

Magnet Minute



VOLUME 30
July 2021

How did your education prepare you for your current role?

Ok, I will admit, I'm a 3-year diploma grad, then got the BSN, then became the certified diabetes educator and started the diabetes center at Riverside, then master's degree for the nurse practitioner. I wanted to "think differently" and then went back for the doctorate. We continue to learn over years of experience and people who challenge us to grow in our careers.

What educational opportunities/leadership classes did you pursue to get to your current role or position?

Valparaiso University was strong on leadership and organizational systems in all the classes and practicum. I also like American Organization for Nursing Leadership web site and emails.

What do value/like the most about your role in nursing today at Riverside?

Making a difference in patient care as a nurse practitioner as well as facilitating RMG advanced practice to grow in their roles.

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?

In 2016, the Sullivan Cotter consultants were a big Riverside investment as well as analysis. Administration, advanced practice, and physicians were brought together for multiple conversations in staffing utilization for the benefit of the organization and advanced practice. It's wonderful we are still having these conversations and continue to benefit daily from the experience!

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

I know there is a lot of merit for me to go away for several days and think/look at/see what other advanced practice are doing across the country. I attended the 2021 National Nurse Practitioner Symposium July 7-12, 2021, in Colorado and filled 2 notepads with ideas/thoughts for growth and development at Riverside.

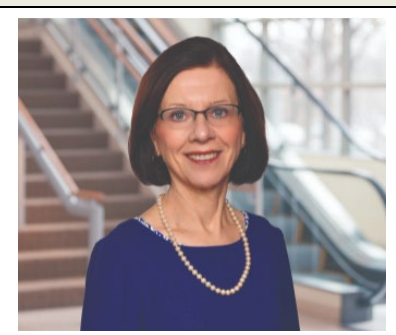
What makes you excited to come to work each day/pursue your career? What are you passionate about? What brings a smile to your face at work?

Good outcomes for patient care! Many patients work very hard to stay healthy, and those who do not work very hard can still take their medications daily! I try and remember my one of my roles is a cheerleader for the patient's well-being.

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

I would challenge any nurse to look to follow his/her passion and look at opportunities that still are hands-on patient care. If interested in administration, then take administrative tracts to learn decision-making impact. If interested in being a nurse practitioner, then find who could be your collaborating physician before you begin going back to school.

Nursing Spotlight



Elizabeth Deck,

DNP, FNP-BC, CDE

Certified Nurse

Practitioner

Senior Advanced

Practice

Provider/Riverside

Medical Group



Magnet Minute

Nursing Spotlight



How did your education prepare you for your current role?

I have a Bachelor of Arts in Psychology with a concentration in Clinical Counseling. This academic preparation helped me to learn about active listening, therapeutic communication, etc. These skills helped me when I was at the bedside, especially in Behavioral Health, and in my current role as Onboarding Coordinator in Organizational Development & Learning (ODL).

Last year, I graduated with Master's Degrees in Business Administration and Nursing with a concentration in Leadership in Healthcare Systems. My graduate programs taught me about EBP, leading teams, change management, and so much more. These skills better prepared me to develop/implement new programs and meet the needs of our staff.

I am certified in Psychiatric-Mental Health Nursing and am pursuing another certification in Nursing Professional Development. Maintaining my certification in Psychiatric Mental Health Nursing allows me to support our staff in my role in ODL and as a CPI Instructor. Becoming certified in Nursing Professional Development is important to me to validate my knowledge and expertise as a Nurse Educator, while encouraging me to stay current in the latest best-practices in my specialty.

What educational opportunities/leadership classes did you pursue to get to your current role or position?

When I was a Team Leader, I participated in a 12-month Leadership Development Program sponsored by Riverside. This program provided evidence-based leadership instruction and also allowed for practical application and meaningful discussion. I had the chance to network with employees from across the organization that I would not have otherwise had the opportunity to meet, which I really appreciated.

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?

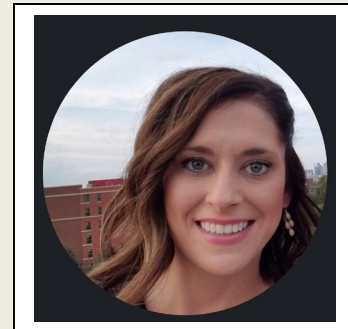
Coming from a locked inpatient unit to ODL was eye-opening. The ODL team supports the entire organization. Therefore, when joining the department, I quickly gained perspective regarding all the different areas across the entire health system. It is amazing how every department plays an essential role. We are all interconnected and truly OneRiverside.

What makes you excited to come to work each day/pursue your career?

What are you passionate about? What brings a smile to your face at work?

I get excited about program development and all the possibilities that exist in Nursing. I love building programs, structures, and processes to support our staff and improve outcomes. I am also fortunate to work with a great team. I am passionate about professional development; as nurses, we have to be life-long learners!

Also, I have the privilege of overseeing and facilitating our New Grad Transition to Practice Program. Seeing these nurses grow and develop into confident, competent, and all-around AMAZING professionals brings a smile to my face every day.



**Laura
Fitzpatrick,**

MBA, MSN, RN-BC

**Onboarding
Coordinator**



7/27/21

Shared Governance Council Updates

Nursing Voice Council

Nursing Voice council continues to review the Staffing Guidelines policy and advocate for the nurses on their units. They are continually looking for ways to improve nursing at Riverside and are moving forward with creating a way for nurses to provide them with feedback.

Professional Development Council

Professional Development (PD) Council approved for four nurses to receive Nursing Excellence Funds – three for BSN completion and one for certification. There were eight DAISY nominations that were sent forward for selection. PD Council continues to work on developing a Clinical Ladder. They also encourage all preceptors to complete the Olie training – you will get 3 CE's from completing the modules!

Quality & Safety Council

Don't forget – on 5E, Rehab, and ICU the 4 Eyes Skin Assessment needs to be completed on every admission. Council continues to look at ways to improve our Hospital Acquired Pressure Injury (HAPI) rate. Recently, there has been injuries related to TED hose so council is researching Evidence Based Practice related to their usage. Council also provided input on three different fall/injury prevention programs to decide which is best to help keep our patients safe.

Practice Council

Shark Tank is coming back – October 21, 2021! Be sure to submit your amazing idea for a chance to present to our “sharks.” Practice Council reviewed two potential new products – NG valves and pediatric IV boards. Council is also reviewing and updating the Foley policies to make them more succinct. Please don't forget to complete the float survey when helping another unit – this feedback is anonymous and allows council to address issues when floating to improve the process.



Magnet Minute



RMG (Riverside Medical Group) Council

Council did not meet in July, but is still working diligently to coordinate the RMG skills day!

Research Council

Research Council will be presenting their proposed research study to the IRB in August. Stay tuned to participate in September. Council will be looking for 30-50 nurses to participate. The second CE research article has been shared with all nurses – 34 completed the first one!

Night Shift Council

July Coffee carts took place on July 15 and 29. The cart education discussed fluid monitoring and I&O documentation to help improve compliance with heart failure metrics. August education is going to address hospital to hospital transfers.

Coordinating Council

Coordinating Council recapped some key takeaways from the Magnet Site Visit. The facilitators, chairs, and co-chairs meet regularly to ensure all councils are working towards their own, unique SMART goals. This council also helps plan the Magnet Fair and the Council End of Year Celebration!

Are you a certified nurse?

Make sure you have submitted your certification
to olieeducation@rhc.net.