Nursing Achievements Report

2007
The Nursing Advisory Council is pleased to present the 9th annual Nursing Achievements Report 2007

Congratulations and thank you to each and every nurse who contributed to enhancing patient and family centered care and nursing professionalism in 2007.

The Nursing Advisory Council at Hamilton Health Sciences includes the following members:
Nancy Fram, Ruth Lee (Chair), Jennifer Wiernikowski, Andrea Miller, Anne Childs, Gerry Benson, Bev Morgan, Brenda St. Amant, Deb Evans, Debbie Belowitz, Debbie Turner, Dineke Yoshimoto, Douglas Reid, Erlene Seaborne, Cheryl Evans, Gail Johnson, Gail Molnar, Ida Schoeman, Jennifer Phillipchuk, Joanne Dix, Kim Alvarado, Leslie Gauthier, Lisa Mak, Marzena Cran, Nancy Wylie, Rose-Frances Clause, Sandra Gray, Sandra Ireland, Sera Nicosia, Sharon Dore, Sheila Knight, Stephanie Morton, Susan Yates, Terri Kitowski, Theresa Hale, Verla Fortier

Thank you to our sponsors

This enhanced edition of The Nursing Achievements Annual Report would not be possible without the support of:
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congratulations

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Nursing Achievements Letter

I am pleased to provide you with the 9th annual edition of “Nursing Achievements” for Hamilton Health Sciences (HHS). This annual publication serves as a testament to the dedication and commitment to patient care, education, research and leadership by our 3,400 nurses at HHS.

Throughout the past year, nurses at HHS have demonstrated their commitment and passion for nursing in a multiplicity of ways. Some have led research endeavours, some have presented our nursing work at conferences, some have provided education to their peers or students and some have provided leadership both formally and informally in many areas both within and external to HHS. Whatever the contribution, our nurses consistently demonstrate commitment to our patients and families, their health professional colleagues and continually exemplify our HHS values of caring, respect, innovation and accountability.

I would like to thank our corporate sponsors Roche, Sanofi-Aventis, Amgen, Novartis, Abraxis Oncology and Astra Zeneca whose financial support enables us to produce this document. I would also like to recognize the leadership of Jennifer Wiernikowski, Chief of Nursing Practice – Juravinski Cancer Program and Marzena Cran, Education and Development Clinician – Information Technology and the Nursing Communication Committee for their leadership in producing this exemplary publication.

Thank you to all of our nurses at HHS for the work you do each and everyday. You positively touch the lives of countless patients and their families every day, while supporting the work of your colleagues - your contributions are very much valued and appreciated.

I am looking forward to reading the 2007 edition of Nursing Achievements as I know I will be filled with pride and admiration for the work of the nurses at HHS!

Nancy Fram
Vice President Professional Affairs
and Chief Nursing Executive,
Hamilton Health Sciences
Moments of Excellence

February 2007
- Flowers were presented and congratulations were extended to Sandra Ireland in achieving her PhD.
- Kelly Drake, Heidi Thomas, Lorraine Martelli-Reid and Jennifer Wiernikowski were acknowledged for posters presented at Research in the city.

March 2007
- Janice Fozo is leaving Hamilton Health Sciences (HHS) and has accepted a position at St. Elizabeth. Janice was acknowledged her professionalism and devotion to nursing and patient care. She was thanked for her contribution to HHS and to nursing.
- Joanne Ross was acknowledged for her Fellowship completion that focused on the Periop circulating nurse role for the RNPs.
- Colleen Lackey was acknowledged for her “Best Practice Guidelines Implementation Fellowship Final Report.”
- Jan Park Dorsay was acknowledged for her presentation on March 9, 2007. Prognostic indicators in metastatic spinal cord compression and Rehabilitation in primary and metastatic brain tumors. Hamilton NeuroRestorative Group, Hamilton, ON.

April 2007
- Sandra Ireland’s Doctoral Research Abstract was accepted for the European Stroke Conference in Scotland in May 2007.
- Julie Beattie, ER nurse at McMaster received recognition for saving a man’s life while off duty at a Leafs game in Toronto Saturday, March 31, 2007. Julie did a fabulous job and was captured on national television. A newspaper article and photo is posted in the Hamilton Spectator and the Toronto Star.

May 2007
- J. Wiernikowski has assumed the Vice-President role at the Canadian Association of Nurses in Oncology for 2007 to 2009.
- Vali Constantinesc, a RN from 4Z, is recipient of the RNAO Advanced Clinical Practice Fellowship. Vali has taken on leadership roles as chair of the site based and unit based committees for the McMaster site. With the fellowship Vali is focusing on the implementation of the...
Pressure Ulcer BPG on units 4Y and 4Z. She brings a passion for improving patient outcomes through education and one-on-one facilitation with staff.

Nancy Poole, Clinical Educator and Cris Robinson Manager for Same Day Surgery (SDS), Preoperative Clinics and Chronic Pain implemented a modified primary nursing model of care and TOA in SDS.

Lorraine Martelli-Reid received the CANO Eli Lily mentorship award, a $3000 fellowship that she will utilize with the goal of improving breathlessness in patients with Lung Cancer. Part of the initiative includes working with oncology nurses in the Lung Disease Site Team to create evidence based care paths for this symptom.

Karen Antoni and Irene Travale will be submitting an abstract on the Cardiac and Vascular Nursing Science Unit at the Canadian Association of Advanced Practice Nurses Conference in the fall 2007.

June 2007

Lisa Dunford, staff nurse in the Emergency Department at the Hamilton General Hospital was commended in writing by Police Officer Tom Chalmers for her response at the scene when a pedestrian was struck by a car at Barton and Victoria on May 8, 2007.

Sonia Giangregorio-Campanella, staff nurse in SDS, Perioperative Services at the Hamilton General was acknowledged for her ongoing contribution to the Nurses’ Week gift selection and distribution process.

Congratulations to Irene Travale, Advanced Practice Nurse on 5 South, Cardiac and Vascular Program at the Hamilton General on her graduation from the Acute Care Nurse Practitioner Program at the University of Toronto in May, 28, 07 and to Tammy Cosman, ACNP in the HIU at the Hamilton General for her successful application to the Nursing PhD program at McMaster University.

Congratulations to Sera Nicosia, ACNP on the Acute Spine Unit, Neurosciences and Trauma Program at the Hamilton General for being nominated by her peers and colleagues for a Toronto Star Nightingale Award.

Linda Gould RPN in the Neuroscience and Trauma Program has been appointed to the Mohawk College Continuing Education Advisory Committee.

Norica Stein, Nurse Clinician in Cardiology at the Hamilton General has had an abstract accepted by the Canadian Cardiovascular Society October 2007 conference for a workshop presentation titled “Acute Coronary Syndromes”.

Angela Kalyn, RN, MHSc, ACNP and her research team: A Randomized, Controlled Trial of Heparin Versus Placebo Infusion to Prolong the Usability of Peripherally Placed Percutaneous Central Venous Catheters (PCVCs) in Neonates: The HIP (Heparin Infusion for PCVC) Study. PEDIATRICS Vol. 119 No.1 January 207, pp. e284-e291 (doi:10.1542/peds.2006-0529).

Sobrina Wong was the recipient of the RNFOO Regina Borowska Scholarship award.

Wendy Seidlitz was the recipient of the RNFOO – Ontario Nursing Informatics Group (ONIG) Scholarship for $1000.

Jennifer Callen presented a clinical case in one of the concurrent sessions and won third place for her presentation out of 26 speakers. The group from the ACNP-neonatal team attended the 10th Annual Advanced Practice Forum in Washington D.C. in May 2007. The conference was attended primarily by neonatal nurse practitioners.

Karen Robinson obtained her Geriatric Nursing Certification June 2007.

Elizabeth O’Sullivan was accepted into the Masters of Nursing Program at the University of Western Ontario. Her supervisor is Dr. Heather Lasinger.

Anne Pizzacalla obtained her Geriatric Nursing Certification June 2007.
Moments of Excellence

September 2007
- Irene Travale, Advanced Practice Nurse on 5 South, Cardiac and Vascular Program at the Hamilton General was acknowledged for her publication titled “Computer-Assisted Instructions for Novice Nurses in Critical Care” in the Journal of Continuing Education in Nursing, May/June 2007.
- Rhonda McNicoll-Whiteman, CNS Integrated Stroke Unit has been invited to present a plenary presentation at the Ontario Society of Medical Technologists in October 2007 on the subject of Emergency Stroke Quality Improvement Project – Laboratory Component.
- Tammy Cosman and Irene Travale ACNPs in the Cardiac and Vascular Program and Karen Antoni ACNP Acute Pain Service have had their abstract titled “Building Nursing Research Capacity with a Cardiac and Vascular Nursing Science Unit: The Power of Partnerships” accepted as an oral presentation at the 2007 CAAPN Conference in Banff, October 2007.
- Anne Pizzacalla CNS Regional Rehabilitation Program was acknowledged for her leadership in mentoring staff nurses and in submitting successful RNAO Advanced Clinical Practice Fellowship applications over the past year.
- Marion Quirk and Tammy Cosman members of the Cardiovascular Nursing Science Unit had their abstract accepted for an oral presentation at the Canadian Cardiovascular Conference. The topic is a literature review on radial arterial access in patients having cardiac catheterization.
- Aileen Kewley RN, General 5 South was awarded a Preceptorship Award in June 2007.
- Jennifer Pettit RN, General OR was awarded a Preceptorship Award in June 2007.
- Gail MacKenzie attended the prestigious Mayo Clinic and was successful in their certification as a ‘Tobacco Treatment Specialist.’

October 2007
- Jan Park Dorsay and Sandra Ireland presented ‘Preparing a Publication’ at Research Lunch & Learn on December 15, 2007.
- Jennifer Foley has been approved for an RNAO fellowship looking at delirium in post-op cardiac patients starting September 17, 2007.
- Jane Moore-Smithson is presenting the following two presentations at the Sigma Theta Tau International Congress of Evidence Based Practice in Vienna, Austria on July 11 & 13, 2007:
  - Transdisciplinary Model in Acquired Brain Injury
  - Inter-professional Collaboration between Nurses and Physicians
- Lindsay Hyslop successfully earned the Canadian Nurses Association (CNA) Certification credential in Critical Care Pediatric Nursing.
- Laurie Yamamoto was awarded an RNAO Advanced Clinical/Practice Fellowship focusing on maternal newborn care, her mentors are Sharon Dore and Amanda Symington.

“To climb steep hills requires slow pace at first.”
– William Shakespeare
Several staffs were acknowledged for presenting at the Canadian Cardiovascular Congress Conference (CCC) in Quebec City on October 20 – 24, 2007. - Marion Quirk & Tammy Cosman on Radial Sheaths; Norica Stein on ACS; Allison Cook on TOA; Laurel Isaac and Cheryl Beemer on the RN/RPN model of care; Mat Mercuri on the 10 year history of the cath registry and Pat Kneisel and Leslie Gauthier on a Sentinel Event Review.

November 2007

- J. Wiernikowski, was elected VP of Canadian Association of Nurses in Oncology (CANO) at the Annual Conference in Vancouver, B.C. October 30, 2007.

December 2007
- Anne Pizzacalla was acknowledged for her article in the Hamilton Spectator House Calls “No-slip tips – Falls are a leading cause of accidental death among older people” November 30, 2007.
- Erlene Seaborne, APN/CNS Rehab & Ortho Program Ward 2, Henderson site was contacted by CNA to obtain permission to use a quote from her Clinical Nurse Specialist survey.
- Ida Schoeman, RPN has helped to establish a new committee, the Ward E2 RN/RPN Utilization Committee at the Henderson.

- Rose-Frances Clause Pediatrics McMaster Site presented a description of her role on behalf of HHS Advanced Practice Nurses at the Health Professionals Regulatory Advisory Council Public Outreach Forum in Hamilton.

Congratulations
Nursing Recruitment and Retention at Hamilton Health Sciences

HHS employs approximately 3,400 nurses working at eight sites: Henderson Hospital, Hamilton General Hospital, Chedoke, The Juravinski Cancer Centre (JCC), McMaster University Medical Centre, (MUMC) The West End Health Clinic, Stonechurch Family Practice Centre, and the Acquired Brain Injury Unit (ABI) at St. Joseph’s Healthcare Hamilton.

