Services Tech II (OR); Brenton Rioux, CST III (OR); Diane Davis, NUS II (OR); Duncan McLean, Periop Services Tech II (OR); Marc Blais, Endo Tech II (Endoscopy).

2010

**Front Row (left to right):** Dorothy Young, CNA III (SCU); Nina Giescke, CNA II (Floats); Betty Fuessel, NUS II (Gibson); Tori Cross, CNA III (R2); Lisa Lemieux, Periop Services Tech II (OR); Elizabeth Auger, CST III (OR).

**Second Row:** Tammy Cote, CNA III (Gibson); Kristen Cantara, Periop Services Tech II (OR); Wanda Michaud, NUH II (R2); Erin Noll, CST III (OR); Donna Libby, CST III (Scarborough Surgery Ctr); Kathy Kramer, CST III (OR); Mendi O’Connor, CST III (Scarborough Surgery Ctr).

**Third Row:** Dana Trufant, NUH II (PACU); Nebojsa Simatovic, CNA III (R7); Wided Zige, NUH II (Labor/Delivery); Cynthia Pappas, NUA (Ambulatory Cardiac Care Unit); Stephanie Cooper, CST III (Scarborough Surgery Ctr); Patrick Tremblay, CNA III (R7).
Community

Each year, the Magnet, Marketing & Communications Council leads MMC RNs and other MMC staff in a community outreach project. Over the years, nurses have provided health clinics and career fairs through a variety of venues – a local Mall, Casco Bay Islands, local schools, and local shelters.

October 27, 2009 Portland High School Health and Career Fair

Portland High School (PHS) is one of the largest schools in Portland and has a very diverse population with over 50 languages spoken by students. The Magnet, Marketing & Communications Council decided to formulate a program that could address some of the health care needs of this teen community. They contacted the school’s nurse and the Portland Public Health Division and asked for input on what they saw as some of the top health care needs of local teens.

The school social worker and guidance department enthusiastically signed on to offer assistance and support. From MMC, four clinical nurse leaders, 11 registered nurses, a certified nursing assistant, two nurse practitioners, an occupational therapist, a speech language pathologist, a nurse manager, a pharmacist, two phlebotomy trainers, a family medicine resident physician, an internal medicine resident physician, an ECG technician, two University of New England students, and three pharmacy students donated their time to staff a health fair event at the school.

Almost 1,000 students visited the health stations placed throughout the school’s gymnasium. Some of the booths that seemed to generate the most excitement and have the most impact were:

- **Nutrition** – Portion Control - Interactive opportunity for the students to make a “right-size” hamburger and salad.
- **Hand washing** – Ultra-violet light was used and student’s skin “glowed” where they hadn’t washed thoroughly.
- **Safety** – Unprotected melons were dropped from the top of a ladder and were smashed into pieces; melons protected in a safety helmet were dropped and stayed intact.
- **“Secret” Sugar** – Empty bottles of popular sodas and “power” drinks were filled with the actual amount of sugar in each product.
- **Smoking** – Two resident physicians provided educational literature and individualized information to students who wanted to quit, and students who wanted to help a friend or family member to quit.
- **Controlling Relationships** – Students watched a skit with a male controlling a female and then a female controlling a male, and were asked to give suggestions on phrases they could use to stop the behaviors.
- **Portland High School Health Club** – A student organization that promotes all aspects of healthy living and had information about activities and opportunities within the school. Students and the school social worker manned this booth.
- **Floor Games** – Students ran this area – a version of a “yellow brick road” to health. When participants answered a health question correctly they moved along the paper pathway towards “better health” and “healthy behaviors.”

Continued
Immediately following the health fair, a health care career information session was held with a variety of health care occupations represented. The representatives were available to talk with students one-on-one about their careers, education requirements, and a day-in-the-life-of to give students an idea of what their jobs were like.

January 5-6, 2010 –
H1N1 and Community Vaccination

At the request of the Maine CDC, MMC nurses, along with various disciplines and operational colleagues, hosted a free H1N1 immunization clinic on January 5 and 6, 2010. The two-day event was well publicized in local papers, on digital traffic informational signs, and news broadcasts.

A Clinical Nurse Leader utilized components of the hospital’s pandemic plan and worked with clinic staff to set up twelve stations. The plan allowed the pediatric population a quick entry and exit to decrease the stress of receiving immunizations. The flow plans also involved assuring that our handicapped and elder population would have the room to move through the clinic without barriers and obstacles. Inpatient staff RNs from every type of unit met outpatient clinic RNs and Employee Health RNs to work side by side as a team for this event.

Despite the large volume of participants, the lines moved very quickly. MMC provided water for those waiting, and MMC nursing staff were posted along the waiting line to chat, answer questions, address any needs, and thank every person from the community for attending. Feedback from those vaccinated was extremely positive and included: “I cannot believe how easy that was,” “It was the quickest flu shot I’ve ever received,” and “That was so organized.”

Forty-eight RNs worked the H1N1 clinic and managed to give an average of 17 vaccines per hour for a total of 3,300 vaccines in the two-day clinic.
October 28, 2010 – Logan Place

Logan Place is Maine’s first “Housing First” project. It is based on the philosophy that providing a stable, independent living environment for homeless people is an effective way to combat homelessness. There are 30 efficiency apartments and services are provided by Preble Street Resource Center. Logan Place is named for Bruce Logan, a long-time social worker, Preble Street board member, and advocate for the poor. Most of the residents are men, but there are some women.

Volunteers from the Magnet, Marketing & Communications Council as well as other MMC volunteers set up health stations (BP checks, nutrition information, smoking cessation programs, and hand hygiene) to share information with residents. In addition to the health stations, volunteers prepared and served a meal with donated food by MMC staff. This event was very well received by residents and very much appreciated.

Debbie Martin, BSN, RN-BC and Jessica Stevenson, BSN, RN demonstrating proper hand washing technique.

34% of MMC RNs volunteer in a variety of organizations throughout our communities – locally, nationally and internationally.
Research

Research and Research Mentor Awards 2009-2010

The Center for Nursing Research and Quality Outcomes at Maine Medical Center has recognized and awarded nurses at Maine Medical Center conducting evidence-based practice, quality improvement and research projects.

The Nursing Research award was instituted in 2006 to recognize an outstanding clinical nurse scholar or team of scholars who have made a significant contribution to the advancement of nursing science or evidence-based clinical practice leading to substantial positive effects on patient or professional outcomes.

