

Celebrating teamwork, communication, achievement and excellence



Magnet re-designation

Congratulations on achieving Magnet re-designation for the fourth time. It is both an honor and confirmation of your professionalism,

compassion and commitment to providing world-class nursing care for patients every day.

As you know, this elite designation is the country's highest recognition for nursing excellence, going to fewer than 10 percent of America's hospitals, and as the first in California and the sixth in the country to receive Magnet designation, you've long set national standards for the highest quality patient care. The leadership team here at the UC Davis Medical Center is grateful for everything you do so well for your patients.

Also, I want to thank you for taking time to participate in this spring's Press Ganey employee engagement survey. You shared your thoughts with us about nursing excellence and it was helpful to see your feedback. Overall Nurse Engagement scores were above or equal to the national average in six of the seven categories, and very close to that national average on the seventh.

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Magnet Nursing Excellence



Left to right: Ellen Kissinger, Joleen Lonigan, Toby Marsh, Brad Simmons, and David Lubarsky

Nursing excellence continues with renewed Magnet® designation

UC Davis Medical Center has achieved the nation's highest form of recognition for nursing excellence — renewed Magnet® designation from the American Nurses Credentialing Center.

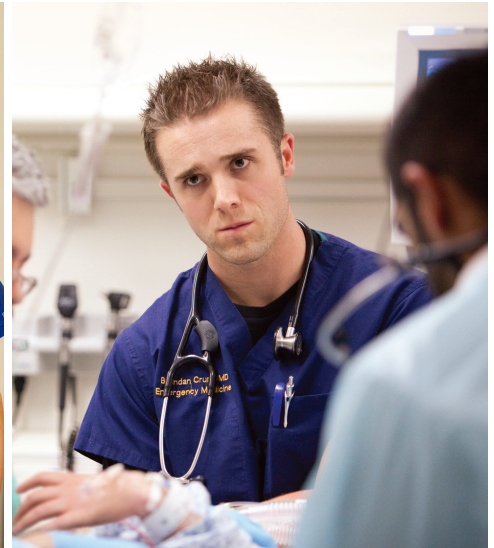
We are Sacramento's only hospital — and one of less than 10 percent across the country — to receive this prestigious recognition from the world's largest nurse credentialing organization, the American Nurses Credentialing Center (ANCC).

"I'm really proud ANCC has again honored UC Davis Medical Center as a Magnet-designated organization," said Toby Marsh, RN, MSA, MSN, FACHE, NEA-BC, chief nursing and patient care services officer. "What it really represents is the hard work that all the members of the care team across UC Davis Health do to provide our patients with the best possible care at all times."

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From the Chief Nursing Officer

TOBY MARSH CONTINUED FROM PAGE 1



Looking forward, each department is collaborating to advance a relationship-based culture of connected and compassionate health care through greater employee engagement.

This survey also provides us with tools for improving, and we want you to know that we are listening and are working to improve those areas where we could perform even better. Press Ganey will survey you again this coming spring, and we'll be listening closely.

The leadership team here at the UC Davis Medical Center is grateful for everything you do so well for your patients.

Looking forward, each department is collaborating to advance a relationship-based culture of connected and compassionate health care through greater

employee engagement. Everything we do to help patients works better when we tend to all our relationships – those with your patients and their families, with your colleagues, and most importantly with yourself.

Every day, you offer care and comfort and small miracles to your patients, but that can take a toll. I'd like to make sure you know we encourage you to take equally good care of yourself. You play a vital role in patient care and your patients need you to be healthy. Just as importantly, you deserve to be healthy and we hope you will take time to look after yourself this year.

And finally, I want to express my gratitude for all your kindness all year long as you help look after

our community, from the victims of the Butte County and other wild-fires, to underserved groups in our region, to the people who come through our doors every day. They come in the door knowing they can depend on your skills, humanity and extraordinary levels of care delivery at a time when they need us most. You are a huge reason we are the top-rated hospital in our region and I thank you for everything you do.

A handwritten signature in blue ink, appearing to read 'Toby Marsh'.