Our family of hospitals:

Nurse roles and numbers include:
- 3,000 Registered Nurses – provide direct patient care, are involved in education/research and take a leadership role in communicating and collaborating with the health care team to coordinate and evaluate patient care. An RN is a graduate of a school of nursing with a diploma or baccalaureate degree in nursing. RNs work in every clinical area within our family of hospitals.
- 290 Registered Practical Nurses – provide direct patient care. An RPN is a graduate of a recognized college in registered practical nursing. RPNs work in rehabilitation, medicine and surgery, obstetrics, cardiac care, orthopedics, and the stroke unit.
- 38 Acute Care Nurse Practitioners – provide advanced nursing care and use clinical expertise and in-depth knowledge of patients and families, disease processes, and related issues to diagnose, plan, coordinate, and evaluate care. They assume a leadership role in relation to education, leadership and research initiatives. An ACNP has a graduate degree in nursing and a clinical focus in a post degree acute care nurse practitioner program. ACNPs work in: neonatal intensive care, emergency, regional stroke, the cancer centre’s radiation and nursing clinics, the neuroscience intensive care, geriatric rehabilitation and oncology, the neuroscience clinic, oncology, cardiac and vascular, obstetrics and gynecology, the adult congenital heart clinic, in the pain service, and in a number of areas within the McMaster Children’s Hospital.
- 8 Primary Health Care Nurse Practitioners – provide direct patient care and have the added authority to communicate a diagnosis, order certain diagnostic ultrasounds, prescribe drugs, order laboratory tests, and order certain x-rays. A PCNP is a graduate of a school of nursing with a diploma or baccalaureate and graduate degree who has an extended class registration with the College of Nurses. PCNPs work at our primary health care Stonechurch and West End Clinic sites.
- 19 Clinical Nurse Specialists – are expert practitioners with advanced knowledge of a specific patient population. The CNS has the skills to provide direct care and advance nursing practice. The CNS responds to and initiates consultations with individuals, families and interdisciplinary groups. A CNS has a graduate degree in Nursing, or equivalent. CNSs work in: trauma, family practice, community oncology, the elder life program, rehabilitation consultation team, cardiac and vascular program, supportive care, fracture clinic, senior’s health, acquired brain injury program, oncology, obstetrics and gynecology, special immunology service and McMaster Children’s Hospital.
- 45 Education and Development Clinicians (Clinical Educators) – facilitate and provide education for members of the interdisciplinary health care team, including staff orientation, in-services, re-certifications, mandatory annual reviews, new hospital wide initiatives, and are a day to day resource for all clinical staff. Education and Development clinicians are graduates of a school of nursing with a baccalaureate or graduate degree. They support all clinical areas within all sites of our family of hospitals at Hamilton Health Sciences.
- 44 Nurse Clinicians - provide direct care, patient education and take a leadership role in case management for a specific patient population. Nurse clinicians are graduates of a school of nursing with a diploma or baccalaureate degree. Nurse clinicians work in both inpatient and outpatient settings.
- 1,030 nursing students (including BScN and RPN programs) – from primarily McMaster University, Mohawk and Conestoga Colleges have clinical placements at HHS. Our Education and Development Clinicians coordinate placements and staff nurses are preceptors for all these students. Many of our nurses are cross appointed to graduate and undergraduate facilities of our academic partners.
Nursing Recruitment and Retention Plan:
The 2007/2008 Hamilton Health Sciences Nursing Recruitment and Retention Plan is now available on the Nursing intranet site under the Leadership and Strategy Committee of the Nursing Advisory Council. A link for this plan is on the Nursing Intranet home page. (See departments, then Nursing Menu)

The Nursing Recruitment and Retention Plan was developed by N. Fram, Vice President Professional Affairs & Chief Nursing Executive and Nursing Leadership: R. Lee, J. Wiernikowski, S. Ireland, K. Alvarado and V. Fortier. The plan includes initiatives such as: the New Graduate Guarantee (NGG), Hiring and Retaining Internationally Educated Nurses, Late Career Nurse (LCN) Program, Maximizing Quality and Quantity of nursing Student Placements at HHS, and accurately understanding the HHS nursing workforce – current and future trends.

At first year of MOHLTC Nursing Secretariat New Graduate Guarantee (NGG) implementation, HHS set the target of hiring 100 New Grads. The NGG Hiring Group lead the implementation of the initiative and include the following nurses: N. Wylie, L. MacCullouch, D. Bedini, H. Renshaw, A. Ireland, J. Wright, S. Knight, and V. Fortier

These NGG Hiring Managers at HHS hired 104 New Grads:

The integration of the new grads into the units was supported by the following clinical educators and mentors: Education and Development Clinicians – M. Millo Nursing Resource Team, K. Kennedy Brown 5 West, H. Vanderweerd 5 South, A. Petrella 8 West and 8 South, D. Bishop Henderson Emergency Room, R. Geisler General Emergency Room, P. Adams MUMC Emergency Room, K.
Nursing Recruitment and Retention at Hamilton Health Sciences

NGG Hiring Group Members:
D. Bedini, L. Besse, V. Fortier, A. Ireland, S. Knight, L. MacCullouch, R. Murchison, H. Renshaw, C. Vallonio, J. Wright, N. Wylie

Nancy Fram addresses fourth year McMaster University Nursing students at the “New Grad Welcome Breakfast.”

NGG Hiring Group Members:
D. Bedini, L. Besse, V. Fortier, A. Ireland, S. Knight, L. MacCullouch, R. Murchison, H. Renshaw, C. Vallonio, J. Wright, N. Wylie


Of the 104 New Grads hired, 51 were hired FT, 43 were hired PT, and 10 remain active. The MOHLTC Nursing Secretariat provides funding incentives for organizations to hire new grads full time. The managers who hired 51 nurses full time resulted in $240,000 in new funds for HHS. A condition of the NGG Reinvestment spending is to agree with ONA on how the funds are spent within the categories of: Intraprofessional Mentorship and Preceptorship Program, 80/20 for staff nurses, internships for experienced nurses in specialty areas, initiatives to support internationally educated nurses (IENs) and nurses re-entering the nursing workforce.

HHS has agreed to spend these savings on internships for experienced staff on a career path to critical care units with current or anticipated vacancies. Hiring managers for these internships include: F. Riley General Operating Room, J. Payne MUMC Operating Room, P. Westover Henderson ICU, A. M. Smith MUMC NICU, and D. Turner MUMC Labour and Delivery.
October 03, 2007
Hamilton Health Sciences, ON

Dear RNAO,

Now that the 3 months of orientation of the ‘New Grad Initiative’ have completed, I felt compelled to write you that I have so enjoyed being the preceptor to Camille who graduated from Brock University.

The transformation I have seen in Camille is tremendous; from a shy brand new grad to an active participant of the health care team taking on a full patient assignment.

During these three months this Initiative has given me the chance to orient her in a gradual manner, provide Camille with critical thinking to clinical issues and introduce her to the Best Practice Guidelines on the prevention of pressure ulcers. We have been able to take our time to involve her into our orthopedic model of nursing and to teach her the tools of our experience to her benefit. My colleagues have embraced her as one of our own and provided her with additional knowledge and skills.

The support of my nurse manager Heather has been solid to both of us. The offer of full-time employment now that the Initiative is completed makes it all worth while.

Thank you for giving me this opportunity, I will do it again in a heartbeat.

Irene Molenaar, RN (pictured at right)
Henderson Hospital, Ward E4

This letter was received from one of our expert nursing mentors. It speaks not only to the positive outcome for this new graduate Camille but also the enriching experience that Irene had. Hamilton Health Sciences values the contributions of our nursing mentors and recognizes the benefits of their knowledge, skill and expertise to the successful integration of our new nursing graduates.
Late Career Nurses
The Ministry of Health and Long Term Care Late Career Initiative is designed to give experienced nurses protected time to follow their interests and share their expertise with other nurses. This year the following RNs and RPNs, full and part time, lead individual projects:


Auditing IWT, providing staff education
Education/understanding proper pain management for chronic pain patients in the pre-op stage.
RPN IV training opportunity
RSV clinic/PICCC
Discharge planning
Ballon Septostomy
Policies for lactation
Diabetic clinic chart audit
Document/audits
Orientation program for charge nurses
IV therapy, Medley pump training
Falls Best Practice – review and identify trends and data
Perinatal bereavement procedures
Emergency preparedness
Education/implementation of ventilator associated pneumonia bundle.
Emergency preparedness education to staff; monthly mocks
Visitor guidelines and staff presentations
Spinal Cord Injury-Clinical pathway and staff education
IV education and support
Occurrence Reporting Rounds – trend recurrent patient safety themes
BPG – ulcer and falls
OH&S officer project
IV and blood sampling skills development for RPNs/RNs
Enhance patient flow
Develop patient safety initiatives
Chart Audit for nursing workload
Skills Caravan
IV skills development
Accreditation team support
RACE/PACE team support
RN/RPN mentors
NAC committee membership
Patient safety triad support
Resource nurse training
Charge nurse training
Transfer of accountability auditors

The following is a sample of the Late Career Nurse Projects completed in 2007/2008

- Assisting CNS with stroke prevention patients in classes called “Stroke Busters”, with CNS Program Planning for Regional Stroke Prevention; data entry into Spirit database
- Directing plan for BPG for falls
- Implementing best practice for pressure ulcer prevention and falls
- Reduction in LOS-scheduling discharges, day before order discharges, streamlining patient care and discharge rounds, literature search on discharge tools, integration of tools into practice, supporting pre-op physio assessment study. Also admission criteria, literature review and unit policy development.

The pride our nurses take is truly exemplified in their work.
In 2006, Hamilton Health Sciences was designated as a Registered Nurses Association of Ontario (RNAO) Best Practice Spotlight Organization (BPSO) Project. In the first half of 2007, the focus of the project was on the full implementation and evaluation of the RNAO Assessment and Prevention of Pressure Ulcers Best Practice Guideline (BPG) on 15 medical, surgical and rehabilitation units at 4 sites. In October 2007, the results of a hospital-wide prevalence and incidence audit indicated that the incidence of pressure ulcers had been reduced by 36%. Congratulations on a wonderful accomplishment!

In the last half of 2007, the focus of the RNAO BPSO project broadened to include the development and implementation of a hospital-wide fall prevention strategy based on the RNAO BPG for the Prevention of Falls and Fall Injuries in the Older Adult. A working group that was led by elder care nursing experts from the Seniors Health Program and included Education and Development Clinicians, Occupational Therapy, Physiotherapy, Pharmacy, management, and front-line nursing staff developed an evidence-based, comprehensive fall prevention strategy. Elements of the strategy include revisions to policy and procedure and implementation of multi-mode educational strategies for staff, patients and families as well as tool kits containing implementation resources for patient care units.

The strength of our Fall Prevention Strategy lies in the clinical innovations that were found at the point of care! Many of the materials used in the fall prevention strategy are based on the experience of nursing staff who have a keen interest in fall prevention. For example, Kelly O’Halloran and staff on the acute medicine units at the General Site developed fall risk signage. Colleen Lackey and the “DeRF (Delirium Restraints & Falls) Patrol” at McMaster provided expertise in the role of restraints in fall occurrences. A contest to identify falls risk awareness at the Chedoke site was initiated by Karen Fraser. Irene Molenaar developed an education package tailored for an orthopaedic surgical unit at the Henderson site.
McMaster Children's Hospital has two long-term patients that have become an integral part of the nursing education. One is a six-month old infant and the other, a seven-year old child. Both are high-fidelity simulators. These simulators have features that are intended to be as “life-like” as possible: they can breathe, blink, cry; they can be programmed with various abnormal heart, respiratory, and bowel sounds; they can be injected with medications and receive cardiopulmonary resuscitation. Such mannequins are called “high-fidelity” patient simulators.

These simulators have been broadly used for pediatric nursing education during the past year. One application was the training of the PACE (Pediatric Assessment of Critical Events) team. Scenarios were created to give team members an opportunity to rehearse performing rapid assessments, to consolidate learning gained in didactic course modules, and to practice collaboration with other members of the healthcare team.

Last October, the simulators were used in a workshop for the sedation clinic staff. The simulator replicated a variety of airway complications that the participants were then required to manage effectively. Evaluations from workshop participants indicated that simulation provided an effective medium for education.

The McMaster Children’s Hospital resuscitation committee has identified replacement of the traditional resuscitation carts with Broselow (weight-based) resuscitation carts as an important patient safety initiative. During the introduction of these new carts to the PCCU, the simulators were used to stage pediatric resuscitation events involving the entire PCCU team. The implementation using mock events served two functions: providing staff the opportunity to become familiar with the cart and to facilitate evaluation of the new cart.