4th Annual Research and Evidence-based Practice Awards – 2009

Sonja Orff, MS, RN, CNL: A Collaborative Effort between the Clinical Nurse Leader, the Department of Epidemiology, and Information Services to Improve Flow, Patient Outcomes, and the Environment for the Patient Being Ruled Out for Clostridium Difficile. May 7, 2009

Louise Wakefield, ADN, RN, ENPC: Evaluating a Physical Environment Assessment Tool (The PEAT Scale) May 7, 2009

5th Annual Research and Evidence-based Practice Awards – 2010

Rhonda Babine, MS, RN, ACNS-BC, Renee Fortin-Shoemaker, BSN, RN, and Cindy Honess, MSN, RN, CCRN, ACNS-BC: A Comparison in Nitroglycerine Ointment Application Methods to Enhance Vasodilatation: Applicator versus Plastic Wrap, May 4, 2010

Deborah Cobb, MS, RN, CNN, CMS and Jessica Loney, MSN, RN: A Prospective Review on Hospital Collection on Patient’s Race and Ethnicity Data, May 4, 2010

With an annual influx of clinical scholars since 2004, the Center for Nursing Research and Quality Outcomes was pleased to introduce a new nursing award in 2010 which is designed to honor the practice of mentoring our scholars. The purpose of this award is to recognize an outstanding research nurse mentor who has made a significant contribution in mentoring a staff nurse or a team in the completion of a Nursing Research, Evidence-based Practice or QI project. The award recognizes demonstrated excellence in mentoring novitiate researchers by encouraging relationships among colleagues, and conveying high regard for contributions made by such members of the research community. The award is granted to a mentor who is supportive and encouraging while helping the clinician focus on the research project(s) and continues to follow through with mentoring to ensure implementation and dissemination of results.

1st Research Mentor Award – 2010

Paulette Gallant, MS, RN, CNL, May 4, 2010
Boiselle, Richard, MSN, RN, CEN, ENPC
CHAT Study in the Emergency Department
(#3596X) (Open 9/15/09)

Brennan, Pam, BSN, RN
Providing Educational Intervention to Low Income Obstetrical Patients in Greater Portland to Improve Breast Feeding Rates.
(#3601) (Open 9/1/2009)

Chapman, Joanne, MSN, RN; Fuller, Valerie, DNP, FNP, ACNP; Bradstreet, Peg, APRN, PMHCNS-BC; Todorich, Pat APRN, PMHCNS-BC
Relationship between Delirium and Falls in the Hospitalized Patient (#3724) (Open 5/6/2010)

Cleaves, Jane, BS-PA, RN-BC, CNIV; Anderson, Marguerite (Doliner) BSN, RN
Patient’s Perceptions of the Use of Patient Journaling During their Hospital Stay (#3526) (Open 4/8/2009)

Cobb, Deborah, RN, CNL
RN and Patient Partnership Rounds and Had-Off Improvement on R5 (#3638X) (Open 11/13/2009)

Curtis, Guy, RN; Martin, Deb, BSN, RN
Quality Improvement Project to Assess Current Practice of Peripheral Intra-venous (IV) Insertion. (#3540Q) (Open 4/16/2009)

Farrington, Stacey, MS, RN-BC
HELP Prevent Falls (#3773X) (Open 8/27/2010)

Fielding, Susan, BSN, RN, CFNP
Testing the Reliability of a Fall Risk Screening Tool for an Elderly Population in an Ambulatory Clinic Setting (#3654) (Open 1/25/2010)

Gallant, Paulette, MS, RN, CNL, principal investigator
Evaluating a Continuous Insulin Infusion Protocol after Cardiac Surgery to Reduce the Risk of Hyperglycemia (#2348) (Open 1/12, 2010)

Gallant, Paulette, MS, RN, CNL, principal investigator
Assessing the Reliability of the Visual Infusion Phlebitis Scale (#3001) (Open 4/05/2010)

Goran, Susan, MS, RN; Jahrsdoerfer, Mary, MHA, RN, Clinical Researcher, Philips Healthcare
Family Perceptions of the eICU: A Multi-Site Collaborative Study (#3542X) (Open 4/21/2009)

Hones, Cindy, MSN, RN, CCRN, ACNS-BC, principal investigator at Maine Medical Center
Implementation of Practice Standards for ECG Monitoring (#3432) (Open 8/20/2010)

Devlin, John MD; Eldrup-Jorgenson, Jens, MD; Lucas, Lee, MD; Hyrkäs, Kristiina, PhD, LicNSc, MNSc, RN

Kaikini, Kara, MS, IBCLC
Breastfeeding Duration Rates: the Effect of Hospital Practices, Support and Education. (#3800) (Open 11/08/2010)

LeRoy, Thomas, BHS; Aucoin, Jason, MSN, ANP-BC, COHN
A Randomized Controlled Trial Evaluating Foot-ware and Fall Prevention Education for Environmental and Food Service Workers in Acute Care Settings. (#3783) (Open 9/29/2010)

Lyden, Cathy, BSN, RN, principal investigator
Assessing the Validity and Reliability of the Sedation-Agitation Scale in a Pediatric Population (#3529) (Open 4/20/2009)

Manchester, Nicole, MS, RN, CNL, principal investigator
Adult Tracheostomy Team (#3477X) (Open 1/9/2009)

Moody, Joy, MSN, RN, principal investigator, Boiselle, Richard, RN, Haskell, Wendy, RN, CEN, Jordan, Pamela, RN, McMahon, Elaine, Maine Health, Program Manager, Elder Care Services, Partnership for Healthy Aging, Randall, Cindy, RN, Sinclair, Judi, RN, MMC ED, Varnum, Andrea, RN, Ware, Kathy, RN, and Worthing, Barry, RN. Emergency Department Care Transitions Program: Quality Improvement Pilot (#3656NR) (Open 1/6/2010)

Morse, Carol Jo, BSN, RN, CMSRN; Knutson, Jill A., BSN, RN
A Comparison of the Ankle Brachial Index (ABI) to Pulse Palpation/Doppler Assessment in Infragingual Bypass Patients (#3308) (Open 04/06/2009)

O’Brien, Cindy, BSN, RN, OCN, principal investigator
A Comparison of Treatment Options for Oral Mucositis in Head and Neck Radiation Oncology Patients (#3281) (Open 12/7/2009)

Parker, Sheila, MSN, MBA, RN, NE-BC, principal investigator
CDC AHRQ MRSA Collaborative Study – Phase II (#3758) (Open 7/22/2010)

