



Nursing Spotlight

This month we would like to feature two Riverside nurses who made career changes within the organization to become nurse educators. Michelle Jenczmionka BSN, RN, CCRN, is now the Critical Care Educator. Erika Ohlendorf MSN, MBA, RN, CCRN, is now a Clinical Nurse Educator.

Michelle Jenczmionka BSN, RN, CCRN

1. What led you to nursing as a career?

I was a paramedic for 15 years before becoming a nurse and wanted to be able to take care of my patients for longer than the ride to the ER. I wanted to see them get better and be a part of that.

2. How did your education prepare you for your current role?

Being in healthcare for over 20 years has given me experiences one cannot obtain in a class. I also have been given the opportunity to teach on many different levels throughout my career. Both of these combined with my institutional education and certificate completion has helped prepare me for my current position as an educator.

3. What "big picture" reveal of Riverside or healthcare in general did you learn or discover in this position/role that you hadn't known in your previous role?

The amount of behind the scenes work that goes into making sure our patients have the best outcomes.

4. How do you develop new ideas or discover ways to enhance current ones for patient benefit and staff satisfaction?

Researching evidence-based practice and talking to colleagues.

5. What would your advice be for nurses who are considering "where/what next" for their career direction?

Start getting your feet wet. Join a council or consider orienting new hires, be a charge nurse one day or ask for opportunities to help with research or education.

6. As a kid you said you wanted to be an astronaut. How is your career today similar to this?

An astronaut can see stars in our universe we are unable to see down on earth, now I am able to see the potential stars at Riverside and help educate them and guide them on their journey.

(Nurse Spotlight continued on page 2.)



Erika Ohlendorf MSN, MBA, RN, CCRN

1. How did your education prepare you for your current role?

I graduated with my BSN from Illinois Wesleyan University in 2012. I worked for two years in Peoria before relocating and beginning in the ICU at RMC. In 2016, I completed my CCRN. And in 2020, I graduated with my MSN/MBA from Indiana Wesleyan University.

2. Which Riverside educational opportunities did you pursue/participate in?

At Riverside, I have been able to participate in the Leadership Excellence Certificate Program as well as Riverside Young Professionals. I used Nursing Excellence funds for my certification (and recertification) and took advantage for tuition reimbursement for my MSN/MBA.

3. How do you develop new ideas or discover ways to enhance current ones for patient benefit and staff satisfaction?

As a former Night Shift nurse, I was always aware of a need for shift specific resources. In 2016, I was lucky enough to attend the Magnet Conference in Orlando, FL on behalf of Riverside. I was able to attend a session about bringing resources to the night shift. From this idea, I worked with Heather Petkunas, who helped guide my meetings with senior leadership to develop the Night Shift Council, and eventually the Night Shift Educator position.

4. What would your advice be for nurses who are considering “where/what next” for their career direction?

The best part about being a nurse is the many opportunities that exist. Find your nursing passion and pursue that, don't follow a path just because it's what others are doing – do what you love! Getting certified and joining a nursing organization are great. Getting my CCRN and joining AACN gives me access to the most up-to-date nursing information to better my practice and those around me. Get involved – councils, charge, precepting.



Patient Care Council

Professional Development Council

- ❖ SMART Goal #1: Increase BSN or higher rate by 1% by year-end, compared to prior year.
 - New grads had a virtual college fair during their transition to practice program (TTP).
 - A survey will be completed at a later date to determine barriers.
 - ❖ SMART Goal #2: Increase National Certification rate by 1% by year-end, compared to prior year.
 - TTP included information about the benefits of certifications and funding options through Riverside
 - ❖ SMART Goal #3: Identify and implement at least one tactic by 11/2021 to improve nurse retention and satisfaction that may include clinical ladder, and/or nursing preceptorship reinvention.
 - Preceptor training details to be finalized and dates of classes to be coming soon.
 - Council will review the previously used clinical ladder and see if it can be altered to be user-friendly and attainable.
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Quality & Safety Council

- ❖ SMART Goal #1: Nurses will enter an order for wound care assessment within 24 hours of admission for patient with wounds.
 - Discussion took place as to how to make this possible. The Rover for wound care pictures just went live so council will revisit this topic next month.
 - ❖ SMART Goal #2: Decrease CLABSI SIR from January 2021 to December 2021.
 - A new central line dressing is coming!
 - ❖ SMART Goal #3: Maintain a consistent overall hand hygiene goal of 90% or above based on Overall HHCI from DebMed system.
 - DebMed came to evaluate the dispensers to ensure they are functioning properly.
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Practice Council

- ❖ SMART Goal #1: Improve nursing satisfaction related to teamwork by developing resources for pulled staff members by (TBD).
 - A survey is to be created for staff to evaluate their pull to other units.
- ❖ SMART Goal #2: Develop a Team Nursing Model for RMC.
 - Discussion and review of the AACN approach to team nursing occurred.

Other Updates: Practice Council is reviewing two new products brought forward by the ED – Jtip for pain management during IV starts for pediatric patients and accucath, an ultrasound guided IV similar to a midline but can be used on renal patients.



Magnet Minute



RMG (Riverside Medical Group) Council

SMART Goal #1: Develop and host the RMG Skills Day with 90% attendance by the end of May 2021

SMART Goal #2: Improve Health Maintenance Quality Measures for meds, allergies and immunizations by ? by December 31, 2021. (TBD)

SMART Goal #3: Increase the ambulatory nurse certification rates by 1% by December 31, 2021

SMART Goal #4: Increase Workforce Board Grant Applications by X by December 31, 2021 (metric TBD)

Research Council

- ❖ In 2021 the Research Council will implement a Research Based Article Club (name might change), that will be completed by 10 RNs (approximately 1% of Riverside RNs) per quarter beginning second quarter 2021. This completion will be measured by having at least 10 RNs submit a paragraph of at least 250 words relating the article to their Riverside practice and how they shared the information with their peers.
- ❖ Research Council will implement a research project by 12/31/21.

Night Shift Council

- ❖ SMART Goal #1: Improve night shift employee satisfaction by December 2021 (metric TBD)
 - Council is developing a survey to obtain baseline metrics for Night Shift stress.
- ❖ SMART Goal #2: Provide monthly educational tip sheets with the coffee cart by December 2021
 - February Coffee Cart dates are February 11 and February 25. A respiratory tip sheet was provided to RNs.

Other Updates: Night Shift Council is looking for representation in our Senior Living Communities to include nurses across the entire Riverside continuum.

Coordinating Council



- ❖ Reviewed the bylaws for all councils
- ❖ Discussed Magnet Site Visit Preparation
- ❖ Plan the Magnet Fair – coming May 2021