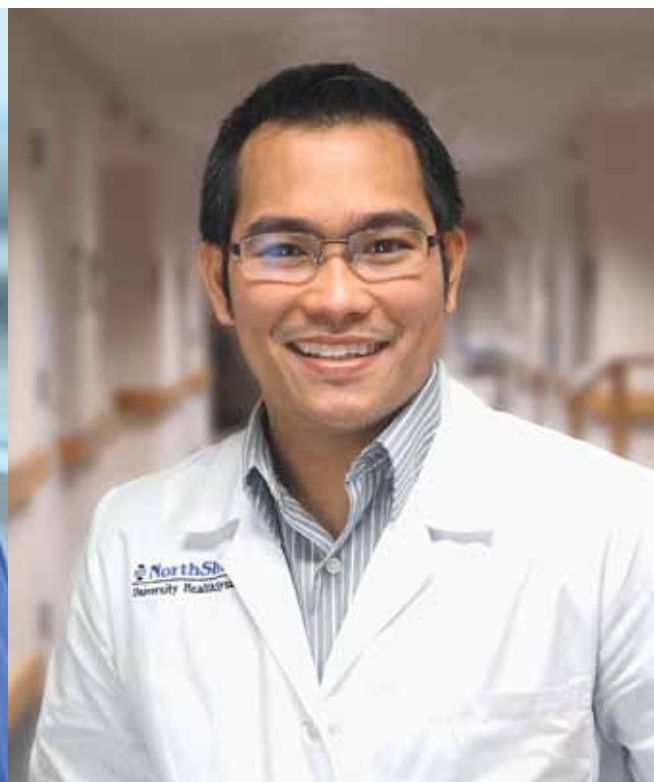


NorthShore Nursing: Elevating Expertise and Exceptional Patient Care

2012 Nursing Annual Report



Transformational Leadership

Structural Empowerment

Exemplary Professional Practice

New Knowledge and Innovation

Message from Chief Nursing Officer Nancy Semerdjian



The Magnet-recognized nurses at Evanston, Glenbrook, Highland Park and Skokie Hospitals, and Home and Hospice Services can attest to the fact that while the structure and function of the human body remains the same, how we treat it changes—almost constantly.

As NorthShore University HealthSystem (NorthShore) marks the 10th anniversary of its implementation to a complete Electronic Medical

Record (EMR) system, it's evident that this decade-long commitment has enhanced our quality of care. Our EMR continues to provide opportunities to further benefit our patients, with our healthcare professionals—including nurses—taking a leading role.

Our nurses now have information at their fingertips that wasn't readily available 10 years ago, which can play an integral role in treating patients. The EMR provides us with objective, hard data that validates our decisions on how to treat our patients or how to make changes to personalize their care. Such technology makes us more effective and yields new opportunities for nurses, including research, patient safety and quality projects.

In 2012, we saw great results from NorthShore's Nursing Care Quality Indicators, which we closely monitor. For example, the goal of our 2012 Fall Initiative was to maintain the number of falls to meet the lower quartile of National Database for

Nursing Quality Indicators (NDNQI). For 2012, all four NorthShore hospitals met this objective. In fact, the fall rate at our hospitals has declined by 45 percent over the last three years.

As evidenced in this Annual Report, there's growing involvement and leadership by NorthShore nurses in research projects. Such participation is fostered by our Nursing Research Committee, chaired by Nancy Rodriguez and Vida Vizgirda. Nurses understand that we need to constantly ask "Why?" to improve how we deliver care. Research is an important way in which we can find answers to our questions on improving quality, being efficient and delivering cost-effective care to all our patients.

Our commitment to the nursing profession is evident daily in our encounters with colleagues and patients. The end of 2012 saw the skills and leadership of our nurses put to the test as NorthShore—like other hospitals nationwide—responded to the flu epidemic. Our nurses performed magnificently. Teamwork—and the benefits of being part of a system—were apparent at all four Emergency Departments and across NorthShore. Many nurses were deployed from their "home base" hospitals to others within the system needing additional staffing.

We know that the future of healthcare—and nursing—holds more changes. As NorthShore continues to support our nurses with ongoing professional opportunities and resources, we can be certain they'll help lead our profession successfully through many transformations yet to come.

A handwritten signature in black ink that reads "Nancy Semerdjian".

Nancy Semerdjian, RN, MBA, CNA-BC, FACHE
Chief Nursing Officer
NorthShore University HealthSystem

Message from Mark R. Neaman President and Chief Executive Officer, NorthShore University HealthSystem



A note of thanks to the more than 2,500 nurses of NorthShore University HealthSystem for your extraordinary commitment to elevating nursing expertise and surrounding our patients with exceptional experiences every day.

Three years ago, NorthShore became the first health system in Illinois to earn Magnet status. This well-deserved recognition was the result of a deep collaboration between our highly skilled, compassionate nursing team and our dedicated physicians and staff. It affirms what we have long known of the vital role our nursing professionals play in improved outcomes for the patients and families we are privileged to serve.

Whether serving on a multidisciplinary team seeking more effective methods to deliver care, or discovering innovative ways to further integrate technology with the science of healing, NorthShore nurses are leading the way. We proudly recognize their role in creating the best practices of the future.

Congratulations to our NorthShore nurses for their outstanding leadership and enduring support of our overall mission to "preserve and improve human life."

A handwritten signature in black ink that reads "Mark R. Neaman".

Mark R. Neaman
President and Chief Executive Officer
NorthShore University HealthSystem

Nursing is the backbone of the superior care provided 24/7 at NorthShore. Our longstanding tradition of excellence is supported by a legacy of talented, compassionate nurses who have always shown a true commitment to professional and empathetic care.



Nursing Facts and Figures 2012

NorthShore employs approximately **2,578 nurses**, and **68 percent** are bachelor's degree prepared.

Advanced Practice Nurses (APNs) are an integral part of our care delivery system; **144 APNs** provide patient care throughout NorthShore in a wide variety of clinical specialty areas.

The percentage of specialty certified nurses at NorthShore exceeds the National Database for Nursing Quality Indicators (NDNQI) mean and increased **14 percent** over 2011.

Within a healthcare system like NorthShore, communication among nurses across multiple sites is critical. NorthShore's Hospital Nursing Councils and system-shared decision-making councils are a primary means of communication and decision making for nurses across the health system. More than **170 nurses** serve on these councils.

Professional Opportunities

NorthShore provides our nurses with professional opportunities in a wide variety of practice settings, including:

- Clinical (inpatient and outpatient)
- Administration
- Research
- Home health
- Hospice
- School-based care
- Medical informatics
- Quality and continuity of care

NorthShore Hospitals Earn Coveted Beacon Awards for Intensive Care Excellence

In 2012, nurses at NorthShore were recognized for both their high level of expertise and a strong commitment to our patients. Evanston Hospital's Intensive Care Unit (ICU) received a Gold Beacon Award while the ICUs at Glenbrook, Highland Park and Skokie Hospitals received Silver Beacon Awards from the American Association of Critical-Care Nurses (AACN). The honor recognizes hospital critical-care units that have distinguished themselves by improving each facet of patient treatment.