Rouleau, Darlene MS, RN, CMSRN, CNL
Pilot Study of the Survey Instruments Used in the Education Adherence Initiative at Maine Medical Center. (#3476X) (Open 12/29/2009)

Shirley, Bobbi, MS, RN, CNL
Opportunities to Raise the Standard of Central Venous Catheter Care using a Multimodal Education Approach for Nursing Staff (Open 12/10/2009)

Smith, David, D.P.T., principal investigator; Tabor, Danielle, MS, RN, CNL; Becker, Michael, MD; Grant, Bettyanne, BSN, RN, CMSRN; Roberts, Jesse, PA; Winship, Elizabeth, PT
Range of Motion and Pain Score as Determinants for Continuous Passive Motion Following Total Knee Arthroplasty: An Empirical Study Using Cross Over Design (#3658) (Open 1/29/2010)

Swan, Nina, MS, RN, CNL
Evaluation of the Clinical Nurse Leader Role by unit staff (#3492X) (Open 1/23/2009)

Taylor, Shawn, BSN, RN; Seder, David, MD; Brown, Susan, RN; Lord, Christine, BSN, RN; and Riker, Richard, MD
Blood Glucose Measurement During Therapeutic Hypothermia after Cardiac Arrest (#3641) (Open 11/22/2009)

Wiggins, Marjorie, DNP, MBA, RN,NEA-BC, CNE and Hyrkäs, Kristiina, PhD, LicNSc, MNSc, RN
Improving Post-Discharge Medication Adherence by Multiple Interventions. (#3512) (Open 3/20/2009)

* IRB = Institutional Review Board – conducting ethical reviews.
Nursing Research Studies – (IRB Approved, Closed)

Cobb, Deborah, MS, RN, CNL; Loney, Jessica, MSN, RN
A Prospective Review on Hospital Collection of Patient’s Race and Ethnicity Data (#3409) (Closed 06/24/2010)

Coyne, Cheryl, BSN, RN; Hopkins, Ellen, BSN, RN; Kent, Gertrude, BSN, RN
Use of Berlin Questionnaire in an Outpatient Setting to Screen Adult Patients for the Risk of Obstructive Sleep Apnea. (#3239) (Closed 02/17/2009)

Crosby, Patricia, BSN, RNC; Oliver-Palanca, Janet, BSN, RNC; Giles, Shirley, BSN, RNC; Furey, Lorande, BSN, RNC; Stuart, Elizabeth, BSN, RNC
Reduction of Nausea and Vomiting in the Postoperative Cesarean Section Patients. (#3100) (Closed 02/17/2009)

DiFiore, Gail, MSN, RN
Is Personal Hardiness a Predictor for CNA Retention? (#3274) (Closed 01/12/2010)

Eisenhard, Elizabeth, MD; Lacombe, Patricia, RN; Schimelman, Brad, MD; Parker, Mark, MD; Zimmerman, Robert, MD
A Prospective Observational Study on the use of Iodinocetatecontrast for AV Fistula Salvage in the Stage 4/5 KCD using Bicarbonate Prophylaxis. (#3230) (Closed 06/24/2010)

Harvey, Kimberly, BS, MPH; Kramlich, Debra, MSN, RN, CCRN; Chapman, Joanne, MSN, RN, Med, CNA-BC; Parker, Jeanne, ADN, RN, CPN; Blades, Elizabeth, RN
Assessing the Sensitivity, Specificity and Reliability of Five Pediatric Fall Risk Assessment Tools. (#3347) (Open 04/13/2009; Closed 03/17/2010)

Hiler, Margaret, MS, RN, CNL

Honest, Cindy, MSN, RN, CCRN, CNS-BC; Babine, Rhonda, MS, RN; Fortin-Shoemaker, Renee, BSN, RN

Keane, Kathleen, MS, RN, CNL, CCRN; Harkless, Gene, DNsC, ARNP
Validity and Reliability of the Critical Care Pain Observation Tool (CPOT): A Pilot replication study. (#3366) (Closed 06/10/2009)

Lancaster, Kelly, BSN, RN, CAPA
Family Centered Care: A Survey of Perceptions and Practices in the Perianesthesia Setting. (#3109) (Closed 02/02/2010)

McClusky, Theresa, BSN, RN; Thompson, Elizabeth, BSN, RN
A Comparison of Prilocaine/Lidocaine Cream to Tetracaine/Lidocaine as an Anesthetic for Pediatric Vainpuncture. (#3186) (Closed 06/24/2010)

Parisien, Carole, MSN, RN, principal investigator at Maine Medical Center Healthy Work Environment Unit Socialization and Graduate Nurse Transition. (#3603) (Open 9/2/2009; Closed 08/04/2010)

Sterling, Elizabeth, ME, BSN, RNC
A Quantitative Study of the Effects of Afternoon and Evening Recreational Therapy Activities on the Behavior, Mood and Level of Function of Geriatric Patients on P6 (#3479) (Open 01/09/2009; Closed 10/14/2010)

Wakefield, Louise, ADN, RN, ENPC

Hiler, Margaret, MS, RN, CNL

The Center for Nursing Research and Quality Outcomes was pleased to offer the Clinical Scholar Program (CSP) to health care practitioners within Maine Medical Center and also to nurses from other MaineHealth facilities. There were representatives from the following hospitals: Spring Harbor, Stephens Memorial, Midcoast, Miles Memorial, Maine General, and Southern Maine Medical Center. CSP offered this year the chance for other disciplinary members to join the program, creating a multidisciplinary research program. New members included two from the MMC Physical Therapy Department and two MMC Registered Dieticians.
Brown, J.; Taylor, S.; Lord, C.; Palleschi, C. Fostering a Culture of Excellent Safe Patient and Family Centered Care, 2009 Maine Nursing Summit, March 24, Augusta, ME.

Caiazzo, K. The Barbara Bush Children’s Hospital Cardiovascular Education Program, 2010 Maine Nursing Summit, March 25, Augusta, ME.

Caiazzo, K. The Bedside Pediatric Early Warning System: Best Practice for Evaluating Pediatric Patient Acuity, 2010 Maine Nursing Summit, March 25, Augusta, ME.


Chop, G. Team Driven Advanced Total Joint Replacement Care, IHI, December 5-7, 2010, Orlando, FL.

Cobb, D. RN and Patient Partnership Rounds Improvement Project, 2010 Maine Nursing Summit, March 25, Augusta, ME.