More recently, the resuscitation committee has determined the need for a pediatric-specific code-blue team. Charge nurses from 3C are receiving training to become part of the pediatric code-blue team. Pediatric crisis events are infrequent and thus the opportunity to learn by deliberate practice is also rare. In this instance, mock resuscitations with the simulators have been videotaped. These videotaped mock codes provide the opportunity for new code blue team members to practice and review documentation.

High-fidelity simulators provide nurses the opportunity to practice skills, communication, problem solving and team management. In the past year, they have enhanced the education offered to pediatric nurses in both the classroom and the real-life clinical setting. With many more exiting projects underway, the use of high-fidelity simulation at McMaster Children's Hospital has no limits or boundaries.
At Hamilton Health Sciences, six Clinical Nurse Specialists work within the Rehabilitation and Seniors Health Program to support evidence-based programs and services that improve health outcomes in older persons.

Pauline Fisher, based at Chedoke works with the “Fracture?, Think Osteoporosis Program”. The goal of this service is to improve diagnosis and treatment of osteoporosis in patients with fragility fractures and to decrease the rate of subsequent fractures. Pauline is currently evaluating the program by tracking patient adherence and subsequent fracture rate.

Katherine Smith and Priscilla Bowler are part of the Geriatric Consult teams at the General and Henderson. These Clinical Nurse Specialists work with a Geriatrician to provide consultation for referred inpatients. Together with the geriatrician, they provide a comprehensive assessment of the elderly patient who may be referred for such issues as cognitive impairment, new onset confusion, falls, and challenging behaviours.

Kristen Low, the latest recruit to the Geriatric Consult team explains her attraction to the role in this way; “I decided that I wanted to become an advocate for this patient population and widen my scope of nursing skills. Geriatrics is holistic, recognizing the unique needs of each person and focuses on maintaining the personhood and dignity of patients, combined with the challenge of addressing complex health issues.”

Cathy Reis and Anne Pizzacalla work on the Hospital Elder Life Program (HELP) at MUMC and Henderson. With the Elder Life Specialists and a group of specially trained volunteers, their aim is to prevent delirium and functional decline in ‘at risk’ hospitalized older adults.

The pride our nurses take is truly exemplified in their work...
In 2007, the Neuroscience Nursing Research Interest Group celebrated the culmination of their research project “Shampoo After Craniotomy; A Pilot Study” with the publication of their research results.

The project began in 2002 with a staff nurse research group questioning the routine practice of withholding hair washing after a person undergoes cranial surgery. From that inquiry, a pilot randomized control trial was born.

The goals of the study were to:

- Identify the effect of hair washing on infection rates and health-related quality of life for participants who experience craniotomy
- Provide evidence to support hygienic post-operative care (hair washing)
- Provide evidence to support health teaching for patients and caregivers on discharge from hospital

Additionally, and perhaps most importantly to the team was the opportunity to build capacity in neurosurgical nursing research at HHS. A total of 14 nurses in a variety of nursing roles that provide care for neurosurgical patients on 7 West, Operating Room, ICU, Neuroscience Ambulatory Clinic and Infection Control at the General Site actively participated in the research process. One hundred patients were recruited to the study. The study was funded by the Hamilton Health Sciences Foundation.

The results showed that there was no difference in wound asepsis score or overall health related quality of life score whether patients washed their hair 72 hours after surgery or waited until the after sutures were removed. The results of the study were first presented at the Canadian Association of Neuroscience Nurses 38th Scientific Sessions (Edmonton, 2007) and the Neuroscience Research Day (Hamilton, 2007). The team then completed the manuscript, which was accepted and published in the Canadian Journal of Neuroscience Nursing (CJNN 29(1) 14-18.)

In spite of the hard work and challenges of this project, Registered Nurse and Research Team member Frances Frazier reminds us all of the importance of conducting nursing research to inform evidence based practice in saying, “The other day I heard [a physician] quoting the results of the study.”
Nurses who Initiated Change

- **Andreychuk, S., RN, BScN, MSc, MHSc**
  Advanced Practice Nurse, Neonatal ICU – MUMC Site
  - Development of International Ethics Education Needs Assessment Tool in collaboration with representatives from Hospital for Sick Children, Women's College, and Mount Sinai, Toronto

- **Barbeau, C., RN**
  Staff Nurse Ward 4C – MUMC Site
  - As one of two safety officers on the unit she contributes to a safe clinical environment for staff and patients.

- **Bittman, C., RN**
  Staff Nurse, Ward 4C – MUMC Site
  - Revised the unit based protocol for Infant Hearing Screening

- **Bowman, A., RN, BScN, MScN**
  Program Manager, Pediatric Medical Surgical - MUMC Site
  - Verrelli, E., RN Ward 3C initiated a General Pediatric Care Guide and Medication Handbook.
  - Dragos, F., Verrelli, E., McEwan, S., Harper, A., completed a nursing report for the pediatric operations committee and recommended change to promote quality of worklife for the nurses on the pediatric wards.
  - Bowman, A., McKeown, D., Teles, D., implemented a new program called the “Welcome Bag” for children admitted to the hospital.

- **Disabatino, S., RN, BScN**
  Staff Nurse, ICU East/South - Hamilton General Site
  - Co-chair of the ICU East/South Nursing Practice Council.

- **Drury, C., RN, BHScN, CON(C) and Lafleur, M., RN, CON(C)**
  Primary Nurses - Juravinski Cancer Program
  - These nurses helped to lead the implementation of IMPAC nursing components, IMPAC is a computer platform that now supports the radiation treatment program at the JCC.

- **Foley, J., BSc, BScN, MSc, RN**
  Staff Nurse, 5 South - General Site
  - Through the RNAO Best Practice Guideline Implementation and Knowledge Transfer Fellowship she was able to create a delirium educational program for nurses and the interdisciplinary care team in order to maximize the use of evidence to enable best practice.

- **Gajdaes, S., RN**
  Staff Nurse, Ward 4C – MUMC Site
  - Took the lead in revising the maternal kardex and the transfer of accountability report sheets.

- **Labour and Delivery Nursing Staff, RNs**
  Labour and Delivery - MUMC Site
  - The nurses on Labour and Delivery all played a key role in the implementation of the revised fetal monitoring and documentation standards of practice.

- **McBride, M., RN, BScN**
  Staff Nurse, 8 South - General Site
  - Demonstrated leadership when initiating Best Practice Guidelines for Ulcer Prevention. She developed a “wound wall” on the unit for nurses and other disciplines to use to assist in the plan of care for diagnosing and treating ulcers. “She is a champion for 8 south.”

- **Operating Room Nurses**
  Hamilton General Site
  - In an effort to boost morale and develop a medium to disseminate educational information and highlight the great work that is done in the operating room at the Hamilton General, the operating room nurses developed “Behind the Mask”, a quarterly newsletter for staff. This newsletter is now a multi-disciplinary effort and highlights the achievements of the entire perioperative team.

- **Perdomo, A., RN**
  Staff Nurse, ICU East/South - Hamilton General Site
  - Alex developed and maintains the ICU General Website.
Nursing Achievements Report 2007

Nurses who Initiated Change

- **Reis, C., RN, BScN, MSc(T)**
  - Clinical Nurse Specialist, Wards 3X, 3Y, 4Y - MUMC Site
  - June 2007 Regional Educational Initiative for Seniors Month
    “Elder Friendly Environments: Deconditioning...Prevention is the Key to Success” Inservices and Interactive educational events were offered in seven area hospitals.
    Cathy Reis (Chair), Priscilla Bowler, Esther Coker, Trish Corbett, Nancy Leslie, Gill Mauhucci-Joel, Yelena Potts, Anne Pizzacalla, Katherine Smith.
  - Best Practice Guidelines: Fall Prevention in the Older Adult.
    Development of Falls Policy and Procedure for HHS. Cathy Reis (Chair), Bev Barbato, Priscilla Bowler, Jana Cochrane (OT), Alice Grilli, Colleen Lackey, Bev Morgan, Linda Smith. December 2007

- **Reynolds, M., RN**
  - Staff Nurse, ICU East/South - Hamilton General Site
  - Marie has been instrumental in developing and facilitating continuity of care rounds for long stay patients in ICU East/South.

- **Smythe, S., RN**
  - Staff Nurse, Labour and Delivery - MUMC Site
  - Developed and implemented changes in practice related to perinatal bereavement.

- **Somers, C., RN**
  - Staff Nurse, Ward 4C - MUMC Site
  - As one of two safety officers on the unit she contributes to a safe clinical environment for staff and patients

- **Tregunno, S., RN**
  - Staff Nurse, Ward 4C - MUMC Site
  - Shirley continues to be the unit champion for IWT, assisting staff to understand workload measurement to increase compliance rates.

- **Vascular Access Resource Nurses**
  - Hamilton General Site - Lazenby, M.K., Hall-Harbord, S., Mason, S., Davis, L., Davidson, L., Slattery, D. All of these nurses worked on the vascular access therapy site model change.
  - Henderson Site - Bethea, J., Doxtador, P., Kovacevic, A., Pilatzke, J., Richert, B., Asuncion, J., Ma, A. These nurses can now insert ultrasound guided P.I.C.C.s.

- **Ward 4B**
  - MUMC Site
  - Nurses on the unit successfully completed the educational requirements and implemented remote telemetry for patients on 4B.

- **Ward 4C**
  - MUMC Site
  - Jane Montgomery, Lorraine Porter and Caroline Somers attended the 2007 Patient Safety Symposium on behalf of 4C.

- **Ward E3 RNs**
  - Henderson Site
  - Despite the unit not being identified as a spotlight unit, Dennis, S., Clement, D., & Levett, D., RNAO BPG Champions, led the nursing staff of Ward E3 to facilitate changes in practice to optimize prevention of pressure ulcers. Their work was acknowledged in the Insider where they share this recognition with their great team on Ward E3.

- **Yamamoto, L., RN**
  - Staff Nurse, Ward 4C - MUMC Site
  - Together with Rosalee Quinn, Laurie developed a learning package for the Management of Newborn Hyperbilirubinemia.
  - Laurie developed the nomograms for documentation of Newborn Hyperbilirubinemia.

Congratulations to all of our esteemed nurses on their many achievements and awards
Alvarado, K., RN, PhD
Chief of Nursing Practice - Henderson & Chedoke Sites

Beemer, C., RN
Staff Nurse, Heart Investigation Unit - Hamilton General Site

Bowman, A., RN, BScN, MScN
Program Manager, Pediatric Medical Surgical - MUMC Site
- Bowman, A., RN BScN MScN, Palin, D., RN BScN, Clause, R., RN, MScN ACNP, NG tube care best practice in pediatrics based on a patient story. Canadian Association of Pediatric Health Centres, Montreal Canada, October 2007. Also presented at HHS patient safety symposium.
Nursing Achievements Report 2007

Conference Presentations • Posters

Collett, D., RN
Staff Nurse ICU East/South - Hamilton General Site
– Participated as a member of the Neurotrauma Conference Planning Committee (Focus on Neurotrauma)

Cook, A., RN, BScN
Staff Nurse, Heart Investigation Unit - Hamilton General Site
– Cook, A. Transfer of Accountability. Canadian Cardiovascular Nursing Conference, Quebec

Coxman, T., RN, MN, ACNP
Cardiac and Vascular Program

Cotton, A., RN, BScN, Med
Education and Development Clinician,
Ob/Gyn Program - MUMC Site

Christoffersen, E., RN, BScN

Darrall, J., RN
Primary Nurse and Disease Site Team Coordinator for the Gastrointestinal Disease Site Team, Juravinski Cancer Centre

Preserving vaginal and sexual function in women undergoing pelvic radiation for recto-sigmoid, rectal and anal cancer: A gynecological teaching program

Judith Darrall, RN, BScN, ONS-Canada, Toronto, ON
Cynthia Convent, RN, ONS-Canada, Scarborough, ON
Jared Thomas, RN, ONS-Canada, Mississauga, ON
Sharon Mount, RN, ONS-Canada, Toronto, ON
Jeanne Crawford, RN, ONS-Canada, North York, ON

Scope of Practice Issues
- The quality of care delivered by nurses in oncology is dependent on the availability of professional leadership, which includes the development and implementation of nursing best practices, clinical guidelines, and protocols.

- The tumor site can be identified accurately with the use of technology such as magnetic resonance imaging (MRI) and computed tomography (CT), which provides detailed images of the affected area.