According to the AACN, recipients of a Gold Beacon Award "demonstrate excellence in sustained unit performance and patient outcomes," and Silver Award honorees "demonstrate continuous learning and effective systems to achieve optimal patient care."

Beacon Awards distinguish NorthShore ICU nurses for everything they do for patients and acknowledge NorthShore's commitment to quality, optimal patient outcomes and evidence-based treatments.



Leading by Example

"I've had such strong role models at NorthShore. They've taught me so much about how to handle challenging situations," said Clinical Nurse Manager Carole Smith, RN, BSN, reflecting on her long and progressive career in nursing.

Transformational Leadership

With NorthShore for 32 years, Smith started as a unit secretary in critical care at Evanston Hospital and has served in a variety of roles at multiple locations, including Medical Group Practice Manager before coming to Glenbrook Hospital in 2007 to assume her current position.

"As a nurse manager, you have to build a solid, clinical foundation with your staff. Once you have that, you can pretty much accomplish anything," she said.

Recognized as a leader with solid management skills, Smith takes obvious pleasure in watching members of her team grow and develop. Echoing those she has mentored, Smith acknowledged that seeing the potential in others is one of her strengths.

"Supporting the professional and personal growth of staff is critical to providing an environment that fosters excellence in nursing care," said Smith, who is currently pursuing her master's degree.

Calling her current role a "dream job," Smith enjoys being able to have a positive impact on her staff. Her upbeat attitude is compelling and mirrored by her team. "You have to put the previous day's challenges behind you and come to work with a smile on your face," Smith said.

"You can be consumed by the challenges—particularly with ongoing issues—or you can accept them and move on," she added. Moving an entire unit with a full census of patients to a new unit two floors up was one of those challenges her Glenbrook Hospital team recently tackled.

"They're resilient, smart and incredibly supportive of one another and have certainly risen to the occasion. People really feel like they have a family here, and I enjoy being part of that. There's nothing they haven't embraced 100 percent," said Smith.

One of the reasons Smith finds her job so rewarding is the interest and creativity of her team. "Working with staff who not only embrace new opportunities but come forward with creative ideas keeps my job interesting. I'm continually energized by the staff's commitment and enthusiasm."

Carole Smith, RN, BSN

Inspiring Others to Succeed



Zofia Lemus, RN, BSN, CC (left) and Caridad Nunez, RN, BSN, CC

Zofia Lemus, RN, BSN, CC, and Caridad Nunez, RN, BSN, CC, have distinctly different styles yet share many similar qualities as leaders. Both have unflinching positive attitudes, a willingness to face any challenge

and the ability to do whatever it takes to get the job done.

Both Clinical Coordinators at Glenbrook Hospital, Lemus

and Nunez planned and prepared what has been described as the “flawless execution” of moving an entire patient care unit to a new floor during an unexpectedly high census in late 2012.

“They both have an incredible sense of what’s going on in the unit and can pick up on subtle issues among the staff while remaining focused on patient care,” said Clinical Nurse Manager Carole Smith, RN, BSN.

Both Lemus and Nunez altered their schedules to attend as many transition meetings as possible, providing suggestions for workflow and helping orient some 60 staff members to their new unit, said Smith.

“For our unit to function smoothly, teamwork

is essential,” said Lemus. “It would be hard for me to go anywhere else as I feel so appreciated at NorthShore.” Lemus completed her BSN last year, graduating just days before the move.

“From the moment I walk in, I feel the support and unity of our unit,” said Nunez, who was encouraged by Lemus to take the Clinical Coordinator position when it became available.

An exceptionally diverse unit, there are close to 20 languages represented on the team including Lemus, who is Polish, and Nunez, who is from the Philippines.

“Our role is as coordinator, but we still play a very important role at the bedside,” said Nunez. “We both are very hands-on,” said Lemus, practically finishing her partner’s sentence. “I see myself as an extension of the staff nurse.” Flexibility, they agree, is essential to their success and the smooth operation of the unit.

“Keeping cool even when it’s chaotic” is another important strength they share, added Lemus.

Both are quick to credit Smith with vital mentoring and truly caring for her team. Smith has an ability to develop staff and recognize individual potential, they agreed. “I feel like we have grown so much with her,” Lemus said.

Transformational Leadership

Advancing Careers Through Education

When Paula Leeds' son was in first grade, she decided to go back to school taking one class a semester. Now an RN at age 51, Leeds is just one course away from completing her BSN and is ready to pursue her master's degree, all while working full time in the profession she loves.

Structural Empowerment

"Nursing has always been my dream since I was a little girl," Leeds said, and it is evident she is fulfilling that dream. "It's my privilege to be able to take care of people," said the Highland Park Hospital night shift nurse.

The most challenging patients provide her the biggest satisfaction. "If I can get them to smile, I've done a good thing," Leeds said. "I always try and turn it around and put myself in the patient's shoes, or their family's shoes."

"She truly puts the patient at the center of everything and advocates for what's best for the patient," said Senior Clinical Director Barbara Miller, RN, MS, NE-BC, who has been a valuable mentor for Leeds.

With new nurses often joining the night shift team, Leeds has the opportunity to help mentor others and share her passion for patient care. "We all have to help each other. Working as a team makes it so much easier for all of us," she said.

In addition to tuition reimbursement, Leeds has received two nursing scholarship awards from NorthShore, and is grateful for tremendous support from nursing administration, her managers and colleagues.



Paula Leeds, RN (right) and Debrah Mart, RN

Emphasis on Continued Learning

Supporting nurses as they pursue continuing education always has been a priority for NorthShore. It is essential in attracting and retaining nurses who are committed to providing the highest level of patient-focused care.

The Institute of Medicine's (IOM) 2010 report—*The Future of Nursing: Leading Change, Advancing Health*—further supports the importance of lifelong learning as essential to the nursing profession in light of the growing complexity of healthcare delivery. This landmark IOM report led to new recommendations from the American Nurses Credentialing Center (ANCC) increasing the percentage of registered nurses holding a Bachelor of Science degree in nursing to 80 percent by 2020.

As a Magnet-designated healthcare system dedicated to excellence in quality care, NorthShore supports the ANCC's recommendation and continues to provide resources, including tuition reimbursement and scholarship funds, to our nurses returning to school for baccalaureate and advanced degrees.



Orlando Malate, RN, MSN, MBA, CNL (left) and Kela Julien, RN

Cultivating Nurses to Be Leaders

Orlando Malate, RN, MSN, MBA, CNL, left a leadership role at another hospital to join NorthShore, where his talents and team-building ability were quickly tapped. “I felt like I could do more to truly lead change in a bigger system,”

said the Highland Park Hospital Clinical Nurse Manager.