Toby K. Marsh, RN, MSA, MSN, FACHE, NEA-BC

Chief Nursing and Patient Care Services Officer, UC Davis Medical Center

The celebration occurred in October when more than 100 people gathered in the UC Davis Health Comprehensive Cancer Center auditorium to hear the chair of the Commission on Magnet Recognition, Donna Havens, announce the re-designation. Havens noted a number of excellence exemplars which enabled UC Davis Health to achieve this renewed honor, including daily safety huddles, nurse education and training, and the leveraging of the hospital's electronic medical records to reduce infections.

"UC Davis Medical Center is now one of the 36 organizations in California [to achieve Magnet status], which is testament to your commitment to nursing excellence to support the entire health care team and, most importantly, to the patients and families you serve," Havens said.

"What [Magnet designation] really represents is the hard work that all the members of the care team across UC Davis Health do to provide our patients with the best possible care at all times."

– Toby Marsh

2018 Beacon Award for Excellence

The Cardiothoracic Intensive Care Unit (CTICU) and the Medical Intensive Care Unit (MICU) received the Silver-Level Beacon Award for Excellence from the American Association of Critical Care Nurses (AACN). Recognized units have met AACN's rigorous certification process that ensures a commitment to nursing excellence, building strong relationships between patients, and improving outcomes and overall patient care satisfaction. Each unit has shown dedication to teamwork, high morale in the work environment and supportive environments of professionalism among colleagues and leaders. The CTICU and MICU are proud to join MSICU-Gold and the Burn Unit as Beacon Award recipients.

"Congratulations on successfully achieving Silver-level AACN Beacon Award for Excellence. Your unit's accomplishment represents one of many significant milestones on the path to optimal outcomes and exceptional patient care. We know the application process is a big commitment requiring staff time, resources and teamwork. We are pleased you have chosen to partner with us on your excellence journey and look forward to hearing about your continued exceptional work on behalf of patients and their families." – AACN Award letter



DAISY Awards



Congratulations to the following DAISY Award recipients who exemplify the nursing values of extraordinary compassion, courage and integrity in every situation.

Melissa Barbato, RN, CCRN
Davis 10 Pediatric and Cardiac Intensive Care Unit

And if she couldn't get any more amazing, she came back on her day off at 5 a.m. to walk us down to the OR, and even stayed through to organ procurement.



Gilda Gatbonton, RN, BSN
Adult Infusion Center

She was exceedingly patient and knowledgeable in explaining what she was doing and why she was doing it. However, the best thing about Gilda is her personality. She is upbeat and cheerful. She is a perfectionist, but is so caring. She keeps the staff and all the

patients in a positive frame of mind. Although I will be happy to be completing my chemo, I feel I have made a true friend, and I will miss her.

John James (JJ), RN, MSN, CCRN
Tower 2 SICU

JJ called around to the local animal shelters and eventually located Jet. Unfortunately, Jet was badly injured and needed to be put down, there was no other option. Throughout this process JJ provided spiritual support to the patient and helped him through one of the most difficult times in his life.



To nominate a nurse for the DAISY Award, visit health.ucdavis.edu/nurse/daisy.



Zohra Azizi, RN, BSN, MS, RN-BC
Davis 12 Surgical Specialties Unit

Above all else, perhaps her greatest attributes are her abilities to make me feel comforted and cared for. Each admission, Zohra has remembered not only my name and medical needs, but also details and accomplishments of my personal and professional life. She has taken the time to get to know me. She is very easy to talk to and is an excellent communicator who will sit and chat with me as if we are friends.

Stan Brown, RN, BSN, CCRN
Pavilion 3 CTICU

Stan spent so much time with him, as he coped with everything happening. I saw Stan at his bedside, talking to him for hours as they discussed life and death. The patient was a big fan of music, so Stan brought him a Kindle Fire so he could stream the music that made him so happy. When the patient was transferred to the floor, Stan went to visit him frequently until he passed away.



Kelly Hamilton, RN, BSN, CCRN
Tower 5 MICU

Kelly said that she has taken care of this patient long enough to know he was capable to make decisions. Kelly painstakingly wrote notes for the patient to read and establish communication. She made the patient wear his reading glasses and hearing aid. She developed a way to recognize and read lips 70 to 80 percent at a time despite patient intubation. She kept the patient's family involved during her conversations with the patient. The family started to see what Kelly was seeing in the patient, his capacity to be involved and the ability to make decisions for himself.

