We did it! After a very positive site visit in March 2015, UAB Nursing received our 4th Magnet Re-designation. This is an accomplishment that fewer than 30 other hospitals across the world have achieved. Magnet recognition is a reward—a reward Nursing receives for a job well done. Thank you to each and every one of you for the excellent nursing care you provide each and every day. The Magnet Recognition Program recognizes healthcare organizations for quality patient care, nursing excellence and innovations in professional nursing practice. This recognition program is looked at by consumers as an end result of high nursing quality.

What does excellence in nursing mean to our UAB nurses?
Bendy Love states, “Excellence is striving to be better than you were yesterday—a state of mind that says I can do that better.”

“Excellence in general involves a commitment to integrity, training, passion and perseverance.” says Cheri Plasters.
Carol Butler states, “Excellence is about going above and beyond the best that you can be. It’s not just about doing your job but, doing more than your job. In my unit it’s about taking care of the baby and taking care of the baby’s family also. It’s about loving those babies just like they were your own. It’s about taking care of the baby, and being there for your co-workers when they need you. It’s about giving 100% of yourself...all the time.”

Lastly, Robert Holmes, states, “Excellence is the ability of an RN to lead or follow as the need arises. An excellent RN knows when action is necessary or when it is time to listen, and is a model for other RNs in those practices.”

UAB Nursing is an Exemplar of Excellence!

EBNP and Research Day is September 11, 2015
Please join us on September 11, 2015 for the Annual Magnet Evidence Based Practice and Research Day. This day-long program is filled with guest speakers, EBP, Quality Improvement, and Research education, and presentations about the exciting work your colleagues have been doing over the last year. There are oral and poster presentations. We will apply for CEUs and lunch will be provided. This is a great event to spark an idea for your next project!
UAB Has Baby Friendly site visit on August 3 and 4th! by Elicia Jacob

Evidence shows exclusive breastfeeding of infants for six months improves outcomes for baby and mom. Since implementing the 10 steps to Baby Friendly, UAB has successfully achieved the following milestones in our maternity practices.

1. Have a written breastfeeding policy that is routinely communicated to all health care staff.
2. Train all health care staff in the skills necessary to implement this policy.
3. Inform all pregnant women about the benefits and management of breastfeeding.
4. Help mothers initiate breastfeeding within one hour of birth.
5. Show mothers how to breastfeed and how to maintain lactation, even if they are separated from their infants.
6. Give infants no food or drink other than breast-milk, unless medically indicated.
7. Practice rooming in - allow mothers and infants to remain together 24 hours a day.
8. Encourage breastfeeding on demand.
9. Give no pacifiers or artificial nipples to breastfeeding infants.
10. Foster the establishment of breastfeeding support groups and refer mothers to them on discharge from the hospital or birth center.

Care of Older Adults Program Receives Exemplar Status by Emily Simmons

UAB Hospital has achieved “Exemplar” status for its Nurses Improving Care for Healthsystem Elders (NICHE) program. NICHE is the premier designation indicating a hospital’s commitment to excellence in the care of patients 65 years and older, and the “Exemplar” status is the highest of four possible program levels. The NICHE program at UAB was also recognized by Magnet during their last site visit as an example of best practice. “The NICHE designation and ‘Exemplar’ status signal our commitment to provide patient-centered care for older adults,” says UAB Hospital’s Chief Nursing Officer Terri Poe. “Through our participation in the NICHE program, we are able to offer evidence-based, interdisciplinary approaches that promote better outcomes, positive experiences, and improved care for our largest population of patients.”

NICHE at UAB
UAB became a NICHE site in 2009. The goal of the program is to improve the care of elder patients by educating healthcare providers and hard-wiring evidence-based geriatric practices. This goal is achieved through our Geriatric Scholar Program – which has now become 2 different programs, the Inter-professional and Patient Support Geriatric Scholar Programs. The initial scholar’s class began in 2009 with 17 nurses; the current inter-professional class has 43 participants from multiple disciplines, which include (but are not limited to) nursing, physical therapy, occupational therapy, social work, case management, pharmacy, pastoral care, and dietary. There are currently 165 scholars in approximately 40 practice areas throughout UAB Medicine. UAB has recently started the Geriatric Scholar Patient Support Program to provide education to our non-licensed staff on care strategies that they can implement to prevent functional and cognitive decline in hospitalized patients. The inaugural class started this October and includes unit secretaries, patient care technicians, and a neurovascular lab technician.