- Radiation therapy plays a crucial role in the treatment of recto-sigmoid, rectal and anal cancer, aiming to eradicate cancer cells while minimizing damage to surrounding healthy tissues.

- A multidisciplinary team approach, consisting of nurses, physicians, radiation therapists, oncologists, and other health professionals, is essential for effective care.

- Educating patients and their families about the treatment options and potential side effects is crucial for informed decision-making and managing expectations.

- Overcoming the challenges faced by nurses in providing care to patients undergoing pelvic radiation requires collaboration, support, and resources to enhance patient outcomes and satisfaction.

Preservation and Promotion of Sexual Function in Women Undergoing Radiation Therapy for Gynecological Malignancies

Gynecological Teaching Program at Juravinski Cancer Center

Preservation of sexual function is a critical aspect of cancer care, particularly for women undergoing radiation therapy for gynecological malignancies. This teaching program aims to address the needs of patients and healthcare providers involved in this area.

The program focuses on the importance of sexual health and the potential impact of radiation therapy on sexual function. It provides strategies and resources to promote sexual health and address the challenges faced by patients and healthcare providers.

Collaborative Practice
- The team approach is essential for delivering comprehensive care that addresses the physical, emotional, social, and psychological needs of patients and their families.

- Collaboration between nurses, physicians, radiation therapists, and other healthcare professionals is vital to ensure coordinated care and optimal patient outcomes.

- Sharing knowledge and best practices enhances the quality of care delivered and promotes evidence-based practice in oncology nursing.

- The program fosters a culture of continuous improvement and learning, encouraging nurses to reflect on their practice and engage in professional development.

- Collaboration with other healthcare providers, such as social workers, psychologists, and radiation oncologists, further enriches the program and ensures comprehensive support for patients and their families.

Patient Outcomes
- Improved patient satisfaction with the care received
- Enhanced patient knowledge about sexual function and interventions
- Decreased emotional and psychological distress related to sexual function
- Increased participation in sex-related activities and sexual function

Conclusion
- The gynecological teaching program is an integral part of the comprehensive care offered at Juravinski Cancer Center, emphasizing the importance of sexual health in the treatment of gynecological malignancies.

- The program serves as a model for other healthcare organizations, advocating for the integration of sexual health into routine care for patients undergoing pelvic radiation therapy.

- Continuous evaluation and feedback from patients and healthcare providers ensure the program remains relevant and responsive to the evolving needs of patients and their families.

- The collaborative efforts of nurses, physicians, and other healthcare professionals continue to shape the program, guiding its development and adaptation to meet the changing landscape of oncology care.
Fisher, P., BScN, BA, MN, GNC(C)
Clinical Nurse Specialist, Rehabilitation - Chedoke Site

Fram, N., RN, BScN, MEd
VP Professional Affairs and Chief Nursing Executive
– Alvarado, K., Fram, N., Christoffersen, E., Kicak, L., Boblin, S., Poole, N., Gilbrook, R., Watson, F., McKeown, D., O’Sullivan, E.
– Alvarado, K., Fram, N., Christoffersen, E., Kicak, L., Boblin, S., Poole, N., Gilbrook, R., Watson, F., McKeown, D., O’Sullivan, E.

Gauthier, L., RN, BScN, MSc(T)
Clinical Manager, Heart Investigation Unit - Hamilton General Site
– Natarajan, M., Mercuri, M., Gauthier, L., Schwalm, J.D., Wie, Cl, Velianou, J.
Increased Capacity, Increased Case Load, Decreased Wait Times and Decreased Waitlist Events: A Decade of Observation at a Tertiary Care Centre in Central South Ontario. Canadian Cardiovascular Congress, Quebec, October 2007.
– Mercuri, M., Moran, G.P., Gauthier, L., Sheth, T., Velianou, J., and Natarajan, M.
Air Kerma Versus Fluoroscopy time as an Indication of Radiation Dose in Cardiac Interventions. Canadian Cardiovascular Congress, Quebec, October, 2007.

Gilbank, R., RN
Staff Nurse, Ward E3 - Henderson General Hospital
– Alvarado, K., Fram, N., Christoffersen, E., Kicak, L., Boblin, S., Poole, N., Gilbrook, R., Watson, F., Morgan, B., McKeown, D., O’Sullivan, E.
– Alvarado, K., Fram, N., Christoffersen, E., Kicak, L., Boblin, S., Poole, N., Gilbrook, R., Watson, F., Morgan, B., McKeown, D., O’Sullivan, E.

Issac, L., RPN
Staff Nurse, Heart Investigation Unit - Hamilton General Site
– Beemer, C., and Isaac, L.
The RN/RPN Skill Mix in the HIU. Canadian Cardiovascular Nursing Meeting, Quebec, October, 2007.

Jennings, B., RN, MSHSA
Program Manager, Pediatric Critical Care, MUMC
– 5th world Congress on Pediatric Critical Care, June 24-28, 2007, Geneva Switzerland
Clinical Ethics Consultation Service: Supporting Values-Based Decision Making in Pediatric Critical Care

Kinsella, L., RN, BScN
Staff Nurse, ICU East/South - Hamilton General Site
– Participated as a member of the Focus on Neurotrauma Planning Committee.

Kolodzey, M., RN
Staff Nurse, ICU East/South - Hamilton General Site
– Member of the Neurotrauma Conference Planning Committee (focus on Neurotrauma)
Conference Presentations • Posters

- **Lee, R., RN, BScN, MScN, PhD**
  Chief of Nursing Practice - MUMC Site

- **Martelli-Reid, L., BScN, MN**
  Advanced Practice Nurse, Lung Disease Site Team - Juravinski Cancer Centre

- **Morgan, B., RN, BScN**
  BPSO Project Coordinator

- **McKeown, D., RN**
  Clinical Leader, 3C Pediatrics - MUMC Site
Norman, D., RN, BScN
Clinical Outreach Specialist, Critical Care Outreach Education – MUMC Site


O’Neil, M, RN
Staff Nurse, Emergency Department - MUMC site


O’Sullivan, E., RN, BScN
Clinical Manager, Emergency Department - Henderson General Hospital


Poole, N., RN, BScN
Education and Development Clinician
– Alvarado, K., Fram, N., Christoffersen, E.
  Kicak, L., Boblin, S., Poole, N., Gilbrook, R.,
  Watson, F., Morgan, B., McKeown, D.,
  O’Sullivan, E. Transfer of Accountability (TOA):
  Strengthening Communication at Shift Handover.
  HHS Nurse-to-Nurse Conference. Chandelier Place,
– Alvarado, K., Fram, N., Christoffersen, E.
  Kicak, L., Boblin, S., Poole, N., Gilbrook, R.,
  Watson, F., Morgan, B., McKeown, D.,
  O’Sullivan, E. Transfer of Accountability (TOA):
  Strengthening Communication at Shift Handover.
  Nursing Leadership Network of Ontario.

Ramage, L., RN, BScN, CIC
Manager, Infection Control
– Yates, S., Ramage, L., Alvarado, K.,
  Surveillance and Screening of Antibiotic Resistant
  Organisms (ARO’s). Celebrating Innovations in Health
  Care Expo 2007, Direct Energy Centre, Canadian
  National Exhibition Grounds, Toronto, Ontario,

Thomas, H., RN, BScN (c), CON(C)
Primary Nurse and Gynecology Oncology Disease
Site Team Coordinator
– Thomas, H., Intraperitoneal Chemotherapy for Stage
  III Epithelial Ovarian Cancer: An Interdisciplinary
  Approach to Knowledge Transfer for the Development
  of a New Treatment Program. The Society of Gynecologic
  Oncologists of Canada Annual Conference, Ottawa,

Watson, F., RN
Information Technology Department
– Alvarado, K., Fram, N., Christoffersen, E.
  Kicak, L., Boblin, S., Poole, N., Gilbrook, R.,
  Watson, F., Morgan, B., McKeown, D.,
  O’Sullivan, E. Transfer of Accountability (TOA):
  Strengthening Communication at Shift Handover.
  HHS Nurse-to-Nurse Conference. Chandelier Place,
– Alvarado, K., Fram, N., Christoffersen, E.
  Kicak, L., Boblin, S., Poole, N., Gilbrook, R.,
  Watson, F., Morgan, B., McKeown, D.,
  O’Sullivan, E. Transfer of Accountability (TOA):
  Strengthening Communication at Shift Handover.
  Nursing Leadership Network of Ontario, Westin Prince

Whiteman, R., RN, BScN, CNN(C)
Stroke Best Practice Coordinator,
Regional Stroke Program
– Whiteman, R., Gould, L. Oezkowski, W.,
  Change Makes Change: Using a Quality Improvement
  Process to Create Measurable Improvement in Acute
  Stroke Thrombolysis at a Regional Stroke Centre.
  28th Annual Meeting of the Inter-Urban Stroke
  a Quality Improvement Process to Create Measurable
  Improvement in Acute Stroke Thrombolysis. Canadian
  Association of Neuroscience Nurses 38th Annual
  Meeting and Scientific Session, Edmonton,

Wiernikowski, J., RN, MN, CON(C)
Chief of Nursing Practice, Juravinski Cancer Program at HHHS
– Wiernikowski, J., Elliott, C., Documenting Psychosocial
  Needs: An Evaluation of the Initial Health Assessment
  Tool. 19th Annual Conference of the Canadian
  Association of Nurses in Oncology (CANO),
– Dhesy, B., Elit, L., Wiernikowski, J., Hodgson, N.,
  Sharratt, R., Irwin, E., Forsyth, S., Mohide, P.,
  Into the Light: Determining the Unique Needs of
  Women with Cancer. 19th Annual Conference of the
  Canadian Association of Nurses in Oncology (CANO),
– Dhesy, B., Elit, L., Wiernikowski, J., Hodgson, N.,
  Sharratt, R., Irwin, E., Forsyth, S., Mohide, P.,
  Into the Light: Determining the Unique Needs of
  Women with Cancer. Research in the City,

Yates, S., RN, BN, B.Ed., MA
Regulatory Advisor
– Yates, S., Ramage, L., Alvarado, K., Surveillance and
  Screening of Antibiotic Resistant Organisms (ARO’s).
  Celebrating Innovations in Health Care Expo 2007,
  Direct Energy Centre, Canadian National Exhibition
- **Alvarado, K.**, RN, PhD
  Chief of Nursing Practice, Henderson & Chedoke Sites

- **Andreychuk, S.**, RN, BScN, MSc, MHSc
  Advanced Practice Nurse, Neonatal ICU - MUMC Site
Conference Presentations • Oral

- **Bryant-Lukosius, D., RN, BScN, PhD, CON(C)**
  Advanced Practice Nurse, GU Disease Site Team, Juravinski Cancer Program

- **Callen, J., RNC, MSc, BScN**
  Advanced Practice Nurse, Neonatal Unit - MUMC Site

- **Christoffersen, E., RN, BScN**

- **Cosman, T., RN, MN, ACNP**
  Advanced Practice Nurse, Cardiac & Vascular Program - Hamilton General Site
  - Quirk M., Cosman T., *Radial Arterial Site Care Following Cardiac Catheterization or Percutaneous Coronary Intervention*. Canadian Cardiovascular Congress, Quebec City, Quebec. October 2007.

- **Creed, D., RN, BScN**
  Staff Nurse, ICU East/South - Hamilton General Site
  - Presenter at the Patient Safety Symposium on RACE Team.

- **DeNardis, N., RN**
  Staff Nurse, 5 West, General Site

- **Elliott, C., RN,BScN, CON(C)**
  Education & Development Clinician, Wards E2 & E3 - Henderson Site

- **Forbes, M., RN,BScN, CON(C)**
  APN Intern, Breast Disease Site Team - Juravinski Cancer Centre

- **Fram, N., RN, BScN, MEd**
  VP Professional Affairs and Chief Nursing Executive
Gauthier, L., RN, BScN, MSc(T)
Clinical Manager, Heart Investigation Unit - Hamilton General Site

Gilbrook, R., RN
Staff Nurse, Ward E3, Henderson General Hospital

Ireland, S., RN, BScN, MSc, PhD
Chief of Nursing Practice, Henderson General Site
- Ireland, S. Predictors of adherence to Treatment in Secondary Stroke Prevention. Heart and Stroke Foundation Collaborative, Toronto, October, 2007

Kennedy-Brown, K., RN, BA, BScN
Clinical Educator Clinical Practice and Education - General Site

Kneisel, P., RN
Staff Nurse, Heart Investigation Unit - Hamilton General Site

Lee, R., RN, BScN, MScN, PhD
Chief of Nursing Practice - MUMC Site

MacNaughton, M., RN, BPE, BEd
Clinical Educator, EPS - General Site
- MacNaughton, M. Atrial Fibrillation: A Comparison of Treatments. A CV Insight Presentation, November 2007
Conference Presentations • Oral

- **McKeown, D., RN**
  Clinical Leader, 3C Pediatrics

- **Murchison, R., RN, BScN, BEd, MSC(T)**
  Manager, Clinical Practice and Education across all sites of HHS

- **Neonatal Transplant Team, RNs one and all**
  Neonatal Intensive Care - MUMC Site
  - The team hosted their first annual conference at the Heritage Warplane Museum with a focus on providing education and networking for health care professionals involved in the stabilization and transport of infants requiring transport to tertiary care. Over 120 delegates attended and the feedback was tremendous. The team plans a second conference in the spring of 2008. Hamilton Ontario, May 2007.