“I remember the day we interviewed him. He had a leadership goal and the maturity to see the value of an organization that would help him reach that goal,” said Senior Clinical Director Barbara Miller, RN, MS, NE-BC. Malate was hired as a clinical coordinator and quickly moved up the ranks.

“One of Orlando’s attributes is his ability to enhance shared decision making within his department. There’s been growth in his staff’s autonomy and authority to make the best decisions for clinical care resulting in the staff taking accountability for the outcomes of their nursing care,” Miller said.

“Having a good relationship with staff helps drive results,” said Malate. “Seeing individual strengths, really caring about people and understanding that we all have different styles—but all want to reach the same goals for

patient care—are important.” As a manager, Malate believes both patient satisfaction and staff satisfaction are critical to a leader’s success. And he appreciates that the leadership team at Highland Park Hospital and NorthShore support that goal.

A master of time management and a new father, Malate is also pursuing his Doctor of Nursing Practice (DNP), a degree that he believes will help him be a better nurse, a better manager and a better leader in the organization.

“Healthcare is changing, and we need to change too,” Malate said. “I’m learning more about quality improvement, nursing informatics and patient-centered care.”

Striving for excellence is a shared goal at NorthShore, Malate added, and one he believes flows from the top down. “We always need to do more for our patients, and that message is as important for senior management as it is for bedside nurses,” he said.

Yet Malate is also a firm believer in achieving the right balance between work and life. “I try to lead by example. If they see I can do it, they can too. You have to act on your full potential.”

Structural Empowerment

Building Trust in Patient Relationships



Vesna Nunez, RN, BSN, CCRN (left) with Cynthia and Norman Gerstein

Exemplary Professional Practice

Following two and a half years as a nurse in the Intensive Care Unit (ICU) at Skokie Hospital, Vesna Nunez, RN, BSN, CCRN, was recently promoted to Nursing Consultant—an opportunity that recognized her demonstrated strengths and leadership potential.

As part of her graduate school work toward an MSN, Nunez spent a mentorship day shadowing Clinical Director Barbara Croak, RN, MS. “What struck me immediately was Vesna’s maturity and her enthusiasm for the profession of nursing,” Croak recalled. “And she has shown that same enthusiasm and energy as an amazing bedside clinician in the ICU.”

“I really love everything about the ICU and the constant learning opportunities,” Nunez said, underscoring the importance of teamwork and the quality of the staff that has learned to function as a unit.

“I’m confident in my critical thinking skills and my ability to get the best outcomes for my patients,” Nunez said. “Healthcare is becoming more complex, and we all have to stay on top of things, moving forward with best practices

so the organization can succeed at providing the best care for patients.”

Norman Gerstein was one of those ICU patients who benefited from Nunez’s dedication. “She listened to everything we had to say and always tried to make him as comfortable as possible,” said Gerstein’s wife of 60 years, Cynthia Gerstein. “I especially liked that she took the time to really explain things to us,” she said. “When you’re in the ICU, all the nurses are good, but Vesna was very special. She was very kind and was a very calming presence.”

“Mr. Gerstein had surgery for lung cancer, and they were both very scared and had a lot of questions,” Nunez said. “I took the opportunity to really try and make it the best possible experience for them. Once you establish trust, the relationship with a patient really takes off!”

Nunez credits mentors, administration and colleagues with providing essential support to help her continue her education and advance her career at NorthShore.

As a first-generation college graduate, Nunez acknowledges being very driven to succeed. “I want my kids to see how important education is, and I want to set a good example for them.”

Home Health Healer

Attending business school at his father's urging, Joseph Callao, RN, BSN, knew in his heart that it was not the right career path for him. "Business just wasn't for me. Caring for people is my passion, and I always knew I wanted to work in medicine."

Exemplary Professional Practice

Now a NorthShore Home Health nurse, Callao faces the daily challenge of taking care of his patients in their own homes. He does his work with dedication and compassion, and his patients are the ones who benefit most from his aptly chosen profession.

"He has a very gentle way," said Vicki Pines, who received care from Callao following her recent knee replacement and a recovery complicated by a blood pressure problem and other post-surgical issues. "He was on top of everything, calling my surgeon and physician, making sure my medication was correct and explaining things to me. He knew exactly what to look for. He was extremely helpful and reassuring," recalled Pines.

"My care is personalized," Callao said. "When I'm in a patient's home, my focus is completely on them. I want to get my patients back to independence. I want each wound to be 100 percent healed."



Vicki Pines (left) and Joseph Callao, RN, BSN

Gaining the patient's trust is the first step to establishing a successful relationship in a home care setting, Callao explained.

And he should know—Callao has received Service Values Awards and numerous positive reviews attesting to his remarkable rapport with his patients.