DAISY Nurse Leader Award
Angie Marin, RN-C, MSN
Nurse Manager, Davis 7 Pediatrics

She motivates her staff to pursue professional development and is dedicated to guiding future nurse leaders. She is an advocate for children and their families, as well as a leader in providing family centered care. Mrs. Marin is a champion for primary nursing.



2018 Press Ganey Nurse Engagement Survey Results

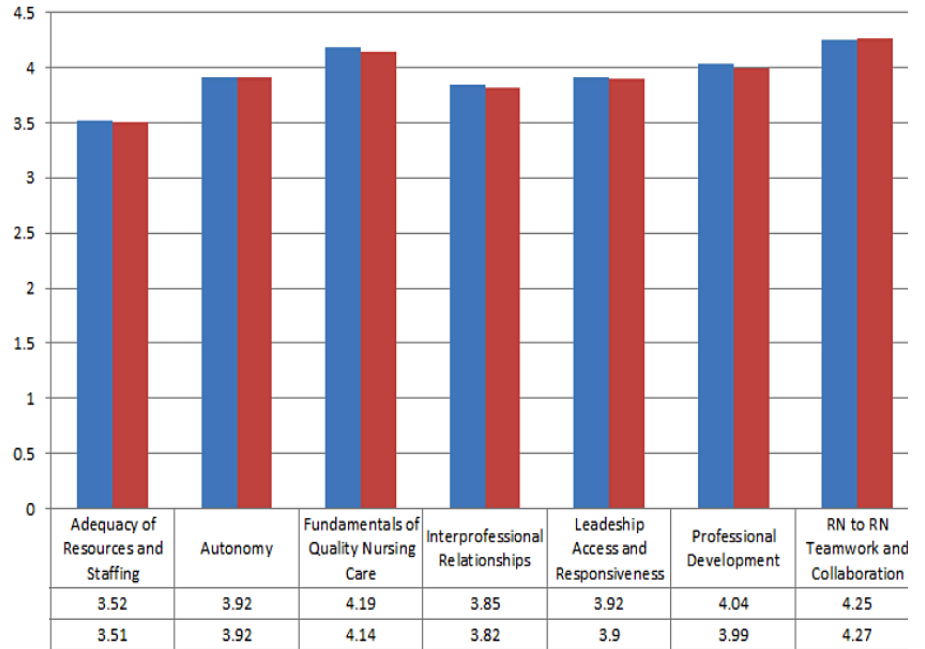
At UC Davis Health we use the Press Ganey survey to capture the voice of our nurses and to measure employee experiences, performance analytics, and teamwork and collaboration across the continuum of care. In June, nurses were surveyed on their overall experience, and the results showed nurse engagement scores were above or equal to the national average in six of seven categories.

The six areas of exceeded engagement included:

- The expertise of the nursing staff
- The commitment to patient and family-centered care
- Staffing levels of the work units
- The opportunities to influence the nursing practice
- The freedom to act in the best interest of patients
- The opportunities to learn and grow

The survey continues to be a learning and improvement tool for nurses and leadership, and will be given again in April to see if refinement efforts will make UC Davis Health nurse engagement levels even higher.

UC Davis Nurses 2018 Press Ganey Nurse Engagement



Advanced Practice Symposium: **Wellness for the practice provider**



Kathleen Flarity

In September, more than 80 advanced-practice providers attended the UC Davis Health Advanced Practice Symposium and networking event. Kathleen Flarity, DNP, Ph.D., CEN, CFRN, FAEN, a nationally recognized lecturer and research nurse scientist from UC Health Colorado, was the keynote speaker. Her lecture titled “Passion for Practice,” provided a critical review of common signs of compassion fatigue, burn out and how we can advocate for self-care for the advanced practice provider. Attendees enjoyed raffle prizes donated by local spas, the Advanced Practice Providers council, and community members. Acupuncturists, yoga instructors and massage therapists were also on site to increase emphasis on wellness and a healthy work culture in advanced practice.

Kathleen Flarity is a Mobilization Assistant to Command Surgeon, Air Mobility Command, Scott AFB, IL, and an emergency and critical care flight nurse with over 37 years of military service. She has spent decades inspiring and empowering leaders; building trust, earning respect, and motivating others to foster success. She is a renowned clinical expert and has published 13 book chapters and 26 articles governing emergency/advanced practice and flight nursing.