- **Norman, D., RN, BScN**
  Clinical Outreach Specialist, Critical Care Outreach Education - MUMC Site
  - The use of high-fidelity simulation to implement a weight-based (Broselow) pediatric resuscitation cart system in the paediatric intensive care unit. Co-presenter with R. Chen RN MScN. 2007 McMaster Annual Nursing Research Day, Hamilton, ON
  - High fidelity simulation for hospital rapid response systems: Paediatric Critical Care Response Teams, Co-presenter with L Huang, MD and H Writer, MD, 2007 Human Patient Simulation Network Conference (HPSN) – Tampa, Florida
  - The role of hospital based paediatric high-fidelity simulation to develop and improve crisis resource management skills. Co-presenter with L Huang, MD. 2007 Hamilton Health Sciences Corporation Patient Safety Symposium, Hamilton, ON

- **O’Sullivan, E., RN, BScN**
  Clinical Manager, Emergency Department, Henderson General Hospital

- **McLaughlin, D., RN, BScN**
  Service Resource Nurse, General Surgery & Urology - Hamilton General Site

- **Michenko, M., RN, BScN**
  Education and Development Clinician

- **Morgan, B., RN, BScN**
  BPSO Project Coordinator

– Park Dorsay, J., RN, MN, CON(C) Advanced Practice Nurse, Complex Medical Rehabilitation - Henderson Site
– Ireland, S., Park Dorsay, J. *Preparing a Publication.* City Wide Research Education Forum, Hamilton Health Sciences, December 5, 2007

– Pawlowski, E., RN, BSc, BScN, MHS(C) Registered Nurse, Perioperative
– Pawlowski, E., Pettit, J. *Where we were, Where We Are, and Where We Are Going: Advances in Endovascular Aneurysm Repair, Canadian Society of Vascular Nursing Conference, Montreal, Quebec, September 2007.*

– Phillipchuk, J., RN, BScN Community Liaison Coordinator

– Poole, N., RN, BScN Education and Development Clinician
– Alvarado, K., Poole, N. *Transforming shift report.* Sunnybrook Health Sciences Centre, Toronto, Ontario, April 5, 2007.


– Pratt, M., RN, MScN Nurse, Nursing Resource Team - All Sites
– The Impact of Effort-Reward Imbalance, Burnout, and Caring for SARS Patients on Hospital Nurses’ Self-Reported Compliance with Infection Control. Thesis topic presented to HHS nurses, Clinical Managers and Infection Control Practitioners.

– Reis, C., RN, BScN, MSc(T) Clinical Nurse Specialist, Wards 3X, 3Y, 4Y - MUMC Site
– May 9, 2007, “Hospital Elder Life Program” Interview on Channel 11 News.
– Nurse to Nurse Conference

– Rich, B., BScN, MSc, RNC Neonatal Advanced Practice Nurse, Neonatal ICU - MUMC Site

– Riley, F., RN, BScN Clinical Manager, General Surgery & Urology - Hamilton General Site

– Smith, D., RN, BScN, CCNC, MN(c) Staff Nurse, ICU West - General Site
– Cosman, T., Smith, D. *Red Wine and Dark Chocolate.* A CV Insight Presentation, November 2007

– Stein, N., RN, BScN, MSc(T) Nurse Clinician, Heart Investigation Unit - Hamilton General Site

– Taylor, E., RN Staff Nurse, ICU East/South - Hamilton General Site
– Presented “RACE” at the Patient Safety Symposium.
Thomas, H., RN, BScN (c), CON(C)
Primary Nurse and Gynecology Oncology Disease Site Team Coordinator

Walter, L., RN, MN, ACNP
Advanced Practice Nurse, Adult Congenital Cardiology - MUMC Site
– The Many Faces of Congenital Heart Disease - 8th Annual Nurse to Nurse Conference May8-9, 2007 Chandelier Place, Stoney Creek

Watson, F., RN
Information Technology Department

Whiteman, R., RN, BScN, CNN(C)
Stroke Best Practice Coordinator, Regional Stroke Program
– Whiteman, R., Breton, J.L. *Conceptualization to Implementation: Best Practice Stroke Care at Hamilton Health Sciences*. RNAO International Conference on Evidence-Based Best Practice Guidelines: Setting the Stage for Excellence in Clinical Practice and Healthy Work Environments, June 2007, Markham, Ontario.

Wiernikowski, J., RN, MN, CON(C)
Chief of Nursing Practice, Juravinski Cancer Program at HHS
External Professional Associations/Committees

- **Barker, K., RN**
  Staff Nurse, ICU East/South - Hamilton General Site
  - Doing missionary work in Nepal for one year.

- **Beemer, C., RN**
  Staff Nurse, Heart Investigation Unit - Hamilton General Site
  - Participated in writing certification exam questions for the Canadian Nurses Association Examination

- **Bilopavlovic, C., RN, BScN, CPN(C), RNFA, CNOR**
  Cardiac Service Resource Nurse, Operating Room - General Site
  - Treasurer, Operating Room Nurses Association of Hamilton and District.

- **Bowman, A., RN, BScN, MScN**
  Program Manager, Pediatric Medical Surgical, MUMC Site
  - Provincial Pediatric Group Purchasing Organization (GPO) under Medbuy.
  - Member of Canadian Association of Pediatric Hematology Oncology Leadership Association
  - Member of CAPHC (Canadian Association of Pediatric Health Centres) Member of Child and Youth Health Partnership

- **Clause, R., RN, BScN, MHSc, ACNP(d)**
  Advanced Practice Nurse, Wards 2Q, 3F, 3C, 3B - MUMC Site
  - Alternative Lever of Care Task Force, Provincial Council for Children’s Health, Member, Summer/Fall 2007

- **Cooper, T., RN**
  Clinical Manager, Ward 4C, MUMC Site
  - Member, Ontario Perinatal Partnership Committee

- **Fisher, P., BScN, BA, MN, GNC(C)**
  Advanced Practice Nurse, Rehabilitation, Chedoke Site
  - Membership Chair for the Hamilton Chapter of the Geronotological Nursing Association, member of the College of Nurses of Ontario, Long Term Care/Rehabilitation/Complex Continuing Care Advisory Group.

- **Ireland, S., BScN, MSc, PhD**
  Chief of Nursing Practice, Hamilton General Site
  - Director Mohawk College of Applied Arts and Technology
  - Member of the Registered Nurses Association of Ontario Best Practice Spotlight Organization Provincial Leadership Committee.
  - St. Joseph’s Health Care Hamilton Nursing Advisory Committee
External Professional Associations/Committees

- **Jennings, B., RN, MSHSA**
  Program Manager, Pediatric Critical Care, MUMC
  – Member of PCCN (Pediatric Critical Care Network)

- **Knox, N., RN, BScN, CON(C)**
  Primary Nurse Medical Oncology - Juravinski Cancer Centre
  – Chapter President, Central West Ontario Chapter of Oncology Nurses, a chapter of the Canadian Association of Nurses in Oncology

- **Lee, R., RN, BScN, MScN, PhD**
  Chief of Nursing Practice - MUMC Site
  – Nursing and Allied Health Representative to the Hamilton Health Sciences Research Advisory Council, McMaster University/Hamilton Health Sciences
  – Nursing and Allied Health Representative to the Hamilton Health Sciences Executive Committee of Research, McMaster University/Hamilton Health Sciences
  – Affiliated Member, Joint Centre of Excellence for Research on Immigration and Settlement
  – Hamilton Health Sciences Representative to the Committee for Partnerships in Research (CPRN), School of Nursing, Faculty of Health Sciences, McMaster University, Hamilton, Ontario

- **Martelli-Reid, L., BScN, MN**
  Advanced Practice Nurse, Lung Disease Site Team - Juravinski Cancer Centre
  – Member of the Lung Disease Site Provincial Guideline Group for the Program in Evidence-Based Care, Cancer Care Ontario, 2005-present

- **Pawlowski, E., RN, BSc, BScN, MHS(C)**
  Registered Nurse, Perioperative
  – Canadian Society of Vascular Nursing - Ontario Representative

- **Quirk, M., RN, BHSc**
  Nurse Clinician, Clinical Practice and Education, Heart Investigation Unit - Hamilton General Site
  – Member of the College of Nurses of Ontario Complaints Committee

- **Reis, C., RN, BScN, MSc(T)**
  Clinical Nurse Specialist, Wards 3X, 3Y, 4Y - MUMC Site
  – Committee for Enhancement of Elder Friendly Environments (Sub-committee of Regional Geriatric Program Centre) Cathy Reis & Dr. Christopher Patterson, Co-chairs

- **Wiernikowski, J., RN, MN, CON(C)**
  Chief of Nursing Practice, Juravinski Cancer Program at HHS
  – Member, Canadian Breast Cancer Foundation Ontario Region Research and Health Care Advisory Committee, Nov 07- present


"Light is the task where many share the toil.” – Homer
Completed Educational Advancements

- **Alvarado, K., RN, PhD**
  - Chief of Nursing Practice, Henderson and Chedoke sites of HHS
  - PhD, McMaster University, June 2007

- **Andreychuk, S., RN, BScN, MSc, MHISe**
  - Advanced Practice Nurse, Neonatal ICU - MUMC Site
  - Masters of Health Science (Bioethics), University of Toronto, Institute of Medical Sciences, Toronto, Ontario
  - National Certification Corporation - Neonatal Nurse Practitioner (qualifying certification for Ontario Nurses Association Extended Class)

- **Badeau, K., BScN, MSN, SPN(c)**
  - Education & Development Clinician Perioperative Services - Hamilton General Site
  - Completed Master's Degree December 2007

- **Baird, H., RN**
  - Staff Nurse, Labour and Delivery - MUMC Site
  - Completed the HHS Charge Nurse Role Orientation Program.

- **Balfour, K., RN**
  - Staff Nurse, Labour and Delivery - MUMC Site
  - Completed the HHS Charge Nurse Role Orientation Program.

- **Bilopavlovic, C., RN, BScN, CPN(C), RNFA, CNOR**
  - Cardiac Service Resource Nurse, Operating Room, General Site
  - Registered Nurse First Assistant Certificate, British Columbia Institute of Technology, August 2007
  - CNOR Certification, December 2007
  - AORN Perioperative Certification Exam, December 2007

- **Butchart, T., RN**
  - Staff Nurse, Ward E3 - Henderson Site
  - Completed Certificate of Oncology through Mohawk College

- **Callen, J., RNC, MSc, BScN**
  - Advanced Practice Nurse, Neonatal Unit - MUMC Site
  - Assistant Clinical Professor in the School of Nursing, Faculty of Health Sciences, December 1, 2007

- **Claffey, L., RN, BScN**
  - Staff Nurse, ICU East/South, Hamilton General Site
  - Successfully completed BScN.