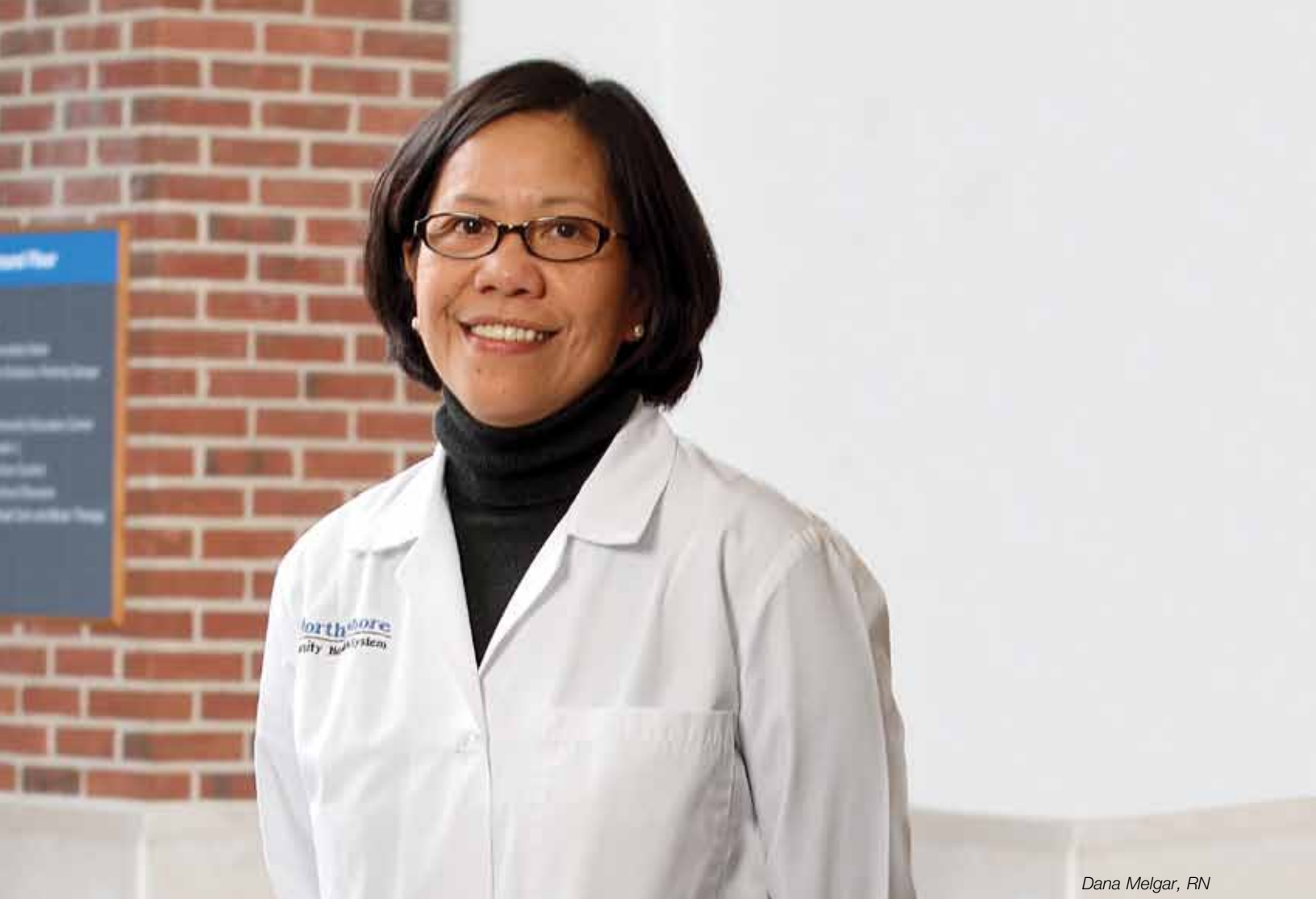
Christine Duffy, RN, BSN

Giving Back to the Community

Over the last 12 years, Christine Duffy, RN, BSN, has volunteered at the Mount Saint Joseph residential facility in Lake Zurich for developmentally disabled women. Whether it is helping with the employee appreciation lunch, assisting with fundraising or lending a hand for the annual pet show, Duffy exudes a positive attitude and sense of gratitude with residents and staff alike.

An Emergency Department nurse at Glenbrook Hospital, Duffy began volunteering when her Aunt Hope moved to Mount Saint Joseph. A winner of NorthShore's 2012 Sharing Spirit Award—which recognizes employees who volunteer to improve the lives of others—Duffy presented her \$500 award check to the facility in recognition of its vital work.

"The biggest thing for me is that I get to help the people who take such good care of Aunt Hope," said Duffy, who is pursuing her master's degree in Family and Emergency Medicine in order to become a Nurse Practitioner. "This is the way I can give back now."



Dana Melgar, RN

Discovering New Methods to Improve Care

New Knowledge and Innovation

For Clinical Nurse Manager Dana Melgar, RN, it is all about the patients. A NorthShore nurse for nearly 20 years, Melgar started as a staff nurse in the Cardiac Catheterization Lab at Evanston Hospital—a field new to her at the time.

Melgar said she immediately enjoyed the supportive, collegial environment, which continued to grow when she made the switch to cardiac imaging and has been essential as she moved into a managerial role. “I’m a people person. I understand what the staff needs and what the doctors need, and I’ve been able to develop good relationships and easily rally staff when changes are needed,” Melgar said.

Standardizing practice has been a key part of Melgar’s leadership mission at NorthShore. With cardiac imaging now offered at all four hospitals and five offsite locations—it is a team effort involving three other managers to coordinate services across the system.

Melgar played a central role in a Quality Improvement (QI) initiative designed to standardize and improve practices around cardiac stress testing. With several forms of stress testing available, it is critical to choose the appropriate test for the

individual patient’s condition to optimize patient outcomes, Melgar explained.

“We wanted to empower nurses to be a larger part of the decision-making process, to collaborate with physicians and ensure that all our patients are getting the same excellent level of care,” Melgar said. The QI project’s group effort spawned an important research opportunity with Melgar serving as the Principal Investigator. Titled “Nurses Assessment in Stress Testing and Outcome,” the research will investigate the nurse’s role in assessing patients prior to stress testing, identifying appropriate tests and ensuring that correct tests are ordered. The research will then define the link to patient outcomes—an area that has no published studies.

“This is something new, and we’re very, very excited about it,” Melgar said. “It’s so important for our patients. If they need intervention, it’s key for us to get the right test the first time and send them to the Cath Lab right away.” Melgar is grateful to NorthShore Nursing Research Council Chair Nancy Rodriguez, PhD, APN, NNP-BC, for her help in advancing the research protocol. She also expressed appreciation to nursing leadership for providing essential support for nurses developing research and QI programs.

Shaping the Future of Nursing

New Knowledge and Innovation

Evanston Hospital Intensive Care Unit (ICU) nurses Christine Lawlor, RN, BSN, CCRN, and Mary Ried, RN, CCRN, are natural collaborators. Their shared skills and dedication to patient care and education led them to an ambitious and innovative project—which is now getting national exposure.

Previously sharing the role of unit educator, Ried and Lawlor have advanced a number of educational programs and coordinated orientation for more than 25 new nurses. But their biggest challenge and greatest reward came with a program they developed in partnership with the NorthShore Center for Simulation and Innovation (NCSI).

An annual needs assessment revealed that continuous renal replacement therapy (CRRT)—an intense and complex therapy used infrequently—was a top area of concern for ICU nurses. Lawlor and Ried met with NCSI staff, including Pamela Aitchison, RN, who supported development of a simulation training program for CRRT.

“We had no idea how far it would go or how much work it would be,” Ried recalled.

Feedback from the pilot group of nurses was so positive and the research produced such promising data that Ried and

Lawlor decided to continue their efforts, setting up portable simulation in the ICU and training a larger group of staff. They demonstrated that nurses in the pilot education program were faster to respond to urgent patient care conditions. Even nurses who did not report a higher level of confidence did demonstrate improved skill levels.

Both Lawlor and Ried said the collaborative nature of the ICU team is part of what makes their work so rewarding.

“Mary and Christine’s strengths complement each other,” said Clinical Nurse Manager Renee Fasanella, RN, BSN, CCRN. “Mary’s years of experience and compassion give her the insight to quickly recognize what patients and families need,” said Fasanella. “Christine is diligent about getting to the root of an issue and uncovering the evidence needed to fix the situation.”

The benefit for patient care was the real reward, but additionally Ried and Lawlor were invited to present an abstract of their work at the Society for Simulation in Healthcare national conference. “We’re hoping to come back with even more ideas for other projects,” Lawlor added.

In fact, the pair is already working on their next endeavor involving pacemakers in cardiac surgery patients.