Professional Governance Council

Research Council

- The UC Davis Nursing Research and Shared Governance Conference will take place May 6–7, 2019 at Betty Irene Moore Hall at the School of Nursing. This event will highlight research, evidence-based practice and quality improvement initiatives across the region, with a range of speakers, discussions and networking opportunities for nurses. Preparations for the conference are still continuing. The Research Council will share more information about poster presentation and podium presentation submissions soon. The Sacramento community is also invited to attend and participate during the conference.

Professional Development Council

- The Professional Development Council (PDC) oversees and promotes learning that enhances knowledge, skills and attitudes and transforms the professional practice of nursing at UC Davis Health.
- The PDC has established a goal to create a research guide book for 2019 and has scheduled a UC Davis Health Preceptor Conference.

Clinical Practice Council

- Scheduled a new Unit Based Practice Council meeting for November 28.

- Judie Boehmer, RN, MN, NEA-BC, FABC, gave a presentation on “Caring for the Caregiver”
- Established a new review process for the Primary Nursing Charter. The charter will be reviewed every two years instead of four.

Quality and Safety Council

- The first monthly Hero Award was presented by Sorrel King, founder of the Josie King Foundation.
- With a focus on the culture of safety, the council's first Sepsis September Awareness Week was successful.
- The council's poster “Implementation of Structured Problem Solving at UC Davis Medical Center: Engaging the Front Line Nurse” was accepted by the Health Care Quality Institution.

Advanced Practice Provider Council

- Continue developing and standardizing procedures for all advanced practice providers.

Patient Care EMR Inpatient and Outpatient Council

- Implemented successful EMR upgrade.
- Strengths Weaknesses Opportunities and Threats (SWOT) teams provided support for staff during the initial rollout.



Giving back to the Ronald McDonald House

In October, nurse manager Calene Roseman, North 1 staff, and their Unit Based Practice Council (UBPC) gave back to the community by raising nearly \$400 and then preparing a delicious buffet meal for 80 people at the Ronald McDonald House. The facility is a home away from home for families who have traveled significant distances to seek treatment for a child at UC Davis Health.

“Being involved in the community takes our work to another level,” said Darryl Amoguis, North 1 clinical nurse and chair of the UBPC. “It brings us closer together as a team and helps us realize how much we enjoy helping others, both inside the hospital and in the community, too.”

The North 1 team is now working with the charitable organization to sponsor a paper towel drive called “Love Rolls this Christmas” as part of the facility's holiday wish list.

Meet our American Organization of Nurse Executives (AONE) Nurse Manager Fellows

The American Organization of Nurse Executives (AONE) has developed an innovative Nurse Manager Fellowship program to target the unique leadership-development needs of nurse managers. This year-long program provides an in-depth learning environment that prepares nurses to lead change in advancing health care.

Each fellow participates in five in-person meetings and completes a capstone project, while working to continue strengthening their skills, mastering new competencies, and continuing the life-long learning needed for the next generation of successful nurse leaders.

Meet our nurse manager fellows:

Cheryl L. McBeth RN, BSN, MS, CCRN, is the manager of the pediatric and cardiac intensive care unit and the Children's Hospital critical care transport team. Her fellowship capstone project will focus on reducing the bloodstream infection (BSI) rates in the hospital by going back to the basics of scrub the hub. Cheryl's strategies will include introducing better and more time-efficient products for scrubbing the hub, and proving education of the process and its importance. An initial cover audit showed that 85 percent of the time the hub was not being scrubbed per policy standards.

Kelly MacPherson, RN, MS, EdD, NEA-BC is the manager of the Center for Professional Practice of Nursing. Her fellowship capstone project is "Challenging Assumptions: Reducing Waste through Targeted Anticipatory Care." The project seeks to develop evidence-based guidelines for standard bedside equipment, to improve and identify opportunities for efficiency, and to meet UC sustainable-practice goals through a targeted reduction of total solid waste. The practice of stocking each patient's bedside with a variety of disposable emergency airway supplies in the non-ICU areas will be critically reviewed, with explorations of best practices and organizational data regarding trends in the use of these supplies in providing patient care. Collaboration with Davis 12 Surgical Specialties Unit, East 6 Cardiothoracic Progressive Care Unit, nurse managers Barbara Gumnor and Melinda Breight, and E6 Champion Diane Boyer has been instrumental to success of the project.