- **Corby, C., RN**
  - Staff Nurse, Ward 4C - MUMC Site
  - Completed a 20 hour Breastfeeding Management course

- **Corner, T., RN**
  - Staff Nurse, Endoscopy - MUMC Site
  - Flexible Sigmoidoscopy Nurse Certification, Michener Institute for Applied Health Sciences

- **Dennison, L., RN, BScN**
  - Staff Nurse, ICU West - Hamilton General Site
  - CNCC Re-certification

- **Elliott, C., RN, BScN, CON(C)**
  - Education & Development Clinician, Wards E2 & E3 - Henderson Site
  - Completed post RN BScN at McMastder University
  - Re-certified for the second time, CAN Oncology Nursing Certification, held since 1997

- **Fazzalari, S., RN**
  - Staff Nurse, Labour and Delivery, MUMC Site
  - Completed the HHS Charge Role Orientation Program

- **Fellows-Smith, C., RN, BScN**
  - Staff Nurse, ICU West - Hamilton General Site
  - Successfully completed BScN
  - CNCC certification

- **Fischer, B., RN, BA, CON(C)**
  - Beth Fischer has retained her CON(C) for 15 years by completing her third CANO certification by computer exam in April 2007.
Completed Educational Advancements

- **Gyorgyfi, P., BScN**  
  Staff Nurse, ICU East/South - Hamilton General Site  
  – Completed ACLS Instructor Course

- **Ireland, S., BScN, MSc, PhD**  
  Chief of Nursing Practice - Hamilton General Site  
  – Doctor of Philosophy, PhD, June 2007

- **Kennah, E., RN**  
  Charge Nurse, Endoscopy - MUMC site  
  – Flexible Sigmoidoscopy Nurse Certification, Michener Institute for Applied Health Sciences

- **Kinsella, L., RN, BScN**  
  Staff Nurse, ICU East/South - Hamilton General Site  
  – Successfully completed BScN

- **Knox, N., RN, BScN, CON(C)**  
  Primary Nurse Medical Oncology - Juravinski Cancer Centre  
  – Canadian Nurses Association certification in Oncology Nursing CON(C), April 2007.

- **Labour and Delivery, Staff Nurses - MUMC Site**  
  – All nursing staff completed year 3 of the MORE OB Program.

- **Larkin, D., RN**  
  5 West, Vascular Surgery - General Site  
  – Completed BScN program at Ryerson University

- **Lemp, W., RN**  
  Staff Nurse, Labour and Delivery - MUMC Site  
  – Completed the HHS Charge Nurse Orientation Program

- **McKenzie, K., RN**  
  Staff Nurse, ICU West, Hamilton General Site  
  – Completed ACLS Instructor’s course

- **MacDonald, G., RN**  
  Staff Nurse, ICU West, Hamilton General Site  
  – Completed ACLS Instructor’s course

- **MacPherson, C., RN, BScN**  
  Staff Nurse, ICU West, Hamilton General Site  
  – Successfully completed BScN

- **Mazur, D., RN**  
  Staff Nurse, Labour and Delivery - MUMC Site  
  – Completed the HHS Charge Nurse Orientation Program

- **Miller, C., RN, BScN, CDE**  
  Nurse Clinician, Diabetes Care and Research Program, McMaster University Medical Centre  
  – Canadian Diabetes Educator certification

- **Misner, C., RN**  
  Staff Nurse, ICU West, Hamilton General Site  
  – CNCC certification

- **Montgomery, J., RN**  
  Staff Nurse, Ward 4C - MUMC Site  
  – Successfully completed the Neonatal Resuscitation Instructor Course.

- **Montgomery, M., RN, BScN**  
  Staff Nurse, Labour and Delivery - MUMC Site  
  – Successfully completed the Neonatal Resuscitation Program (NRP) Instructors course, now teaches NRP within Obs/Gynecology Program at HHS.

- **Outhwaite, S., RN**  
  Staff Nurse, ICU West, Hamilton General Site  
  – Completed personality Dimensions Certificate

- **Park Dorsay J., RN, MN, CON(C)**  
  Advanced Practice Nurse, Complex Medical Rehabilitation, Henderson Site  
  – Canadian Nurses Association Certification in Oncology Nursing

- **Picco, D., RN**  
  Registered Nurse, Nursing Resource Team  
  – Perinatal Nursing (High Risk Obstetrics) certification with honors

- **Plaunt, M., RN, BScN**  
  Staff Nurse, ICU West, Hamilton General Site  
  – Successfully completed BScN

- **Pratt, M., RN, MScN**  
  Nurse, Nursing Resource Team - All Sites  
  – Masters of Science in Nursing Leadership and Health Services Delivery, The University of Western Ontario

- **Smith, L., RN, BScN, MN**  
  Clinical Educator, Ward 7 West, Hamilton General Site  
  – Completed Master of Nursing with an Acute Care Nurse Practitioner Certificate from the University of Toronto

- **Unit B1 - Acquired Brain Injury Program RNs/RPNs**  
  Chedoke Site  

- **Unit B1 - Acquired Brain Injury Program RNs**  
  Chedoke Site  
  – Alaris Pump/IV Management Training completion: Licorish, L., Benaroch, F., Pzytula, S., Clegg, S., Kelch, D.
- **Walter, L., RN, MN, ACNP**
  Advanced Practice Nurse, Adult congenital Cardiology - MUMC Site

- **Ward, K., RN, CON(C)**
  Chemotherapy Suite Staff nurse and Breast Disease Site Team Coordinator, Juravinski Cancer Centre
  - Certificate in Hospice Palliative Care

- **Ward 4C**
  MUMC Site
  - All RNs and RPNs on the unit received education on the revised Hyperbilirubinemia Guidelines and a refresher on newborn assessment
  - All RNs and RPNs on the unit completed Year 3 of MOREob (Managing Obstetrical Risk Efficiently)
  - Sherry Lachlan, Berna Kennedy, Stephanie Skeldon, Carol Bittman, Christine Corby, and Ursula Dykstra all completed the HHS Charge Role Orientation Program.

- **Ward 4Y RNs**
  MUMC Site

- **Ward E3 RNs**
  Henderson Site
  - Denis, S. & Clement, D., RNAO BPG Champion Workshop

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> “An education isn’t how much you have committed to memory, or even how much you know. It’s being able to differentiate between what you do know and what you don’t.”

> - Anatole France
Bursaries, Awards and Scholarships

- **Barbato, B., RN**
  Nurse Clinician Regional Cardiac Care Coordinator, Heart Investigation Unit, Hamilton General Site
  - Received the HHS Bursary Award

- **Bilopavlovic, C., RN, BScN, RNFA, CNOR**
  Service Resource Nurse - Cardiac, Operating Room, Hamilton General Site
  - John & Johnson Medical Products bursary for exemplary academic commitment and achievements.

- **Boucher, B., RN**
  Staff Nurse, Pediatric Sedation, MUMC Site
  - 2007 Preceptorship Award. A Level IV nursing student nominated Barb. She was commended on her ability to teach during stressful situations such as an IV start on an upset toddler and emergency situations. She went out of her way to offer the student additional training in sedation by including her in staff education days. The student indicated that Barb made her feel like an essential part of the health care team and not “just a student.”

- **Broad, M., RN**
  Staff Nurse, Ward F3, Henderson Site
  - 2007 Preceptorship Award. The Clinical Manager of the unit nominated Mary. The manager gave an example involving a challenging student. The learner needed assistance with organization of care and Mary assisted her to identify important tasks that were time specific, providing rationale and asking questions of the learner to ensure understanding. Mary was also able to give constructive feedback in a way that removed blame. Mary was described as going above and beyond to ensure each learner has a meaningful experience.

- **Bruch, S., RN**
  Staff Nurse, JCC Chemotherapy Suite
  - 2007 Preceptorship Award. A new staff member nominated Susan. The staff member had made a major change in her nursing career from critical care to outpatient oncology. Susan used multiple resources throughout the JCC to support the learner, not just from within the suite. She was gentle but firm when constructive feedback was needed. Susan also ensured the learner was always made to feel a part of the team.

- **Bryant-Lukosius, D., RN, BScN, PhD, CON(C)**
  Advanced Practice Nurse, GU Disease Site Team, Juravinski Cancer Program
  - Pfizer Award of Excellence for Oncology Nursing Research
  - RNAO Best Practice Guidelines Implementation/Knowledge Transfer Fellowship.

- **Currie, T., RN**
  Staff Nurse, Pediatric Medical Daycare, MUMC Site
  - 2007 Preceptorship Award. A Level IV nursing student nominated Teresa for her award. Teresa coordinated workshops for the student to attend and also attended them with the student, often on her time off. She shared her vibrant personality, love of nursing and enthusiasm for life with the student. She was described as not only being a fantastic nurse but also a fantastic person. The student described that Teresa was extraordinary and went above and beyond her expectations of a preceptor.

- **Dzkuba, T., RN**
  Staff Nurse, Ward 4Z, MUMC Site
  - 2007 Preceptorship Award. A 4th year nursing student nominated Theresa. Theresa frequently sought out experiences from other staff members to contribute to the student’s learning objectives. She also made arrangements for the student to job shadow with another health professional. She was commended on her ability to give constructive feedback in a non-threatening manner that was encouraging to the student.

- **Foley, J., BSc, BScN, MSc, RN**
  Staff Nurse, 5 South, General Site
  - 2007 Preceptorship Award. A 4th year nursing student nominated Aileen for her award. Aileen assisted the student to arrange visits to the OR, ICU, EP Lab, HIU and Cardiac Health & Rehabilitation Clinic. This enabled the student to gain a complete picture of cardiac care. Aileen also included her student in breaks and took the time to explain the history of conversations so that she would have an understanding of the context.

- **Kewley, A., RN**
  Staff Nurse, Ward 5 South, General Site
  - 2007 Preceptorship Award. A 4th year nursing student nominated Victoria for her award. Vicki constantly and consistently makes herself available to learners to encourage and support them. She was described as being enthusiastic, fun and compassionate. 3B was described as a better place because of Vicki. Her wealth of experience is an asset to staff and students.

- **Leathley, V., RN**
  Staff Nurse, Ward 3B, MUMC Site
  - 2007 Preceptorship Award. A 4th year nursing student nominated Aileen for her award. Aileen assisted the student to arrange visits to the OR, ICU, EP Lab, HIU and Cardiac Health & Rehabilitation Clinic. This enabled the student to gain a complete picture of cardiac care. Aileen also included her student in breaks and took the time to explain the history of conversations so that she would have an understanding of the context.
McLaughlin, D., RN, BScN
Service Resource Nurse, General Surgery & Urology, Hamilton General Site
– April 2007 - ORANAC National Conference: Awarded the Inaugural Solumed Award for the Best Scientific Oral Presentation, as determined by the delegates.

Marrow, S., RN
Staff Nurse, Ward 4y, MUMC Site
– 2007 Preceptorship Award, A 4th year nursing student nominated Suzanne. Suzanne was described as supportive and encouraging and was willing to adapt her style to fit the student’s learning needs. She actively sought out experiences from other health professionals, enriching the student’s experience.

Martelli-Reid, L., BScN, MN
Advanced Practice Nurse, Lung Disease Site Team, Juravinski Cancer Centre
– CANO/Eli Lilly Mentorship Award, 2007. The mentorship will focus on determining the need to augment current services provided to patients with dyspnea associated with their lung cancer.

Pawlowski, E., RN, BSc, BScN, MHS(C)
Registered Nurse, Perioperative
– Society of Vascular Nursing Sigvaris Travel Scholarship
– Athabasca University Achievement Scholarship

Pettit, J., RN
Vascular Resource Nurse, Operating Room, General Site
– 2007 Preceptorship Award, A new staff member nominated Jennifer for her award. Jennifer was always approachable and provided support continuously during surgeries as well as during break times. She was always kind and patient in giving constructive feedback. Her explanations were helpful and given in a way that was easy to understand. The new staff member never felt awkward asking for additional help. Each shift, Jennifer always was certain to introduce the staff member to new colleagues and include her in conversations.

Raposo, L., RN
Staff Nurse, Heart Investigation Unit, Hamilton General Site
– 2007 Preceptorship Award. A new staff member nominated Lori for her award. Lori was described as being firm but kind when constructive feedback was needed. Her manner was warm, caring and personal which made the new staff member feel relaxed, calm and very welcomed to both HIU and the organization.

Riley, F., RN, BScN
Clinical Manager, General Surgery & Urology, Hamilton General Site
– April 2007 – ORANAC National Conference: Awarded the Inaugural Solumed Award for the Best Scientific Oral Presentation, as determined by the delegates.

Ward 3Z
– Cancer Care Ontario presented the staff on Ward 3Z with the “Human Touch Award” in 2007 to recognize exceptional and compassionate care provided to cancer patients.