Christine Lawlor, RN, BSN, CCRN (left) and Mary Ried, RN, CCRN

Nurses Supporting Nursing

Twenty-eight NorthShore nurses were awarded scholarships in 2012 through NorthShore Foundation's Nursing STARS (Say Thanks And Recognize) Program. Increasingly, philanthropic support for STARS is coming from NorthShore nurses themselves like Michelle Klingbeil, RN.

A 1977 nursing graduate, Klingbeil has had a long and fulfilling career with NorthShore, including 20 years in the Intensive Care Unit and the last 10 in medical informatics. "I joke that I turned an AOL addiction into a new career!" Klingbeil remarked. Her involvement with Quality Improvement (QI) work—as NorthShore launched its Electronic Medical Record (EMR) system—sparked an interest and a growing talent that became her new full-time role.

While no longer at the bedside, Klingbeil still considers her work as nursing since everything she is involved in helps advance patient care—like building documentation tools for nurses in the EMR system. "On a day-to-day basis, we're improving patient care," she explained. From providing clinicians the most complete patient information all in one spot, to saving patients from repeating their story, to collecting data critical to outcomes research and informatics work, the

EMR system supports NorthShore's mission to "preserve and improve human life."

"I firmly believe that the nurses at the bedside as the eyes and ears on the patients make the difference and dictate their recovery," Klingbeil said. While claiming to be "toward the end of my nursing career," Klingbeil is committed to helping those who are closer to the beginning of their professional journey.

As a longtime donor to NorthShore's annual Employee Combined Appeal, Sharing Our Spirit, Klingbeil was thrilled to see the new option in 2012 allowing her to designate her contribution to the Nursing STARS fund to help provide nursing scholarships. "I think this is a really important way to give back," she said. "NorthShore has been very supportive of my nursing career, and this is a way of paying it forward."

NorthShore Foundation Assistant Vice President Lauren Bergquist said Klingbeil was not alone in her desire to give back, noting the great response from NorthShore nurses in support of the STARS fund.

"I want to help make it easier for those who want to pursue nursing education, which also supports the high caliber of nursing at NorthShore," Klingbeil added.



Michelle Klingbeil, RN



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Evanston Hospital
Glenbrook Hospital
Highland Park Hospital
Skokie Hospital

Medical Group
Research Institute
Foundation

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Professional Certifications

NorthShore nurses personify professionalism and are eager to advance their knowledge in their clinical or functional area of specialty. Among our 2,578 nurses and advanced practice nurses, certification and specialty credentials are held in the following areas:

Adult Nurse Practitioner Board Certified (ANP-BC)	Certified Registered Nurse First Assistant (CRNFA)
Advanced Oncology Certified Nurse Practitioner (AOCNP)	Certified Registered Nurse Infusion (CRNI)
Advanced Practice Nurse (APN)	Certified Registered Nurse in Ophthalmology (CRNO)
Advanced Trauma Care for Nurses (ATCN)	Certified Rehabilitation Registered Nurse (CRRN)
Cardiac Surgery Certification (CSC)	Clinical Nurse Leader (CNL)
Cardiovascular Nurse Specialist (CVNS)	Critical Care Registered Nurse (CCRN)
Certified Ambulatory Perianesthesia Nurse (CAPA)	International Board of Certified Lactation Consultants (IBCLC)
Certified Childbirth Educator (CCE)	Nurse Executive Board Certified (NE-BC)
Certified Clinical Research Coordinator (CRC)	Nurse Practitioner (NP)
Certified Diabetes Educator (CDE)	Nurse Practitioner Certified (NP-C)
Certified in Electronic Fetal Monitoring (C-EFM)	Oncology Certified Nurse (OCN)
Certified Emergency Nurse (CEN)	Orthopaedic Nurse Certified (ONC)
Certified Gastroenterology Nurse (CGRN)	Pediatric Nurse Practitioner Board Certified (PNP-BC)
Certified Hospice and Palliative Nurse (CHPN)	Progressive Care Certified Nurse (PCCN)
Certified Medical Surgical Registered Nurse (CMSRN)	Registered Dietician (RD)
Certified Neuroscience Registered Nurse (CNRN)	Registered Nurse Board Certified (RN-BC)
Certified Nurse Operating Room (CNOR)	Registered Nurse Certified (RNC)
Certified Nurse Practitioner (CNP)	Registered Nurse Certified in Inpatient Obstetrics (RNC-OB)
Certified Pediatric Emergency Nurse (CPEN)	Registered Nurse Certified in Maternal Newborn Nursing (RNC-MNN)
Certified Pediatric Nurse (CPN)	Registered Nurse Certified in Neonatal Intensive Care (RNC-NIC)
Certified Plastic Surgery Nurse (CPSN)	Vascular Access-Board Certified (VA-BC)
Certified Post Anesthesia Nurse (CPAN)	
Certified Registered Nurse Anesthetist (CRNA)	

Research, Presentations and Publications

NorthShore nurses are esteemed professionals in their field who share their expertise gained through involvement in clinical research projects, presentations and publications, including the following:

Research Projects

Jeffrey Albaugh, RN, PhD, APRN, CUCNS *Compliance and Outcomes with Penile Rehabilitation in Men after Prostate Cancer Treatment*

Olga Amusina, DNP, ACNP-BC *Dexmedetomidine as an Adjunct in Patients Undergoing Treatment for Ethanol Withdrawal*

Maureen Barrett, RN, MS *Nurses' and Patient Care Technicians' Perceptions of Toileting Patients on High Fall Risk*

Mercedes Bolden, RN *A Randomized Clinical Trial to Determine the Accuracy and Reliability of Skin Temperature Measurement with Axillary Placement of Skin Probe for Extremely Premature Infants*

Heide Cygan, RN, MS, and Nancy Rodriguez, PhD, APN (research advisor) *Six to Success: An Application of the Chronic Care Model for Childhood Obesity and Its Impact on Provider Management Strategies*

Azam Nazzi Khodahami, RN, (PI), Kimberley Spivey, RN, BSN, Ann Newkirk, RN, BSN, MBA, and Karen Plewe, RN, MS *A Retrospective Study Examining the Validity of the Schmid Fall Scale in the Post-Partum Population*

Karen Kopan, APN, CNP, and Deb Lynch, APN *Pilot Orientation Program for Critical Care Nurse Practitioner*

Erica Martinez, RN, MS, and Vida Vizgirda, RN, PhD, JD (research advisor) *Managers Development: A Case Study Evaluation*

Dana Melgar, RN, Jose Diaz, RN, David Ha, Mark Kalendr, RN, David Najman, MD, Cheryl Wong, RN, Chinnamma Mathi, RN, and Lauren Munoz, RN *Nurses Assessment in Stress Testing and Outcome*

Lauren Rossen, APN, RN, and Patricia Lawrence, APN *Health Care Provider Knowledge of the Use of Spacers and Spacers with Masks in the Pediatric Asthma Population*