Cheryl L. McBeth



Kelly MacPherson

Certifications



Critical Care Registered Nurse (CCRN-Adult)

Brittany Barham-Guerreo
Mary Benefeito
Melissa Davis
Erik Eng
Carlo Jay Floremonte
Kirstee Hodges
Nelya Hooke
Joanna Mello
Cherie Noll
Codi Scott
Jesse Senestraro
Angela Sinor
Kathryn Yamada

Critical Care Registered Nurse (CCRN-Pediatric)

Alberto Amezcua
Yvette Feldman

Inpatient Obstetric Nursing (RNC-OB)

Michelle Calarco
Nadia Carasco
Cindy Coleman

Oncology Certified Nurse (OCN)

Justine Fortis
Diem Luong
Sunita Sunkara

Progressive Care Nursing (PCCN)

Cheryl Wong-Yee

Newly specialty-certified nurses

Cardiac Vascular Registered Nurse (RN-BC)

Courtney Ingua

Certified Emergency Nurse (CEN)

Trevor Chickosky
Shawna Duncan
Marsha Hoeft
Kelly Hoppin
Erika Tepley

Certified Infection Control

Colin McGlynn

Certified Medical Surgical Registered Nurse (CMSRN)

Bekalu Amare
Alicia Castaneda
Emily Giusti
Nicole Gordon
Kelsi Loncarich
Joshua Lothrop

Jermaine McLean
Salvador Misláng
Elizabeth Navarra
Cheryl Patzer
Brandon Rogers
Anthony Splendorio
Betty Jo Splendorio
Samantha Streepy
Kirsten Talley
Jimmy Van

Certified Nurse Operating Room (CNOR)

Anna-Veronica Ibarra
Frances Vilote

Certified Pediatric Nurse (CPN)

Lisa French
Karrin Sarpotdar

Certified Pediatric Nurse (RN-BC)

Erika Martinez



- 1 | Left to right: Sharlene Singh and Ashika Sharma, operating room assistants.
- 2 | Left to right: Chuck Sorensen, equipment specialist, and Chris Evans, OR RN.
- 3 | Left to right: Arlene Valmoja, Air Force OR RN; Natalie Gibson, operating room assistant; and Shicoya Avery, Air Force scrub technician.

This event was sponsored by Karen Lynch, Nurse Manager and Jenni Prevatt, OR Staff Developer.

Whodunit? Perioperative staff help solve intraoperative crimes!

Working in the operating room requires a multidisciplinary collaborative effort in order to provide the excellent care delivered at UC Davis Health. To test these efforts, the Staff Appreciation Committee put on a fun, educational, and interactive activity to celebrate staff and perioperative successes. The CSI-themed activity required nurses to put their crime scene investigator hats on as they identified safety concerns related to patient and staff safety, fire safety, and infection prevention in the operating rooms.

There was even a cameo from our own “David Caruso.” After the teams solved each crime, a celebratory potluck helped members come together to reflect on the appreciation and value of teamwork.

It takes a unique person with distinctive skills to work in the operating room, where the environment is continually changing and situations can be quite stressful. This event was a way to say thank you to each and every staff member, letting them know how much we appreciate and value their work.

Celebration

Celebrating Magnet® recognition and the best in nursing excellence

UC Davis Medical Center nurses and employees celebrated with great food, laughter and fun after achieving the nation's highest form of recognition for nursing excellence — renewed Magnet® designation from the American Nurses Credentialing Center (ANCC). The two-part celebration took place in December to honor this elite recognition and to thank all of our devoted nurses for providing world-class care to patients every day.