Sharing the Knowledge
A requirement of both programs is that the scholars take the information they receive and share it with others. They have made a great impact on spreading geriatric concepts throughout the organization. The baseline knowledge (which is measured through a pre-test) of each new scholar class is higher than the previous class which can be attributed to the education that the scholars are providing to their peers. The interprofessional program implements process improvement projects during the 2nd year of the program. These projects – which include the addition of functional and cognitive screens to the electronic medical record, delirium prevention, pressure ulcer prevention, safe mobility programs, and pictograms – have played an integral part in preparing UAB Medicine for the Virtual ACE initiative that began this year. This initiative teaches frontline staff how to implement geriatric plans of care.
UAB Hospital was recently awarded the Bronze Award by the American Heart Association. The award recognizes hospitals that demonstrate at least 85 percent compliance in each of the four Get With The Guidelines-Heart Failure Achievement Measures: 1) Assessment of Left Ventricular Function; 2) ACEI/ARB prescribed at discharge for all eligible patients; 3) Evidence-based Beta Blocker prescribed at discharge for all eligible patients; 4) A follow-up appointment was scheduled and documented including location, date and time for follow-up visit or location and date for home health visit.

Two other levels of awards are available: Silver and Gold. The different levels reflect the amount of time for which the hospital demonstrates sustained performance on these metrics. Our data will be evaluated in the near future and we hope to earn the Silver Award. Earning these awards demonstrates that UAB Hospital is providing high quality care for our Heart Failure patients.

The University of Alabama at Birmingham has been named a Comprehensive Stroke Center by the Joint Commission and the American Heart Association. Comprehensive Stroke Center certification recognizes those hospitals that have the staff, training and infrastructure to receive and treat patients with the most complex strokes. UAB met the Joint Commission’s standards for Disease-Specific Care Comprehensive Stroke Center Certification. The designation means UAB is part of an elite group of providers recognized as industry leaders and responsible for setting the national agenda in highly specialized stroke care. The Joint Commission recognized UAB’s advanced imaging capabilities and 24-hour availability of specialized treatments, along with staff who possess the unique education and competencies to care for complex stroke patients. UAB is the first hospital with Comprehensive Stroke Center certification in Alabama.

The Clinical Excellence Award is the highest nursing award for UAB and is highly valued and respected. Recipients are nominated by and selected based on self, peer and manager evaluations. The aim is to identify and recognize those who exceed in living UAB’s core values, exceed in performance, and exceed in professionalism every time, every patient, every day.

**Nursing Award Winners**
- Anna Altz-Stamm, MICU
- Candice Randall, RNICU
- Carol Butler, CCN
- Julie Tyrell, SICU
- Jessica Upton, BMT
- Lisa Roper, TKC

**Assistant Nurse Manager Winners**
- Stacy Sexton, SICU

**Caring Partner Winner**
- Megan Boullion, BMT

**Advanced Practice Winners**
- Julie Whatley, TKC
- Amy Nance BMT
- Gwen Pernell, CNE

**Nursing Leadership Winners**
- Brandi Duke, CCN
- Deborah Warren, TKC
- Kelsey Mitchell, TKC

**Patient Care Support Winners**
- Sherrrie Wofford, TKC
- Elyse Milton, GYN/GYNX
- Cynthia Williams, ATCU
- Cortelyou Mobley, BMT
- Janice Morese, HED

**Nursing Support Winners**
- Alabama Organ Center

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**Clinical Excellence Awards May 2015**

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The Professional Development Program is a Clinical Ladder Program with the purposes of encouraging professional growth of bedside nurses. The program aims to reward those that demonstrate excellence in patient and family care. Congratulations to all the new PNDP recipients!

### PNDP Level II
- Victoria Jones
- Cindy Randall
- Vicki Knapp
- Heather Hudson
- Rhonda Ash
- Venice Smiley
- Rebekah Duvall
- Susanna Howell
- Kenyetta Coleman
- Regina Mustgrove
- Chung Ah West
- Enjolie McQueen King

### PNDP Level III
- Jody Robinson
- Magen McGough
- Lauren Mitchell
- Lori Harrison
- Alesha Phillips
- Tatyana Neklyudova
- Christy Marsh
- Amanda Estes
- Jennifer Vines
- Tiffany McGill
- Sandra Middlebrook
- Jeff Butler
- Treasure Lyons
- Patricia Ann Owen

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**Thanks to Robin Sutton and Cheri Plasters who assisted with this newsletter.**

**Happy FOURTH OF July!**

**The EBNP and Research Council meets every first Wednesday from 12 noon to 1:15pm in West Pavilion Conference Room E.**

**Join us on July 9th from 11:00am to 12:30pm for the inaugural Quality and Safety Grand Rounds in the West Pavilion Conference Room E.**

**Go to the EBP and Research Website for a complete list of 2015 EBP and Research Education.**