(continued)

Research Projects *(continued)*

Nancy Semerdjian, RN, MBA, CNA-BC, FACHE (PI), Nancy Rodriguez PhD, APN, NNP-RC, Peggy Ochoa, RN, MS, and Pamela Aitchison, RN *A Simulation-Based Study to Determine the Effect of "Work Conditions" on the Clinical Performance of Staff Nurses*

Carole Smith, BSN, RN *Nurse Interruptions and the Impact of Medication Administration*

Mary Stare RN, BSN, and Judy Giovannelli, RN, MS, CCRN, PCCN, FA-CCN-II *Effect of an Advance Care Planning Process on ICU Nurses' Level of Comfort in Caring for Patients*

Karmela Swangchan, RN, Giulliana Jaime, RN, and Nona Acosta, RN *Creating Safe Staffing Patterns in the PACU*

Vida Vizgirda, RN, PhD, JD, and Mary Kakenmaster, RN, MSN, CNE *Dedicated Education Unit: An Opportunity for Change*

Vida Vizgirda, RN, PhD, JD, Tony Solomonides (CCRI), Liz Behrens, RN, MSN, Mary Wehmeyer, RN, MS, Mary Kay Banks, RN, MHA, Kathleen Snow, RN, MSN, MBA, Maureen Kharasch, RN, MS, Nerissa DeCastro, RN, Kim Cholewa, RN, and Rochelle Roman, RN *Time-Associated Determinants Predisposing the Odds of an Inpatient Hospital Fall: A Retrospective Case-Control Study*

Presentations

Jeffrey Albaugh, PhD, APRN, CUCNS *Sex and Intimacy after Cancer* Podium presentation at the Annual Prostate Cancer Forum, NYU Kimmel Center, New York, N.Y., Oct. 27, 2012

Jeffrey Albaugh, PhD, APRN, CUCNS *Sex and Intimacy after Prostate Cancer Treatment* Podium presentation at Us TOO/ Gilda's Club Prostate Cancer Support Group, Oct. 18, 2012

Jeffrey Albaugh, PhD, APRN, CUCNS *Sex and Intimacy after Prostate Cancer* Podium presentation at Us TOO Bill Blair Chapter, Palatine, Ill., Sept. 25, 2012

Jeffrey Albaugh, PhD, APRN, CUCNS *Sexual Dysfunction* Podium presentation at the 2nd Annual Prostate Cancer Symposium, Prostate Net/Karmanos Cancer Institute, Detroit, Mich., Sept. 22, 2012

Jeffrey Albaugh, PhD, APRN, CUCNS *Sex and Intimacy after Prostate Cancer* Podium presentation at Us TOO Bill Buckaman Chapter, Glenview, Ill., Sept. 11, 2012

Jeffrey Albaugh, PhD, APRN, CUCNS *Sexual Dysfunction after Therapy* Podium presentation at the 3rd Annual Prostate Cancer Symposium, Robert H. Lurie Cancer Center, Chicago, Ill., Sept. 8, 2012

Jeffrey Albaugh, PhD, APRN, CUCNS *Vacuum Constriction Device Station. Non-Physician Practitioner Symposium* Podium presentation at the World Meeting on Sexual Medicine 2012, Chicago, Ill., Aug. 26, 2012

Jeffrey Albaugh, PhD, APRN, CUCNS *Running an Intercavernosal Injection Clinic* Podium presentation at the World Meeting on Sexual Medicine 2012, Chicago, Ill., Aug. 27–28, 2012

Jeffrey Albaugh, PhD, APRN, CUCNS *Urologic Diseases for the Allied Health Professional: Female Sexual Dysfunction* Podium presentation at the American Urological Association, Atlanta, Ga., May 20, 2012

Jeffrey Albaugh, PhD, APRN, CUCNS *Office Management of Sexual Dysfunction: Female Sexual Dysfunction, Premature Ejaculation, Avanafil and MUSE* Podium presentation at the American Urological Association, Atlanta, Ga., May 21, 2012

Jeffrey Albaugh, PhD, APRN, CUCNS *Intimacy after Prostate Cancer Treatment* Podium presentation at the Us TOO Treasure Chapter, Boise, Idaho, May 17, 2012

Jeffrey Albaugh, PhD, APRN, CUCNS *Couple Relationship Therapy* Podium presentation at the Society of Urologic Nurses and Associates, Alamo Chapter Annual Meeting, San Antonio, Texas, April 7, 2012

Jeffrey Albaugh, PhD, APRN, CUCNS *Sex and Drugs* Podium presentation at the Society of Urologic Nurses and Associates, Alamo Chapter Annual Meeting, San Antonio, Texas, April 7, 2012

Olga Amusina RN, DNP, ACNP-BC, Michele Zell-Kanter, Amber Clous, and Jerrold B. Leikin, MD *Dexmedetomidine as an Adjunct in Patients Undergoing Treatment for Ethanol Withdrawal in the Critical Care Setting* Poster presentation at the American College of Clinical Toxicology, Oct. 3, 2012

Amy Barnard, MS, APN, CNS, CEN, Wendy Callan, MSN, RN, TNC, Marcia Crawford, BSN, RN, TNC, Johanna Gulmatico, BSN, RN, TNC, **Bonnie Hansen, BSN, RN, TNC (Highland Park Hospital), Jacque Quick, BS, RN, TNC (Evanston Hospital), Rachel Schimanski, RN, NC, Eva Sinkovits, MS, RN, TNC (Skokie Hospital), June Smith, MSN, RN, TNC, (Glenbrook Hospital), Jennifer Swanson, RN, TNS, Anya Turowiecka, MBA, HSM, BSN, RN.** *Trauma 2012: Prepare for the Worst and Hope for the Best* Poster presentation at the Advocate Injury Institute Symposium, Lisle, Ill., Nov. 14–15, 2012

Karen Barnes, RN, MSN *Finding Creative Strategies to the New Grad Dilemma: New Grad Flex Pool* Podium presentation at the Nurse Executive Forum, MCHC, March 12, 2012

Karen Barnes, RN, MSN *Education and Practice Collaboration Initiatives* Podium presentation at the Illinois Organization of Nurse Leaders, Mid-Year Conference, Bloomington, Ill., April 20, 2012

Karen Barnes, RN, MSN *IOM Future of Nursing Report: Progress and Impact 2012* Podium presentation at Harper College, Nursing Alumni Symposium, Palatine, Ill., April 25, 2012

Karen Barnes, RN, MSN *IONL Education & Practice Initiatives* Podium presentation, Nursing Vision 2020–Summit IV, Springfield, Ill., Oct. 19, 2012

Karen Barnes, RN, MSN *Authentic Leadership for Healthy Work Environments* Podium presentation at North Park University, School of Nursing, Chicago, Ill., Nov. 13, 2012