Cobb, D.; Caiazzo, K.; Gurry, T.; Shirley, B. The Role of the CNL at MMC, 2010 Maine Nursing Summit, March 24, Augusta, ME.


Douglas, A.; Fletcher, C.; Messitt, T.; Wilde, K.; (Maine Medical Partners, Pediatric Specialty Care) Getting the Bug Out: Culture Based Scheduling in the Cystic Fibrosis Outpatient Clinic, 2009 Maine Nursing Summit, March 24, Augusta, ME.

Estee, M.; Herman, T. Building a Collaborative, Patient-Centered Work Environment. 2009 Maine Nursing Summit, March 24, Augusta, ME.

Frank, S.; Enochs, E. Improving Interdepartmental Relations, 2009 Maine Nursing Summit, March 24, Augusta, ME.

Gallant, M. Quality Communication for Sage Pediatric Patient Transfer, 2010 Maine Nursing Summit, March 25, Augusta, ME.

Gregoire, D. Improving the Overall Experience for the Total Joint Replacement Patient, 2010 Maine Nursing Summit, March 25, Augusta, ME.

Griffin, M.; Reid, S. Improving Preoperative Communication, 2010 Maine Nursing Summit, March 25, Augusta, ME.

Hardman, A. (MidCoast); Palmer, D. The Graduate Nurses’ Perceptions of the Work Environment, 2009 Maine Nursing Summit, March 24, Augusta, ME.

Herman, T.; Estee, M.; Lerman, J. Building a Collaborative, Patient-Centered Work Environment, 2009 Maine Nursing Summit, March 24, Augusta, ME.


Jordan, P.; Robinson, C. Triaging Psychiatric Patients in a Hospital Emergency Department, 2009 Maine Nursing Summit, March 24, Augusta, ME.

Kolbe G.; Linscott, D.; Hyrkäs, K. Preceptors’ Perception of Their Role and Job Satisfaction Today. 2009 Maine Nursing Summit, March 24, Augusta, ME.

Leroy, T.; Johnson, A. Best Practice: The Use of An Air Mattress to Prone Anesthetized Patients in the OR, 2010 Maine Nursing Summit, March 25, Augusta, ME.

Lillig, K.; Tourangeau, J. Implementing the Gold Standard of ST Segment Monitoring to Detect Silent Ischemia, 2010 Maine Nursing Summit, March 25, Augusta, ME.

Manchester, N.; Reeder, S.; Orff-Ney, S. Reducing Pressure Ulcers in the ICU through Point of Care Education and Product Standardization, 2010 Maine Nursing Summit, March 25, Augusta, ME.

Mynahan, L. (Mercy, MMC, SMMC, MidCoast & Acadia) Using the Magnet Recognition Program to Guide a Statewide Mentorship Network to Advance Nursing Practice and Quality Patient Care, 2009 Maine Nursing Summit, March 24, Augusta, ME.

Nayak, S.; Oliver-Palanca, J.; Brady, L. When New Born Babies Die: Embracing the Grieving Family, 2009 Maine Nursing Summit, March 24, Augusta, ME.

Nayak S., Oliver-Palanca J., Brady L. Transforming Uncertainty: Building Confidence and Satisfaction through Leadership and Education, ANCC National Magnet Conference, 1-3 October, 2009, Louisville, KY.


Parker, M. G.; Valenti, A.; Parker, S.; Blenkhorn, R.; Duval, M.; Lindberg, C.; Munger, M.; Chingos, P.; Harvey, K.; Doebbeling, B. Novel MRSA Reduction Practices in Inpatient Renal Care, American Society of Nephrology, November 16-21, Denver, CO.


Swan, N. Hourly Rounding as Intentional Nursing Practice for Best Outcomes, 2010 Maine Nursing Summit, March 25, Augusta, ME.


Podium Presentations


Fuller, V.J., *A Regional Example of Organizational Development for DNs*, Second Annual DNP, LLC Conference, September 2009, Miami, FL.


Oliver-Palanca, J.; Brady, L.; Nayak, S. *When New Born Babies Die: Embracing the Grieving Family, Sigma Theta Tau (STTI)* 40th Biennial Convention, October 31st-November 4th, 2009, Indianapolis, IN.


Publications


**Reviews**

Reviewers are an integral part of the selection process as they evaluate applicants’ written submissions for potential presentations. The reviewers are volunteers, which must participate in online training. Abstract submissions get evaluated through a blinded, peer review process for clarity, content, and relevance to the conference goals and objectives.

2009 – Carole Parisien, MSN, RN, reviewed abstracts to be presented at the National Magnet Conference in Louisville, KY, October 1-3, 2009.

2010 – Kristiina Hyrkäs, PhD, LicNSc, MNSc, RN reviewed abstracts to be presented at the National Magnet Conference in Phoenix, AZ, October 13-15, 2010.
Nursing Councils

Our nursing councils are vibrant, working councils. The nurses on these councils are empowered and engaged – in their practice, work environment, care delivery, professional development, and our communities – in delivering patient and family centered care. Our councils embrace the challenges of our ever-changing health care environment and work collaboratively across all disciplines in not only moving the Department of Nursing forward, but our organization. Nurses are an integral member on our interdisciplinary teams and their input is sought from other team members - making our shared governance model, truly shared.

These pages list just a few of our Nursing Councils’ accomplishments in the past two years.

For a complete list of their accomplishments, please go to our website:
http://www.mmc.org/nursingcouncils

Council Co-chairs

Beth Thompson, RN
CNAP

Deb Aylward, RN
CNAP

Cynthia Kilbride-Johnson, RN
CNAP

Gail Beals, RN
Magnet, Marketing & Communications

Christine Lord, RN
Magnet, Marketing & Communications

Clinical Nurse Advancement Program Council

- 36 RNs advanced:
  - 29 to CN III
  - 7 to CN IV
- Continuously review and update program
- Electronic (Going Green) Application process
- Marketing of program

Magnet, Marketing & Communications Council

- Peer Review Tool for RN, CNA
- Community Outreach
  - October 27, 2009 - Portland High School Health & Career Fair – saw over 1,000 students; interdisciplinary staff participation
  - October 27, 2010 – Logan Place (men’s shelter), Health Fair and meal
- Magnet Redesignation
- Professional Practice Model