1 | Romy Perry-Ali, RN, Beena Mathew, RN, and Maureen Quinn, RN

2 | Kelly Hamilton, RN, and Kimberly Daniels, RN

3 | Janet Balcita, RN, and Edna Rebosura, RN

4 | Emily Torres, RN, Eric Moore, RN, and Melinda Breight, RN

5 | Chief Nursing and Patient Care Services Officer Toby Marsh, RN, Michael Riggs, RN, Gladys Sumo, RN, Manuel Romero, RN, and Joleen Lonigan, RN



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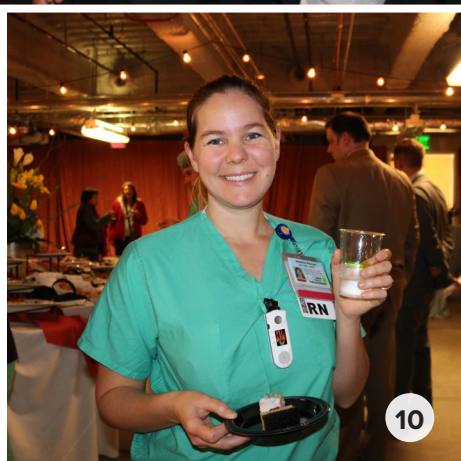
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Face transplant patient reunites with nurses

The bonds that are built between caregivers and patients often times leaves an everlasting impression.

And at UC Davis Medical Center, those connections flourished for three trauma nurses — Debi Cryder, Catherine Finigan and Olivia Gutierrez.

Their special connection developed when Cameron Underwood, a patient with a self-inflicted gunshot wound, was transferred to UC Davis Medical Center. With significant damage to his facial bones, soft tissue and features, Cameron underwent several surgeries and spent 150 days in the hospital bonding with his care team.

His care eventually transitioned to NYU Langone Health, where in January 2018, he underwent a remarkable face transplant — one of the rarest procedures in the world. Now, almost a year later his miracle story aired on ABC's 20/20 and Cameron was reunited with his UC Davis Medical Center nursing care team.

“I’ve seen a lot of miracles happen at UC Davis,” Cryder said. “I am so glad he was one of them.”

6 | Sammy Quintanilla, RN

7 | JoAnne Braganza, RN, Jennifer Macatangay, RN, and Sara Rodriguez, RN

8 | Lift team members Evan Pane, Antonio Braham, Jerry Edward, Shawn Allen, and Keilen Trice

9 | Viktoria Babiy, RN, Jennifer Paulson, RN, and Meghan Purtee, RN

10 | Jennifer Prevatt, RN



Our team, left to right: Johanna Sanders, Arundhati Kale, Subhash Kale, Karla Houskeeper, Melissa Bein, Annette Needham, Lisa Rodriguez, Caroline Schrader, Stephane Baroni, and Maribel Ilejay

Transplant coordinators: Improving patient care across the transplant care continuum

The world of transplant patients is populated by people of every size, shape, gender, and ethnicity, who universally share two inescapable characteristics – they are at some stage of needing a lifesaving organ transplant, and they are filled with anxieties about dealing with the complex process.

As caregivers, we build connections, minimize fears and provide support – not only in the hospital, but for the rest of patients' lives.

The role of a transplant coordinator is a novel model of expert care coordination along the trajectory of care for people needing transplants. They help optimize patient care, provide compassion, and improve outcomes by being a supportive partner for the patient before, during and after transplantation. They also:

- Facilitate communication between patients and staff
- Provide medical and psychosocial care
- Set up clinical appointments and educate patients on the transplant process
- Ease fears and anxieties during periods of rejection
- Celebrate when organs are functioning again

Our coordinators are the face of exceptional care and have an insurmountable desire to help others.

Credits

UC Davis Nurse is published regularly to recognize achievements, promote communication and celebrate excellence among nurses across UC Davis Health.

Call for articles

We're always seeking interesting, informative articles from nurses that work at UC Davis Health!

- In order to print as many articles as possible, our desired length limit is approximately 600 words.
- Photographs, graphs and charts that enhance the article are welcome, and add interest to the publication. Photos should be submitted in the largest (pixel dimensions) and highest-resolution format (dpi) possible.
- The editorial staff may make editorial changes, or request that authors make revisions, on an as-needed basis.

Help us review

Nurses can also assist by identifying stories to be submitted, or reviewing articles for publication. If you're interested, please call Ellen Kissinger at 916-734-7819. You can also email questions and comments to "HS-UC Davis Nurse."

UC Davis Nurse Editor

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