Jolanta Borovik, RN, Joanna Konsur, RN, Holly Pilarik, RN, Cathy Paoletti, RN, and Mary Cunningham, RN (ISCU nurses) presented various educational topics in the Department of Paediatric-Neonatology, King Fahd Armed Forces Hospital, Jeddah, Kingdom of Saudi Arabia, February 2012

Anne Brenner, RN, Laura Hehemann, RN, Vicki Kucera, RN, Nancy Rodriguez, RN, APN, NNP-BC, and Remenisa Rubin, RN (ISCU nurses) Podium presentations of various educational topics at the 7th Neonatal Conference 2012 “Hot Topics in Neonatal Medicine,” King Fahd Armed Forces Hospital, Department of Paediatric-Neonatology, Jeddah, Kingdom of Saudi Arabia, Feb. 20-22, 2012

Carmencita Duffy, BSN, RN, and Estela O’Meara RN, MSN, CNOR *Career Opportunity in Perioperative Services* Niles North and Niles West High Schools Career Week, 2012

Carmencita Duffy, BSN, RN, and Estela O’Meara RN, MSN, CNOR *A Story of a Successful Partnership: The Clinical Nurse Manager and the Clinical Nurse Specialist* 12th National Neonatal Nurses Conference, Chicago, Ill., Sept. 6-7, 2012

Tina Edwardson, BSN, RC-NIC, and Kim Irvin, APN/CNS, RNC-NIC *A Story of a Successful Partnership: The Clinical Nurse Manager and the Clinical Nurse Specialist* March of Dimes Nursing Conference, Lisle, Ill., March 3-4, 2012

Vicki Fahey, RN, MS *Being Intentional: Making a Difference in Your Nursing Practice* Podium presentation at the 30th Annual Meeting of the Society for Vascular Nursing. Chicago, Ill., May 4, 2012

Judy Giovanelli, RN, MSN, CCRN, PCCN, FA-CCN-II *Differentiating Wide Complex Tachycardia—ASAP!!* Podium presentation at the Greater Chicago Area Chapter of American Association of Critical Care Nurses (AACN), Oct. 9, 2012

Susan Guilianelli, MHA, BSN, RN *Engaging the Stars: Shared Decision-Making at a System Level* Podium presentation at the ANCC National Magnet Conference, Los Angeles, Calif., Oct. 10, 2012

Sara Levin, MSN, RN-BS, NE-BC *Tips from Phase I Site Coordinator on the Transition to Practice Study* Podium presentation at the National Council of State Boards of Nursing Transition to Practice Study Phase II Kick Off Meeting, Chicago, Ill., February 2012

Sara Levin, MSN, RN-BS, NE-BC *NCSBN Transition to Practice Initiative and Implications for Education and Practice* Podium presentation at the First Annual Nursing Practice and Education Symposium, College of DuPage, May 4, 2012

Sara Levin, MSN, RN-BS, NE-BC *Scholarly Communication and Informatics* Podium presentation at North Park University, October 2012

Mary C. Meyer, MS, RN-BC, Teo Rafael, MSN, RN, and Charlotte Friederich, RN, BSN *No Bones About It: A Clinical Nurse Manager’s Vision for Certification* Poster presentation at the Illinois Organization of Nurse Leaders Annual Conference, Lombard, Ill., Sept. 13–14, 2012

Estela O-Meara, RN, MSN, CNOR *Knowing Is Believing* EPIC Spring Forum, Verona, Wis., April 2012

Cathy Paoletti RN, and Tina Edwardson, BSN, RN *Bacterial Colonization of Nasogastric Tubes in the NICU and the Risk of NEC and/or Sepsis: Results of a Clinical Trial* Podium presentation at the 7th Annual Research Summit: National Association of Neonatal Nursing, Scottsdale, Ariz., March 2012

Cathy Paoletti RN, and Tina Edwardson, BSN, RN *Bacterial Colonization of Nasogastric Tubes in the NICU and the Risk of NEC and/or Sepsis: Results of a Clinical Trial* Podium presentation at The Academy of Neonatal Nursing 12th National Neonatal Nurses Conference, Chicago, Ill., September 2012

Lea Pearson, RN *An Evidence-Based Practice Project to Reduce Post-Operative Nausea and Vomiting (PONV)* 8th Annual Nursing Symposium—Exemplary Professional Practice in Action: Research and Education, Oak Lawn, Ill., April 17, 2012

Holly Pilarek, RNC-NIC, IBCLC *Empowering NICU Nurses to Appropriately Handle Difficult Situations with Parents* Podium presentation at The Academy of Neonatal Nursing 12th National Neonatal Nurses Conference, Chicago, Ill., September 2012

Holly Pilarek, RNC-NIC, IBCLC *A Clinical Trial of an Evidence-Based, Individualized, Breastfeeding Support Program for Mothers of VLBW Infants* Podium presentation at the 7th Annual Research Summit: National Association of Neonatal Nursing, Scottsdale, Ariz., March 2012

Nancy Rodriguez, RN, PhD, NNP-BC *Research for the Bedside RN* Podium presentation at the 12th National Neonatal Nurses Conference, Chicago, Ill., Sept. 6, 2012

Karen Sasso, RN, APN, MSN, CCRN *Behavioral Therapy for Stress and Urge Incontinence* Podium presentation at the 21st Annual Conference: Advances in Urogynecology and Reconstructive Pelvic Surgery, Chicago, Ill., June 2012

Karen Sasso, RN, APN, MSN, CCRN *Urogynecology Practice: Office Logistics—Personnel, Equipment, Scheduling* Podium presentation at the AUGS Female Pelvic Medicine Reconstructive Surgery Update, New Orleans, La., June 2012

Karen Sasso, RN, APN, MSN, CCRN *Aerodynamics II—Performing the Study* Podium presentation at the AUGS Female Pelvic Medicine Reconstructive Surgery Update, New Orleans, La., June 2012

Karen Sasso, RN, APN, MSN, CCRN *Pessaries for Prolapse and Incontinence* Podium presentation at the AUGS Female Pelvic Medicine Reconstructive Surgery Update, New Orleans, La., June 2012

Karen Sasso, RN, APN, MSN, CCRN *Behavioral Modification for Urinary and Anorectal Pelvic Floor Dysfunction* Podium presentation at the AUGS Female Pelvic Medicine Reconstructive Surgery Update, New Orleans, La., June 2012

Karen Sasso, RN, APN, MSN, CCRN *Conservative Office Management of the Patient with Painful Bladder* Podium presentation at the AUGS Female Pelvic Medicine Reconstructive Surgery Update, New Orleans, La., June 2012

Karen Sasso, RN, APN, MSN, CCRN *Urodynamic Testing—Hands-On Session* Podium presentation at the AUGS Female Pelvic Medicine Reconstructive Surgery Update, New Orleans, La., June 2012