Nursing Practice Council

- Approved: 117 policies; 128 SOC; 1 Clinical Practice Guideline; 2 Nursing Care Protocols
- Informatics Consultation
  - SCM Flowsheet charting: Fall Risk Assessments; Braden Scale Assessments, Intake & Ouput, Suicide Risk, Urinary Catheter and Immunization Manager
• SCM Worklist Revision: Central Line Bundle Order Sets, Urinary Catheter ordering in SCM

• Magnet Redesignation Preparation
• Policy Management
• Safe Surgery Checklist Form/Time Out
• Partnership Care Delivery Model
  • Hourly Rounding [R1, R7]
  • Bedside Reporting [R1, R3, R6, R7, ACCU, GPV, P3CD]
  • Motivational Interviewing [R1, R3, R5, R7, P3CD]

• Practice Innovations: Patient Safety
  • IV Decision Tree
  • Fluid Restriction Signs
  • Glycemic Control: Carb Counting, Insulin Protocols, Basal, Prandial
  • Fall Risk Assessment Updates
  • Patients at Risk for Suicide: Patient Safety Screening
  • Independent Verification of IV infusions: Transfer/Transport
  • Clinical Institute Withdrawal Assessment (CIWA)

• Accreditation & Regulatory
  • Best Practice Points [Tracer Methodology]
  • Periodic Performance Review (PPR) Updates
  • CMS Guidelines: NPSG #7 Infection Prevention [Hand hygiene, Central line, Surgical site, DRO]
  • CMS Guidelines: Indwelling Urinary Catheter Date/Time Insertion/Removal and Indication for Surgical Catheter >48 Hours

• Infection Prevention Updates
  • UTI Prevention Initiative
  • Management of Patient with C-Difficile Update
  • Immunizations: Influenza and Pneumococcal
  • C Diff Decision Tree
  • Infection Prevention Documentation of Patient/ Family Teaching
  • Sani Cloths for Cleaning Equipment
  • CMS Guidelines: Indwelling Urinary Catheter Date/Time Insertion/Removal and Indication for Surgical Catheter >48 Hours
  • VIPAS Updates: Chlorhexidine Prep for IV Sites
  • Teaching Infection Prevention: Hand Hygiene, DRO, Central Lines, Surgical Sites
  • Hand Washing Initiative

• Evidence-Based Practice Resources
  • “Nursing Consult” [EBP Clinical Practice Guidelines]
  • Electronic Procedure Manuals/ Drug Handbooks [Lexicomb in Pyxis Medstation]
  • Tobacco Cessation Program
  • VIPAS Staging Key

• Medication Safety
  • ISMP Alerts
  • Warfarin SCM FlowSheet
  • Dedicated Pumps - High Alert Medications
  • Medication Adherence Research
  • “Read Back” Medication Orders
  • Teaching Purpose / Side Effects of Medications
  • Infusion Pumps for IV Infusion
Nursing Quality Council

- Hand Hygiene Campaign – improved hand washing adherence from 39% to 90%; contributed to creating observation tools; participated in hand washing eLearn and competency; train-the-trainers; hand washing soap product trial; teach patients hand hygiene rates posted each patient care area.
- UTI Prevention: CMS guidelines require documentation of date and time of catheter insertion; use SCM Urinary Flow Sheet; document reason surgical patient’s catheter remains greater than 48 hours; CAUTI Committee initiatives; emphasize securing catheter, using closed system, keeping bags off floor; CAUTI Prevention Cheat Sheet handout; revise urinary catheter orders; present Case Study patient acquires UTI & C-Diff from indwelling urinary catheter.
- Falls Prevention: daily fall risk assessments in SCM; eliminate purple bracelets; Fall Risk Precautions in SCM; Annual ‘Falls Prevention Fair; Falls-Free Days chart graph ion nursing scorecard; demonstrate Peminic reporting; conduct Fall Debriefing after a fall; pigtails replaced all inpatient beds.
- Leadership at unit level with quality measurement & improvement
- Chart Audit indicator added to balanced scorecard
- Immunization Manager instruction and monthly updates
- New algorithm – management of C-Difficile
- Medical History & reconciliation form
- Unapproved abbreviations
- ISMP alerts sent to council members
- New Magnet Model
- 24 Nursing posters at MMC’s annual Performance Improvement Fair

Nursing Research Council

- Created a process to partner with Nursing Practice and Nursing Quality Councils for purpose of reviewing and updating policies and standards. This included the development of an algorithm for all three councils. The purpose of this work is to ensure that nursing policies and standards at MMC are evidence-based.
  - Clinical Scholar Program
    - 2009: 25 attendees – 10 MMC staff; 10 outside of MMC
    - 2010: 32 attendees – 22 MMC staff; 10 outside of MMC
- Restructuring of subgroups so that the work of NRC is more visible to staff to assist them with EBP, research and quality improvement projects.
- Annual Research Awards & Research Mentor Award (new in 2010)
- Research Grand Rounds

Council Co-chairs

Andrea Varnum, RN  Nursing Quality
Alleen Eastwood, RN  Nursing Quality
Betty Grant, RN  Nursing Quality
Paulette Gallant, RN  Nursing Research
Trudy Kent, RN  Nursing Research
Deb Gregoire, RN  Nursing Research
Professional Organizations

Nurses in Leadership Roles
Maine Medical Center Nurses value sharing current evidence-based professional practices with colleagues across the country and around the world. Of the 1,658 RNs at MMC, 48% are active in a professional organization and 21% are members of two professional organizations. As demonstrated below, several of our RNs hold leadership positions in these professional organizations.