Zimmerman, E., RN, CDE
Nurse Clinician, Diabetes Care and Research Program, McMaster University Medical Centre
– Canadian Diabetes Educator Achievement Award
Research Projects and Grants

- **Alvarado, K., RN, PhD**
  - Chief of Nursing Practice, Henderson and Chedoke Sites of HHS

- **Andreychuk, S., RN, BScN, MSc, MHSc**
  - Advanced Practice Nurse, Neonatal ICU, MUMC Site
  - Andreychuk, Hellmann, Edgell, Gibbins, Golec.. Neonatal Ethics Education Assessment National Survey for the purpose of the development of an on-line ethics curriculum to be used by neonatal educators and staff.
  - Andreychuk, S. Neonatal Ethics Education Assessment Survey, McMaster Children’s Hospital

- **Bryant-Lukosius, D., RN, BScN, PhD, CON(C)**
  - Advanced Practice Nurse, GU Disease Site Team, Juravinski Cancer Program

- **Callen, J., RNC, MSc, BScN**
  - Advanced Practice Nurse, Neonatal Unit, MUMC Site
  - Cochrane Collaboration. Early vs. later discharge of physiologically stable preterm infants who are fully orally feeding. Ongoing.

- **Cook, A., RN**
  - Staff Nurse, Heart Investigation Unit, Hamilton General Site
  - Recipient of the New Investigator fund for her research project entitled, “The Effect of Local Anesthetic on the Incidence of Vasovagal Reaction and Pain During Femoral Sheath Removal”, funded by Hamilton Health Sciences

- **Curry, K., BScN, RN**
  - Staff Nurse, Labour and Delivery, MUMC Site
  - Conducted an audit of induction of labour on the unit.

- **Elliott, C., RN, BScN, CON(C)**
  - Education & Development Clinician, Ward E3, Henderson Site
  - Fitzpatrick, B., RN & Johnson, C., RN, assisted with data collection for a research project related to the new Tertiary Acute Palliative Care Unit on Ward E3. This work was published in Palliative Care Journal by Dr. Slaven, 2007

- **ICU East/South RNs**
  - Hamilton General Site
  - Bukorovic, I., Claffey, L., Zeljznjak, L., Stacey, M., Reynolds, M., Jardine, C. received $15,000 from the New Investigator Fund for research to develop the Hamilton Behavioural Pan Scale.

- **Ireland, S., BScN, MSc, PhD**
  - Chief of Nursing Practice, Hamilton General Site

- **Lee, R., RN, BScN, MScN, PhD**
  - Chief of Nursing Practice - MUMC Site
  - Co-investigator, (Gerald Devins, Principal Investigator; Beiser, M., Noh, S., Rodin, G., Irish, J., Siu, L., Mah, K., Co-investigators) Cultural Syndromes, Coping, and Illness Intrusiveness in Cancer. Project funded by the Canadian Institute of Health Research (CIHR)

- **Moroso, A., RN, CDE**
  - Nurse Clinician, Diabetes Care and Research Program - MUMC Site
  - ACCORD

- **ParkDorsay J., RN, MN, CON(C)**
  - Advanced Practice Nurse, Complex Medical Rehabilitation, Henderson Site
  - Cheifetz, O., Park Dorsay, J., Sussman, J. Cancer and exercise: Patients' understanding and preferences. JCC Internally Funded
- Rich, B., BScN, MSc, RNC, Neonatal Advanced Practice Nurse, Neonatal ICU – MUMC Site
  - EPiPPAIN: Epidemiology of Pain and the Treatment of the Pan in Canadian NICUs: 10 years later, McGill University – C. Johnson, K. Barrington, Principal Investigators
  - McMaster University – Rich, b., Gaal, B., Watts, J., Local Investigators

- Wiernikowski, J., RN, MN, CON(C)
  - Chief of Nursing Practice, Juravinski Cancer Program at HHS

“Education is a social process... Education is growth... Education is, not a preparation for life; education is life itself”
– John Dewey
Alvarado, K., RN, PhD
Chief of Nursing Practice, Henderson and Chedoke sites of HHS
- Tutor N4J07, McMaster University, September-December 2007
- Tutor HS4L02, McMaster University, 2 students, September - December 2007
- Co-Tutor N3T03, McMaster University, PBL January - April 2007

Andreychuk, S., RN, BScN, MSc, MHSc
Advanced Practice Nurse, Neonatal ICU, MUMC Site
- Andreychuk. When our integrity is at risk. The high cost of moral distress. Presentations Series. Neonatal Intensive Care Unit, Hamilton Health Sciences. Hamilton Ontario
- Andreychuk & Sloan (Jan 2007). Working through a pediatric ethical dilemma using the Hamilton Health Sciences ethical decision-making framework tool. Joint Center for Bioethics. Toronto, Ontario
- Andreychuk (Jan 2007). When our integrity is at Risk… the high cost of Moral Distress. Hamilton Health Sciences, Palliative Care Interest Group, Hamilton, Ontario
- Andreychuk, Hellman, Akhtar. Ethical Dilemma during the prenatal consultation process. Joint Center for Bioethics. University of Toronto. Toronto, Ontario
- Andreychuk. NICU Bed Management. Evaluating the process of Resource Allocation in accordance with the A4R framework Joint Center for Bioethics. University of Toronto. Toronto, Ontario
- Nursing 4L02 Research Preceptor McMaster University, School of Nursing
- Clinical Lecturer - Neonatal Resuscitation Certification. McMaster University, School of Midwifery

Balan D., RN
Staff Nurse, Ward 3Y, MUMC Site
- Preceptor of Mohawk/McMaster Level 4 Nursing students

Barthel, J., RN
Staff Nurse, ICU East/South, Hamilton General Site
- Joan developed and presented an educational resource for ICU staff RNs on Care of The Spinal Cord Patient. Joan also participates as an instructor in Critical Practice Orientation, teaching spinal cord education to new critical care RNs.
Bertrand, C., RN
Staff Nurse, Ward 3X - MUMC Site
- Preceptor of Mohawk/McMaster Level 4 Nursing students

Bilopavlovic, C., RN, BScN, CPN(C), RNFA, CNOR
Cardiac Service Resource Nurse, Operating Room, General Site
- Nurse instructor for the operating room nursing certificate program, Mohawk College of Applied Arts and Technology, 2007
- Basic Life Support (CPR) Instructor, Heart and Stroke Foundation

Bowman, A., RN, BScN, MScN
Program Manager, Pediatric Medical Surgical, MUMC Site
- Tutor, Level 3 BScN Program, McMaster University Participated in the New Graduate Initiative

Brannan, A., RN, BScN
Staff Nurse, Heart Investigation Unit, Hamilton General Site
- McMaster University School of Nursing, part time sessional tutor.

Brenan, C., RN
Staff Nurse, ICU West, Hamilton General Site
- Preceptor

Butchart, T., RN
Staff Nurse, Ward E3, Henderson Site
- Preceptor of Level 4 students from Mohawk College and McMaster University

Centre for Reproductive Care
West End Clinic
- McMaster University School of Nursing BScN Level IV
Preceptors: Horkoff, A., Hollowell, S., Harn, M., Barry-Longley, T.

Campbell, T., RN
Staff Nurse, ICU East/South, Hamilton General Site
- Functioned as ICU project nurse for 4 months.
- Functioned as the ICU Documentation Champion and present to all ICU East/South staff.
- Attended CRRT Conference in Edmonton and presented findings to staff.

Charters, A., RN
Staff Nurse, Ward 3Y, MUMC Site
- Preceptor of Mohawk/McMaster Level 4 Nursing students

Claffey, L., RN, BScN
Staff Nurse, ICU East/South, Hamilton General Site
- Was seconded to participate as the antibiotic liaison nurse for ICU. Her role included nursing education and facilitating maintenance of practice changes related to this, in collaboration with ICU pharmacists.
- Was also seconded as the ICU resource nurse for 6 months.

Clause, R., RN, BScN, MHSc, ACNP(d)
Advanced Practice Nurse, Wards 2Q, 3F, 3C, 3B, MUMC Site
- Assistant Clinical Professor, School of Nursing, McMaster University; 4th Year Clinical Placement Tutor
- Preceptor for ACNP students, School of Nursing, University of Toronto

Cleave, P., RN
Staff Nurse, Ward 3X, MUMC Site
- Preceptor of Mohawk/McMaster Level 4 Nursing students

Cosman, T., RN, MN, ACNP
Advanced Practice Nurse, Cardiac & Vascular Program, Hamilton General Site
- Clinical Lecturer School of Nursing, Faculty of Health Sciences, McMaster University

Cotton, A., RN, BScN, Med Education and Development Clinician, Ob/Gyn Program, MUMC Site
- Assistant Clinical Professor, School of Nursing, McMaster University School of Nursing

Cuicani, G., RN
Staff Nurse, ICU West, Hamilton General Site
- Preceptor

Curry, K., BScN, RN
Staff Nurse, Labour and Delivery, MUMC Site
- Presented in the MOREob workshops and OSCEs

Dikiandis, B., RN
Staff Nurse, ICU West, Hamilton General Site
- Preceptor

Drake, K., RN, BScN, MN
- Tutor, McMaster University RPN to BScN Program

Fisher, P., BScN, BA, MN, GNC(C)
Advanced Practice Nurse, Rehabilitation, Chedoke Site
- Tutor, McMaster University BScN Program N4J07
- Tutor, McMaster University BScN Program N4L02

Fram, N., BScN, MEd
Vice President Professional Affairs and Chief Nursing Executive
- Tutor, McMaster University BScN Program N4J07/N4J07

Gillis, C., RN
Staff Nurse, Ward 3Y, MUMC Site
- Preceptor of Mohawk/McMaster Level 4 Nursing students

Gordon, J., RN
Staff Nurse, ICU West, Hamilton General Site
- Preceptor
Educational Leaders and Preceptors

- **Hackett-White, G., RN**
  - Staff Nurse, Prenatal Diagnosis Clinic, MUMC Site
  - Preceptor, midwifery students

- **ICU East/South RNs**
  - Hamilton General Site
  - Barthel, J., Claffey, L., Jardine, C., Rogers, T., presented code of conduct to all ICU East/South staff
  - DeGuili, N., Kolodzey, M., facilitated the “Take Your Kids to Work Day” for ICU East/South

- **Inglis, D., RN**
  - Staff Nurse, Heart Investigation Unit, Hamilton General Site
  - Acted as preceptor for a nurse from the William Osler Hospital in Brampton, to assist in planning for staff training as they prepared to open their new cardiac catheterization lab.

- **Inglis, L., RN**
  - Staff Nurse, ICU West, Hamilton General Site
  - Preceptor - McMaster Level 4 Students

- **Ireland, S., BScN, MSc, PhD**
  - Chief of Nursing Practice, Hamilton General Site
  - Tutor, McMaster University BScN Program N4J07
  - Tutor, McMaster University BScN Program N4L02

- **Jennings, B., RN, MSHSA**
  - Program Manager, Pediatric Critical Care, MUMC
  - Clinical Tutor, McMaster University Faculty of Health Sciences School of Nursing

- **Kancer, M., RN**
  - Clinic Nurse, 3V2, 3V3 Clinics, MUMC Site
  - Preceptor of Mohawk/McMaster Level 4 Nursing students

- **Kielt, C., RN**
  - Staff Nurse, ICU West, Hamilton General Site
  - Preceptor

- **Kinsella, L., RN, BScN**
  - Staff Nurse, ICU East/South, Hamilton General Site
  - Was seconded as a temporary Nurse Educator for Ward 5 West.

- **Kolodzey, M., RN**
  - Staff Nurse, ICU East/South, Hamilton General Site
  - Was seconded as the ICU Resource Nurse for 6 months.

- **Labour and Delivery, RNs**
  - MUMC Site
  - McMaster University School of Nursing Level IV Preceptors: DeSantis, T., Vuylsteke, H., Chapman, A.
  - Mentors: New Graduate Initiative, Baird, H., Salvi, R., Mazur, D.
  - Preceptors for new staff: Vermeulen, G., Beimers, J., Fazzalari, S., Craig, D. and Balfour, K.