Karen Sasso, RN, APN, MSN, CCRN *Behavioral Therapy for Stress and Urge Incontinence* Podium presentation at the 17th Annual Rodney Appell Memorial Update in Gynecological Urology, St. John, USVI, February 2012

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Presentations *(continued)*

Jacque Steuer, ACNP-BC *Leaping the Hurdles: Productivity Tracking: Learn from Successes (and Mistakes!!!)* Podium presentation at the 7th International Nurse Practitioner/Advanced Practice Nursing Network Conference—Advanced Nursing Practice: Global Vision—Global Reality, Imperial College, London, UK, Aug. 20-22, 2012

Cheryl Vinikoor, RN, BSN, CEN *Implementing Evidence-Based Treatment Guidelines for the Management of Bronchiolitis in the Emergency Department* 8th Annual Nursing Symposium—Exemplary Professional Practice in Action: Research and Education, Oak Lawn, Ill., April 17, 2012

Vida Vizgirda, RN, PhD, JD, Mary Kakenmaster, RN, MSN *A Study Examining the Dedicated Education Unit as a Model for Collaboration Between Nursing Academia and Nursing Practice* Poster presentation at the Illinois Organization of Nurse Leaders Annual Conference, Lombard, Ill., Sept. 13-14, 2012

Nancy Hedlund N, RPh, Anthony Solomonides, **Vida Vizgirda RN, PhD, JD**, and **Mary Wehmeyer RN, MS** *The Falls Project* Translational Research to Inform Modern Medicine: 2nd Joint Institutional Symposium, University of Chicago, Sept. 11, 2012

Publications

Jeffrey Albaugh (2012) “Urology Nursing Practice Education Preparation, Titles, Training and Job Responsibilities Around the Globe” *Urologic Nursing*, 32(2), 79-85

Jeffrey Albaugh (2012) “Prostate Cancer and Urinary Incontinence” *Quality Care*, September 2012

Jeffrey Albaugh (2012) *Reclaiming Sex and Intimacy after Prostate Cancer Treatment* Pitman, N.J.: Anthony J. Jannetti Publishing

Olga Amusina, Michele Zell-Kanter, Amber Clouse, Jerrold B. Leikin, MD “Dexmedetomidine as an Adjunct in Patients Undergoing Treatment for Ethanol Withdrawal in the Critical Care Setting” Abstract published in *Clinical Toxicology*, October 2012

W. Robert Grabenkort, **Karen Kopan**, Fred P. Mollenkopf, David E. Keith (January 2012) “Developing Orientation Programs for Nurse Practitioners and Physician Assistants in the ICU” Society of Critical Care Medicine, Publisher

Vicki Fahey (2012) “Being intentional: Making a difference in your nursing practice” *Journal of Vascular Nursing*, 30, 98-99.

Cathy Paoletti (2012) “Bacterial Colonization of Nasogastric Tubes in the NICU and the Risk for NEC and/or Late-Onset Sepsis: Results of a Clinical Trial” Abstract published in *Advances in Neonatal Care*, 12 (4); 241

Holly Pilarek (2012) “A Clinical Trial of an Evidence-Based, Individualized, Breastfeeding Support Program for Mothers of VLBW Infants” Abstract published in *Advances in Neonatal Care*, 12 (4); 243

Ilene Wolf, Cathy Paoletti, and **Hungyun Du** (2012) “Nursing Research Across a Large Healthcare System: Sparking Nurses’ Clinical Inquiry” *Nursing Administration Quarterly* 36:4 (Oct-Dec), 332-339

Accomplishments and Honors

Sue Bednar, MSN, NP-C, is a member of the Emergency Nurse Practitioner Content Expert Panel.

Kathleen Bonnefort, RN, MS and **Angela Hallman RN, BSN** completed their Certified Breast Care Nurse Examination.

The **Evanston Hospital Intensive Care Unit (ICU)** was awarded the Gold Beacon Award from the American Association of Critical-Care Nurses (AACN). The ICUs at **Glenbrook, Highland Park and Skokie Hospitals** were awarded the Silver Beacon Award from the AACN.

Heather Evers, RN, MS, CNOR, is a peer reviewer for the *AORN Journal*, and served as a judge for the 2012 AORN Writer’s Contest.

Dawn Liz Farwell, RN, APN, completed the Certified Bariatric Nurse Examination.

Karen Kopan, MSN, RN, ACNP-BC, received the 2012 Volunteer of the Year Award from Uhlich Children’s Advantage Network (UCAN) as part of the Host Home Program for homeless young adults.

Katie Krawzak, Pam Franzen, Marissa Centeno, Mary Cunningham, Laura Hehemann, Joey Tamler and Jessica LiBassi became certified in High-Risk Neonatal Intensive Care Nursing.

Sara Levin, MSN, RN-BS, NE-BC, was elected to the Board of Directors of the Association for Nursing Professional Development in July 2012.

Josephine Pebenito, OPTC, RN, received a Sharing Spirit Award for her volunteer work in 2012.

Teo Rafael, RN, MS, served as an expert content reviewer for the book *Nursing Procedures, 6th edition*, published by Walters Kluwer/Lippincott Williams & Wilkins (2012).

Nancy Rodriguez, PhD, APN, NNP-BC, serves as a reviewer for *Biological Research for Nursing, Archives of Disease in Childhood, The Journal of School Nursing, Journal of the American College of Nutrition and Public Health Nursing*.

Heather Roppel, MSN, APN-BC, CCNS, CCRN, has accepted a position as the Green White Youth Soccer Club’s RN/APN representative. Heather is initiating a Knee Injury Prevention Program into the team’s workouts to prevent ACL injuries and also trains coaches on first aid.

Karen Sasso, RN, APN, MSN, CCRN, serves as a reviewer for *Urologic Nursing* and also serves as a committee member for the Wound Ostomy Continence Nurse Certification Board-Advanced Practice.

Vida Vizgirda, RN, PhD, JD, serves as a reviewer for *Oncology Nursing Forum* and *European Journal of Cancer Nursing*.

Media

Jeffrey Albaugh, PhD, APRN, CUCNS NorthShore Dedicates William D. and Pamela Hutul Ross Clinic for Sexual Health, *Inside NorthShore*, December 2012

Jeffrey Albaugh, PhD, APRN, CUCNS Men’s Sexual Health, *WGBK 88.5 Health Segment* Interview, Nov. 16, 2012

Jeffrey Albaugh, PhD, APRN, CUCNS Clinic Seeks to Demystify Sexual Health, *Glenview Announcements*, Nov. 9, 2012

Jeffrey Albaugh, PhD, APRN, CUCNS Ask the Expert: Many Men Reluctant to Talk about Prostate Cancer and Its Effects, *Chicago Tribune*, Oct. 17, 2012

Jeffrey Albaugh, PhD, APRN, CUCNS Glenbrook Hospital Home to New Sexual Health Clinic, *The Glenview Lantern*, Oct. 17, 2012