Judith A. Aiken, MSN, RN, secretary for the Association for Radiologic & Imaging Nursing
Colleen Allen, BSN, RN, CAPA, Chair of the Membership Committee, Maine Society of Peri Anesthesia Nurses
Diane Allen, BSN, RN, President-Elect, Nebraska Association for Healthcare Quality, Risk and Safety
Linda D. Aspinall, RN, CAPA, Treasurer, Maine Society of Peri Anesthesia Nurses
Jason A. Aucoin, MSN, ANP-BC, COHN, Treasurer, Association of Occupational Health Professionals
Suzanne M. Beaudry, BSN, RN, OCN, Chair of Membership Committee, Southern Maine Oncology Nursing Society
Daniel F. Bergeron, MPH, BSN, RN, Research Committee Leader, Sigma Theta Tau International
Cheryl A. Bougie, ADN, RN, OCN, President-Elect, Southern Maine Oncology Nursing Society
Kelley A. Bowden, MSN, RN, Board of Directors, American Academy of Pediatrics - Maine Chapter
Keri P. Breuer, BSN, RN, CPAN, Website Committee, Maine Society of Peri Anesthesia Nurses
Cynthia L. Bridgham, BSN, RN, CPHQ, Board member, Maine Association for Healthcare Quality
Jennifer G. Bussiere, ADN, RN, CDN, Secretary, American Nephrology Nurses Association
Shannon M. Cappens, BSN, RN, CPON, Secretary, Maine Chapter for the Association of Pediatric Hematology/Oncology Nurses
Veronica Carter, ADN, RN, IBCLC, Web Hostess, Maine Lactation Consultant Association and Chairperson, Lactation Consultants Collaborative, Portland, ME
Mary B. Charest, BSN, RN, CAPA, Newsletter Editor, Maine Society of Peri Anesthesia Nurses
Robin L. Chase, ADN, CCRN, Past President and Board Member at Large, American Association of Critical-Care Nurses
Jane Cleaves, BS-PA, RNC, Board Member, American Heart Association
Russell A. Eastman, ADN RN, CNOR, Secretary, Association of periOperative Registered Nurses
Stacey Farrington, BSN, RN-BC, Past President, National Gerontological Nursing Association
Clarence A. Fenton, MSN, RN, CNOR, Community Council member, Sigma Theta Tau International

Cindy L. Frost, MSN, ANP-BC, CHPN, Treasurer, local chapter of Hospice & Palliative Nurses Association
Valerie J. Fuller, DNP, RN, NP-C, ACNP-BC, GNP-BC, former President of Maine Nurse Practitioners Association
Kathleen Hale, MS, RN, NE-BC, President, Association of Women’s Health Obstetric & Neonatal Nurses
Margaret A. Heney-Bergen, MSNA, RN, CRNA, Captain, US Army Nurse Corps
Deborah A. Hoch, DNP, MSN, RN, ACNP-BC, Planning Committee, American Society of Transplant Surgeons Congress and Chair of Advanced Practice Education, American Society of Transplant Surgeons
Deborah J. Jackson, BSN, CCRN, Treasurer and Horizons Committee member, Southern Maine Chapter of American Association of Critical-Care Nurses
Anita Johnston, BSN, RN, CNOR, Vice President, Association of periOperative Registered Nurses
Cynthia A. Jones, BSN, RN, CNOR, Secretary/President, Association of periOperative Registered Nurses
Linda M. Josti, BSN, CCRN, Chair, Membership Committee and Program Coordinator, American Association of Critical-Care Nurses

48% of MMC RNs belong to professional nursing organizations

Continued
Suzanne K. Klock, BSN, CCRN, Ambassador, American Association of Critical-Care Nurses
Jill A. Knutson, BSN, RN, Board of Directors, Society for Vascular Nursing
Debra L. Kramlich, MSN, RN, CCRN, President, Southern Maine Society of Critical Care Medicine
Susan P. LaSala, BSN, RN, Secretary, Sigma Theta Tau International
Donna L. Libby, MSN, RN, NE-BC, Organization of Maine Nurse Executives (OMNE) seat on the Board of Directors, Maine Hospital Association
Robin A. Matthews, RN, CEN, ENPC, President-Elect, Emergency Nurses Association
Michael A. McKay, MSN, RN, ANP-BC, Education & Professional Development, West Virginia Nurse Practitioner Association
Dorothy Melanson, ADN, RN, Secretary, MSBON
Jennifer L. Morton, PhD-NP, RN, Advisory Board-Research, Sigma Theta Tau International
Sonja C. Orff, MS, RN, CNL, Board member, Sigma Theta Tau International
Amy L. Owens, BSN, RN, CEN, Chairperson, Emergency Nurses Association
Rosemarie T. Powers, BSN, RN, CGRN, President and Education Committee Chairperson, Society of Gastroenterology Nurses & Associates - Maine Chapter
Melinda M. Rankin, MSN, RN, CCRN, Secretary, American Association of Critical-Care Nurses
Shannan L. Reid, ADN, RN, CNOR, President, Association of periOperative Registered Nurses – Maine
Christine L. Robbins, BSN, RN, OCN, Secretary, Southern Maine Oncology Society
Gwen A. Rogers, BSN, RN, CIC, President-Elect, Secretary-Board of Directors, Association of Professionals in Infection Control and Epidemiology
Pamela W. Rowell, RN, Secretary/Treasurer, Association of Women’s Health Obstetric & Neonatal Nurses
Bobbi Shirley, MS, RN, CNL, OCN, Chair, Society of Gastroenterology Nurses & Associates - Maine Chapter and Chair, Southern Maine Oncology Nursing Society
Ruth G. Smilie, MSN, RN, Secretary, Kappa Zeta Society
Elizabeth B. St. Germain, MSN, RN, AOCN, Board Member, Maine Breast RN Network
Patricia M. Stasinowsky, BSN, RN, OCN, Secretary, Southern Maine Oncology Nursing Society
Lise M. Stone, RN, CRNA, member of Government Affairs Subcommittee, Maine Association of Nurse Anesthetists
Geraldine Tamborelli, MS, BSN, RN, National Finance Board, Association of Women’s Health Obstetric & Neonatal Nurses
Lynda M. Tanabe, BSN, RN, CAPA, Board of Directors Dartmouth-Hitchcock, American Society of peri-anesthesia Nurses
Donna M. Thorpe, ADN, CMSRN, President (2009), Academy of Medical-Surgical Nurses
Pamela K. Tozier, BSN, RNC-OB, CLC, CCE, Planning Committee, Association of Women’s Health Obstetric & Neonatal Nurses
Noreen B. Vincent, MSN, CMSRN, Board of Directors, American Nurses Association and Counselor, Sigma Theta Tau International
Martha L. Weatherhead, AND, RN, Membership Chair, American Association of Critical-Care Nurses
Anne White, RN, CSPDM, Board – Osteopathic Fund, International Association of Healthcare Central Service Material Management
Kelleryn V. Wood, MSN, RN, NP-C, Chair, Professional Relations Committee, Maine Nurse Practitioner Association
Gina M. Zilio-Smith, BSN, RN, OCN, CHPN, Membership/President, Southern Maine Oncology Nursing Society
Certifications