- **Lee, R., RN, BScN, MScN, PhD**
  - Chief of Nursing Practice - MUMC Site
  - Member, Two MSc Thesis Supervisory Committee, School of Nursing, Faculty of Health Sciences, McMaster University
  - Member, one PhD Thesis Supervisory Committee, School of Nursing, Faculty of Health Sciences, McMaster University
  - Masters Student clinical placement for the Nursing Graduate Course NUR-701 The Theoretical Basis of Clinical Practice”, School of Nursing, Faculty of Health Sciences, McMaster University
  - Clinical Preceptor, NURS 4035 Leadership Skills in Nursing Practice, Laurentian University, School of Nursing, Post R.N. Distance Education Program
  - Research Tutor, ITH SCI 4L02 Research Placement, McMaster University, Faculty of Health Sciences, School of Nursing, Spring, Summer and Fall terms

- **Legere, T., RN**
  - Staff Nurse, ICU West, Hamilton General Site
  - Preceptor

- **Liles, V., RN**
  - Staff Nurse, ICU West, Hamilton General Site
  - Preceptor

- **MacPherson, C., RN**
  - Staff Nurse, ICU West, Hamilton General Site
  - Preceptor

- **McDonald, J., RN**
  - Staff Nurse, Ward 3X, MUMC Site
  - Preceptor of Mohawk/McMaster Level 4 Nursing students

- **Madden R., RN**
  - Staff Nurse, Ward 3Y, MUMC Site
  - Preceptor of Mohawk/McMaster Level 4 Nursing students

- **Mandula, S., RN**
  - Staff Nurse, ICU East/South, Hamilton General Site
  - Sheila participates in presenting the care of the spinal cord injured patient in critical practice orientation to new RNs in critical care.

- **Martelli-Reid, L., BScN, MN**
  - Advanced Practice Nurse, Lung Disease Site Team, Juravinski Cancer Centre
  - Evidence Based Nursing Practice Workshop, Co-tutor with Dr. Denise Bryant-Lukosius, McMaster University, June 2007

- **Mullins, K., RN**
  - Staff Nurse, ICU West, Hamilton General Site
  - Preceptor - McMaster Level 4 Students
Murchison, R., RN, BScN, BEd, MSc(T) Manger, Clinical Practice and Education across all sites of HHS – Assistant Clinical Professor - McMaster University, BScN Programme


ParkDorsay J., RN, MN, CON(C) Advanced Practice Nurse, Complex Medical Rehabilitation, Henderson Site – McMaster University, Assistant Clinical Professor School of Nursing – University of Toronto, Preceptor, School of Nursing NP Program

Paton, K., RN Clinical Leader, Vascular Access Therapy – Worked on Competency Validation for vascular access which is used both at HHS and VON.

Pawlowski, E., RN, BSc, BScN, MHS(C) Registered Nurse, Perioperative – George Brown College Perioperative Nursing Certification Instructor, George Brown College, Toronto, Ontario – Canadian Council of Cardiovascular Nurses - Perioperative Nursing Networking and Educational Facilitator, Canadian Cardiovascular Congress, October 2007, Quebec City, Quebec

Pickrell, L., RN Staff Nurse, ICU West, Hamilton General Site – Preceptor

Pratt, M., RN, MScN Nurse, Nursing Resource Team - All Sites – NRT IV Preceptor and Trainer – NRT VBCC Trainer

Re, D., RN Staff Nurse, ICU West, Hamilton General Site – Preceptor

Robinson, J., RN Staff Nurse, Ward 3Y, MUMC Site – Preceptor of Mohawk/McMaster Level 4 Nursing students

St. James, J., RN  
Clinic Nurse, 3V2, 3V3 Clinics, MUMC Site  
– Preceptor of Mohawk/McMaster Level 4 Nursing students

Sinkovits, A., RN  
Staff Nurse, ICU West, Hamilton General Site  
– Preceptor

Vandenburg, M., RN  
Staff Nurse, ICU West, Hamilton General Site  
– Preceptor

Vascular Access Resource Nurses  
McMaster University School of Nursing BScN Level IV  
– Preceptors: Kovacevic, A., Unelli, L and Pilatzke, J.

Walker, D., RN  
Staff Nurse, Ward 3X, MUMC Site  
– Preceptor of Mohawk/McMaster Level 4 Nursing students

Walter, L., RN, MN,  
Advanced Practice Nurse, Adult Congenital Cardiology, MUMC Site  
– Clinical Faculty, McMaster University, Faculty of Health Sciences, School of Nursing, Undergraduate Nursing.

Ward 4C RNs  
MUMC Site  
– Mentors, New Graduate Initiative: Blair, L., Helesic, J., Kennedy, B., Porter, L, Montgomery, J. and Belovari, L.  
– Preceptors for new staff: Pearson, C., Cranston, L., Skeldon, L, Gajdacs, Porter, L, Montgomery, J. and Hayer, M.  
– McMaster University School of Nursing BScN Level IV  
Preceptors: Somers, C., and Corby, C.

Ward E2 RNs  
Henderson Site  

Ward E3 RNs  
Henderson Site  
– Lockard, S. & Gilbrook, R. took the lead as the first Mentors of NGG (New Grad Guarantee) staff on Ward E3  

Webster, G., RN  
Staff Nurse, ICU East/South, Hamilton General Site  
– ICU Staff Mentor

Wilkes, S., RN  
Staff Nurse, ICU West, Hamilton General Site  
– Preceptor

Wheeler, M., RN, BScN, CDE  
Nurse Clinician, Diabetes Care and Research Program  
– Preceptor for Family Physician residency program, McMaster University School of Nursing and the Hamilton Family Health Team

Wickett, C., RN  
Staff RN, ICU East/South, Hamilton General Site  
– Continuous Renal Replacement Therapy Champion

Wiernikowski, J., RN, MN, CON(C)  
Chief of Nursing Practice, Juravinski Cancer Program at HHS  
– Tutor, McMaster University N4L02 Winter 07, Summer 07  
– Tutor, McMaster University N4K07 Fall 07

Young, Y., RN, BScN  
Staff Nurse, ICU East/South, Hamilton General Site  
– Presented “Wound Care in ICU” to the ICU East/South and West Staff.  
– Developed the “Wound Care Fact Sheet” and is the ICU General Site Wound Care Champion.

Zeljeznjak, L., RN, BScN  
Staff Nurse, ICU East/South, Hamilton General Site  
– ICU Staff Mentor

Zimmerman, E., RN  
Clinic Nurse, 3V2, 3V3 Clinics, MUMC Site  
– Preceptor of Mohawk/McMaster Level 4 Nursing students

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**Educational Leaders and Preceptors**

_“To awaken interest and kindle enthusiasm is the sure way to teach easily and successfully.” – Tryon Edwards_
Alvarado, K., RN, PhD  
Chief of Nursing Practice, Henderson and Chedoke sites of HHS  

Bryant-Lukosius, D., RN, BScN, PhD, CON(C)  
Advanced Practice Nurse, GU Disease Site Team, Juravinski Cancer Program  

Callen, J., RNC, MSc, BScN  
Advanced Practice Nurse, Neonatal Unit, MUMC Site  

Cosman, T., RN, MN, ACNP  
Advanced Practice Nurse, Cardiac & Vascular Program, Hamilton General Site  

Fisher, P., BScN, BA, MN, GNC(C)  
Advanced Practice Nurse, Rehabilitation, Chedoke Site  

Ireland, S., BScN, MSc, PhD  
Chief of Nursing Practice, Hamilton General Site  

Lee, R., RN, BScN, MScN, PhD  
Chief of Nursing Practice, MUMC Site  

(Lee, R., continues on next page)
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(Park Dorsay J., RN, MN, CON(C)
Advanced Practice Nurse, Complex Medical Rehabilitation, Henderson Site

– Martelli-Reid, L., BScN, MN
Advanced Practice Nurse, Lung Disease Site Team, Juravinski Cancer Centre

– Norman, D., RN, BScN
Clinical Outreach Specialist, Critical Outreach Specialist - MUMC Site

– Wiernikowski, J., RN, MN, CON(C)
Chief of Nursing Practice, Juravinski Cancer Program at HHS
– Wiernikowski, J., Mohide, E.A. 2007. A commentary on the Cochrane Database Systematic Review: Adequately randomized trials showed that mammography screening did not significantly reduce breast cancer, cancer, or all cause mortality but increased breast surgeries by Gotzsche P.C., and Neilsen, M., Evidence Based Nursing, 10, July, 80.
Letters of Recognition from Patients and Families

- **Bowman, A., RN, BScN, MScN**
  Program Manager, Pediatric Medical Surgical, MUMC Site
  - Letters from patients to nurses on 3b and 3c “Although we do not see you much due to E’s good health lately. We are still grateful and would like to say thank you for your dedication towards these special children”.
  - Thanks for taking care of me during my stay at the hospital. Thanks for talking to me and teaching me interesting things even though strange things happened. Hope you enjoy the candy.
  - We cannot thank you enough for the exceptional care given to our son. As a fellow RN I am very impressed by your knowledge, constant kindness and support.

- **Elliott, C., RN, BScN, CON(C)**
  Education & Development Clinician, Ward E3, Henderson Site
  - As acknowledgement of the exceptional care provided on Ward E3, a very grateful family donated a huge variety of equipment for patient comfort (which assists the nurses), and contributions to the Humour Cart to benefit the patient’s living with cancer on Ward E3

- **Heart Investigation Unit**
  Hamilton General Site
  - The staff recognized Kris Novosel and Alynn MacLean. “Kris and Alynn organized a Christmas Raffle to support a nursing colleague facing a serious illness”.

- **Madden, K., RN**
  Primary Nurse, Juravinski Cancer Centre
  - “Just wanted to send a big thank you for suggesting Karen Madden as a contact for our breast cancer PBL scenario. We (the students and tutor) met with her yesterday and she was excellent. The students really enjoyed her “real life stories”!” Two of them signed up to volunteer for the summer!!! Oh yes… and know they all want to know if they could do a clinical placement there!!! Thanks again, Sue Neville (faculty, Mohawk College School of Nursing).

- **Scott, C., RN, SNOR, RNFA**
  Surgical Liaison Nurse, Operating Room, Hamilton General Site
  - “Thank you for making a terrible day full of fear and worry bearable. I felt your support and care all day. I cannot tell you in words how wonderful this service is to be informed of the progress and ongoing communication is recognition of the role family and friends play as caregivers. I which all hospitals can follow this model. I was dissolved into tears and you were able to calm me down and assured me all was well and helped me on my way. You are a lovely, caring lady and the families and hospitals are very fortunate to have you. I will always remember your kindness.”

- **Ward 4C MUMC**
  - From a grateful family, “A thousand thanks for your unbelievable patience and dedication. You’re the Best!”
  - From a grateful family, “The 4C staff have been amazing over the last couple of days. Each and every person we have had to deal with has been outstanding. They have helped make the special time in our life even more memorable with their professional care”

- **Ward E3 Henderson**
  - From a grateful family, “Just a special note to say you are appreciated today and always for the special way you care! I tell everyone, “you don’t have to worry if your family member is on E3, the care is impeccable”
  - From a grateful family, “The family of JW would like to express their heartfelt gratitude. Thank you from the bottom of our hearts for all the support, love, and care provided to our beautiful girl during her stay here. Your tremendous concern and thoughtfulness in her final days were an immense comfort to her and to us”.

- **Ward F4 Henderson**
  - From a grateful family, “Being 76 and having to undergo surgery is always somewhat traumatic, but the one thing that out shone everything was the nursing care he received postoperatively… Karen made a difference to the stay my father had but I suspect she also made a difference to many more lives. I felt it is important that we recognise excellence when we see it and Karen certainly displayed this quality.”
Commmittees

Communications Committee
Top: J. Wiernikowski (left) and T. Hale
Bottom: A. Miller (left) and M. Cran

Nursing Advisory Committee (NAC)
Top: NAC General
(From left) V. Fortier, N. Wylie, T. Hale, D. Reid, S. Ireland, N. Fram
Middle: NAC Henderson
(Back row, from left) J. Wiernikowski, D. Brenzil, B. St. Amant, K. Alvarado
(Front row, from left) E. Seaborne, I. Schoeman, S. Knight
Bottom: NAC MUMC
(From left) J. Benson, D. Belowitz, R. Lee, C. Evans, B. Morgan
Nursing Research Committee

Top from left:
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Middle from left:
T. Barry Longley, M. Pratt, P. Fisher and S. Boblin

Bottom from left:
S. Blatz, R. Lee, B. Morgan, S. Dore, L. Walter

“Light is the task where many share the toil.”

– Homer
Committees

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**Nurse to Nurse Planning Committee**

**Nursing Practice Committee**

**RN/RPN Utilization Committee**
The Nursing Communication Committee of NAC would like to recognize and thank **Stacey Beaulieu**, Administrative Assistant to Jennifer Wiernikowski, Chief of Nursing Practice, Juravinski Cancer Program, Hamilton Health Sciences, for the work and support she has given to the production of this year’s Nursing Achievement’s Report.

**Stacey Beaulieu**
Administrative Assistant
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