Rachel R. Abbott, BSN, RN OCN
Katharine Addicott, MSN, RN
Sandra D. Ahlquist, RN
Caroline P. Ahonen, BSN, RN
Cheryl L. Ainsworth, BSN, RN
Donna Akerson Green, BSN, RN
Angela M. Albert, MSN, RN
Pamela Allard, ADN, RN
Margaret P. Allegretta, MSN, RN NP-C
Colleen Allen, BSN, RN
Heidi J. Alpern, BSN, RN
Jennifer J. Altenburg, MSN, RN
John W. Ambrose, MSN, RN
Katrina A. Anderson, BSN, RN
Glenn P. Angell, ADN, RN
Joshua M. Ashby, MSN, RN
Ellen R. Assante, MSN, RN
Ann M. Atherton, MSN
Joshua G. Atticks, BSN, RN
Jason A. Aucoin, MSN, RN
Roland D. Auger, MSN, RN
Deborah A. Aylward, BSN, RN
Terri A. Bab, BSN
Rhonda L. Babine, MSN, RN
Deborah T. Bachand, BSN, RN
Caroline A. Baker, MSN, RN
Linda J. Barajas, ADN, RN
Laura R. Barra, BSN
Lori A. Barron, MSN, RN
Gayle A. Barstow, ADN, RN
Mary H. Bauer, BSN, RN
Jane G. Baxter, BSN, RN
Gail Beals, RN
Suzanne M. Beaudry, BSN, RN
Holly A. Beaulieu, BSN, RN
Julie M. Beecher, BSN
Beth E. Bejcek, BSN, RN
Cindy I. Belanger, ADN, RN
Emily A. Benevento, BSN
Jeanne M. Bengen, BSN, RN
Deidre L. Bennett, MSN
Kathleen C. Bennett, BSN, RN
Kristi A. Bennett, MSN, RN
Claire M. Berg, BSN, RN

Kathleen Bermingham-Mitchell, RN
William H. Beanson, ADN, RN
Tyse J. Biasuz, ADN, RN
Joanne E. Biery, RN
Mary E. Biggar, BSN, RN
Ann F. Bishop-Kodis, ADN, RN
Rosalie A. Blenkholm, BSN, RN
Mary E. Blue, BSN, RN
Bradley K. Boehringer, BSN, RN
Richard P. Boisselle, MSN, RN
Ann Marie C. Bolduc, BSN, RN
Cheryl A. Bougie, ADN, RN
Theresa R. Boulos, BSN, RN
Melissa E. Bowden, ADN, RN
Heidi L. Bowen, ADN, RN
Linda M. Boyd, BSN, RN
Amy M. Boyington, BSN, RN
Jonathan B. Bradstreet, MSN, RN
Margaret Bradstreet, MSN, RN
Katherine F. Brancely, BSN, RN
Pamela C. Brennan, BSN
Keri P. Breuer, BSN, RN
Jennifer S. Bridges, BSN, RN
Cynthia I. Bridgham, BSN, RN
Janice M. Broda, BSN, RN
Myra K. Brooker, BSN, RN
Heidi M. Bruce, BSN, RN
Roniece A. Brulotte, ADN, RN
Sandra L. Bryan, RN
Diane Bryant, ADN, RN
Jennifer L. Bubur, BSN, RN
Joanne S. Burgess, BSN, RN
Bridge A. Burke, BSN
Laura P. Burke, ADN, RN
Kelly Burns, BSN, RN
Ashley L. Burton, BSN, RN
Jennifer G. Bussiere, ADN, RN
Susan J. Buthlay, ADN
Susan L. Cahooon, ADN, RN
Kathryn R. Caiazzo, MSN, RN
Rachel S. Caiola, BSN, RN
Kari C. Call, BSN, RN
Maureen E. Callman, MSN, RN
Marie J. Calvert, ADN, RN

Scarborough Surgery Center staff celebrating National Certified Nurses Day (left to right): Denis Dean, CRNA; Danielle Nelson, RN, CAPA; Rhonda Quirk, RN, CNOR; Sara Pardi, CST III
Sarah A. Camire, MSN, RN  |  NP-C  |  Nancy F. Craig, ADN, RN  |  CMSRN
Erica M. Campbell, BSN, RN  |  CLNC  |  Patricia Crosby, BSN  |  RNC-MNN
Jacqueline M. Campbell, MSN, RN  |  PNP  |  Lori J. Crowley, BSN, RN  |  CEN
Shannon M. Cappen, BSN, RN  |  CPON  |  Carla E. Cutting, BSN, RN  |  CEN, CCRN, CCTN
Celine A. Carland, ADN, RN  |  CNOR  |  Gregory A. Cyr, RN  |  CRNA
Gloria A. Carlton, BSN, RN  |  CMRSRN  |  Helen M. Cyl-Alves, BSN, RN  |  CRNA
Kimberly L. Carnevale, BSN  |  RNC-OB  |  Kristine B. D’Agostino, MSN, RN  |  CRNA
Ann T. Carroll, BSN, RN  |  RNC-NIC  |  Tamiko N. Davies, MSN, RN  |  CRNA
Stephanie J. Carroll, AND  |  RN-BC  |  Brigitte D. Davis-Vanasse, BSN, RN  |  SANE, ENPC
Jennifer R. Carter, BSN, RN  |  CMSRN  |  Niki A. Day, MSNA, RN  |  CRNA
Veronica Carter, ADN, RN  |  IBLC  |  Dennis A. Dean, MSNA, RN  |  CRNA
Tina A. Casali, BSN  |  RNC-OB, IBLC  |  Tonja Delaware, ADN, RN  |  CCRN
Anita L. Chadbourne, BSN, RN  |  CMSRN  |  Susanne M. Delisle, BSN, RN  |  CWCPN
Carrrie L. Chamberlin, BSN, RN  |  CMSRN  |  Judy L. Demena, BSN, RN  |  CRA
Donna M. Chamoff, MSN, RN  |  APHNPC-BC  |  Kathleen A. Demmons, ADN, RN  |  CMSRN
Darcy L. Chandler, ADN, RN  |  CEN  |  Marie Dempsey, ADN, RN  |  CEN
Joanne L. Chapman, MSN, RN  |  NE-BC  |  Cynthia A. Deveau, BSN, RN  |  IBLC
Janice B. Charek, MSN, RN  |  PNP  |  Cynthia K. Dexter, MSN, RN  |  WHNP-BC
Mary B. Charest, BSN, RN  |  CAPA  |  Gina DiBiase, ADN, RN  |  CNOR
Deborah S. Charles, MSN, RN  |  CMSRN, CNN, CNL  |  Georgann S. Dickey, MSN, RN  |  ANP-BC
Janet Chartier, RN  |  CPAN  |  Diane M. Diconzio, ADN, RN  |  CRA
Robin L. Chase, ADN, RN  |  CCRN  |  Paul E. Dionne Jr, RN  |  CRNA
Jennifer Chatfield, BSN, RN  |  OCN  |  Patricia Dobriko, BSN, RN  |  CRNA
Brian C. Chipman, ADN, RN  |  CLNC  |  Cynthia J. Dongo, ADN, RN  |  CMSRN
Micheline Chipman, MSN, RN  |  CCRN  |  Deborah M. Donovan, ADN, RN  |  CMSRN
Gail W. Chop, BSN, RN  |  NE-BC  |  Karen E. Donovan, MSNA, RN  |  CRNA
Danielle Claffey, RN  |  CSPi  |  Cynthia S. Drehner, MSN, RN  |  CMSRN
Brenda T. Clark, BSN, RN  |  CMSRN  |  Alison L. Drury, MSNA, RN  |  CRNA
Elaine E. Clark, RN  |  CRNA  |  Susan C. Dube, MSN, RN  |  CRNA
Kristin D. Clark, MSNA, RN  |  CEN  |  Emily S. Dabord, BSN, RN  |  IBLC
Jane Cleaves, BS-PA  |  CMSRN  |  Louis M. Dudek, BSN, RN  |  RN-BC
Kimberly D. Clement, MSN, RN  |  NE-BC  |  Janice E. Dudley, MSN, RN  |  PNP
Kendra A. Cline, BSN, RN  |  CCM  |  Nathan R. Dukhey, ADN, RN  |  CEN
Olia S. Cobb, ADN, RN  |  CMSRN  |  Karen M. Dumond, MSN, RN  |  CNOR
Kyle A. Coelho-Herron, ADN, RN  |  CMSRN  |  Melissa J. Dumoulin, MSN, RN  |  CNOR
Justyna B. Coleman, ADN, RN  |  CCRN  |  Dawn-Marie S. Dunbar, MSN, RN  |  CRNA
Jacqueline Collins, MSN, RN  |  CEN, ENPC  |  Catherine L. Dunfee, BSN  |  CCRN
Kimberly Collins, BSN, RN  |  CCM  |  Carole B. Duperre, ADN, RN  |  CRNA
Barbara Condike-Furlong, BSN, RN  |  CMSRN  |  Theolmonius W. Dutton, BSN, RN  |  CCE
Sarah J. Connolly, BSN, RN  |  CMSRN  |  Danielle A. Duplinsky, BSN, RN  |  CCE
William J. Connolly, BSN, RN  |  CEN  |  Theolmonius W. Dutton, BSN, RN  |  CEN
Lora L. Cook, BSN, RN  |  CEN  |  Michelle Duval, MSN, RN  |  FNP-BC
Valerie M. Cook, MSN, RN  |  NNPC-BC  |  Teresa M. Dye, ADN, RN  |  CEN
Kellie A. Coombs, ADN, RN  |  CNOR  |  Janna P. Dyer, BSN, RN  |  OCN
Kristen N. Cooper, BSN, RN  |  CNOR  |  Russell A. Eastman, ADN, RN  |  CNOR
Ruth D. Corbett, BSN  |  RN-BC  |  Alleen Eastwood, BSN  |  RN-BC
Amy Cormier, BSN, RN  |  CN  |  Linda A. Edgerton, BSN, RN  |  CNOR
Robin S. Corrao, BSN, RN  |  OCN  |  Deborah A. Edwards, ADN, RN  |  IBLC
Ruth S. Cote, BSN, RN  |  CPAN  |  Mary E. Ekholm, ADN, RN  |  CMSRN
Jeanie K. Coyne, RN  |  CPAN  |  Ashley D. Eldridge, BSN, RN  |  OCN

40% of MMC RNs are certified
Certifications

Certifications:

- CSPI
- CRNA
- CRNA
- CMSRN
- CEN
- RN-BC
- OCN
- NP-C
- CMSRN
- RNC-MNN
- PMP
- PMHCNS-BC
- NP-C
- RNC-OB, CLC, CCE
- CEN
- IBCLC
- CNOR
- RNC-OB
- OCN
- CEN
- RNC-OB
- OCN
- CMSRN, ENPC
- CMSRN
- RN-BC
- PMHNP-BC
- ONC
- NNP-BC
- CMSRN
- CEN
- CEN
- CMSRN, CCRN
- RNC-OB
- RNC-OB
- Kathryn Ware, RN
- Mary Ann Waterman, FNP
- Jessica H. Weber, MSN, RN
- Erin Weimer, MSNA, RN
- Mary Weinstein, RN
- Robin D. Wellington, BSN
- Diane M. Wentzel-Carrier, ADN, RN
- Lynda E. Werner, RN
- Anne White, RN
- Carla White, MSNA, RN
- Louise A. White, ADN, RN
- Lynne M. White, ADN, RN
- Celine Whitehead, RN
- Joanne Widor, RN
- Marjorie S. Wiggins, DNP, MBA, RN
- Julie A. Wildes, ADN, RN
- Tori M. Willis, BSN, RN
- Debra L. Wilson, ADN, RN
- Lauri A. Wilson, MS, RN
- Elizabeth Winchenbach, ADN, RN
- Barbara B. Winship, BSN, RN
- Andrea C. Withers, BS, RN
- Joann Wood, RN
- Kelleryn V. Wood, MSN, RN
- Lien Woodin, BSN, RN
- Virginia Woodman, BSN, RN
- Barry G. Worthing, BSN, RN
- Kathleen L. Wurgler, BSN, RN
- Michelle M. Yates, BSN
- Irina Yurkevich, ADN, RN
- Elaine M. Zappala, ADN, RN
- Dorothy A. Zieba, RN
- Gina M. Zilio-Smith, BSN, RN
- CCM
- CDE
- ACNP-BC
- CRNA
- RNC-NIC
- RN-BC, CLNC
- RNC-NIC
- CPAN
- CSPDM
- CRNA
- CRRN
- CMSRN
- IBCLC
- AE-C
- NEA-BC
- OCN
- CEN
- CMSRN
- CMSRN, CNL
- CEN
- CMSRN
- CRN
- CEN
- NP-C
- CCRN
- CMSRN
- CEN
- CEN
- CMSRN
- CEN
- CMSRN
- CNL
- CEN
- CEN
- CMSRN
- CEN
- CA-SANE
- RNC-OB, WHCNP
- IBCLC
- CRN
- CCRN
- CMSRN
- OCN, CHPN