Nursing Research
Supporting an Evidence-based Practice Environment

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Nursing is widely considered a science and an art. The education nurses obtain and the knowledge they gain with research are the scientific components of nursing. A nurse’s ability to apply this knowledge into practice is an art.

Nursing research ensures accountability for nursing practices and fosters optimum patient- and family-centered care. An Institute of Medicine report, *The Future of Nursing: Leading Change, Advancing Health*, identifies research priorities for transforming nursing practice through models of care, residency programs and innovative solutions, including technology. Using data to change the way nursing is practiced is essential to nursing’s future.

The Center for Research & Grants acts as a hub for research at Baptist Health. The Center empowers health-care practitioners to identify and conduct research studies that build a scientific foundation for clinical practice that produces positive patient outcomes. The Research Fellowship Program began in 2007 and is designed to assist individuals in improving the quality of patient care delivered through the utilization of evidence-based principles at the bedside. There are currently nine fellows in the program.

Nursing research has evolved over the years, changing from a focus on education and administration to an emphasis on scientific foundation for clinical practice. Nurses in clinical practice are in a prime position to guide a research agenda that promotes quality health outcomes for individuals, families, communities and healthcare systems. Nurses at the bedside are in the best position to challenge practices that have always been done the same way.

Baptist Health nurses are taking a leadership role in creating a culture of quality and clinical excellence through evidence-based practice. Doctors Hospital nurses studied patient outcomes of an ultrasound-assisted peripheral IV insertion; and at Baptist Hospital, nurses are investigating the use of personal alarms to decrease patient falls. The effect of a hyperglycemic protocol on glycemic control among medical-surgical patients is under investigation at South Miami Hospital.

Homestead Hospital recently completed a study on the effects of a culturally sensitive community intervention implemented to reduce health risk factors in a low socioeconomic population. Mariners Hospital studied a rural hospital’s understanding of shared governance, and West Kendall Baptist Hospital is evaluating how nurse satisfaction and patient safety are impacted by medication cabinets placed in patient rooms.

There are currently 57 active IRB-approved nursing research studies being conducted throughout Baptist Health. Nine manuscripts have been accepted for publication in various journals and 58 studies have been accepted for national and international conference presentations.

As a science and an art, the nursing profession is challenged with keeping “the care” in nursing. Practice-oriented nursing research must continue to shape our future. This issue of *Nursing Excellence* highlights Baptist Health processes in place that support and advance nursing research at the bedside. You will discover numerous examples of how the care nurses provide each day is underscored by scientifically valid findings.
The new science of genomics is the next nursing competency. Genomics is the study of all genes in the human genome, including interactions with each other and the environment. Nine of the top 10 causes of death have a genetic component.

The future of healthcare changed when the sequencing of the human genome was completed in 2003. The application of genomic knowledge is resulting in more personalized healthcare. Now, a patient’s genes can be used to improve outcomes through earlier diagnosis of disease and more rational management of illnesses.

Nursing has responded by implementing a number of projects that address the challenging issues created by genetic and genomic advances. In 2006, the American Nurses Association published Essentials of Genetic and Genomic Nursing: Competencies and Curricula Guidelines. These Essentials, established by a large consensus panel, are endorsed by more than 50 professional nursing organizations, including the American Nurses Association, National League for Nursing and American Academy of Nursing. This body of work aims to standardize basic nursing education genomic curricula and introduce nursing genomics as a competency for practicing nurses.

How will practicing nurses learn about genomics? A national research project is under way to answer this question. The goal of the study, which originated at West Virginia University in January 2012, is to boost nursing professionals’ awareness of genetics’ role in patient care. The study is funded by the National Council of State Boards of Nursing and supported by the National Institutes for Health and the National Cancer Institute.

The research process recruited 22 Magnet-designated hospitals, including Baptist Hospital, as participant sites. The study process assesses the genomic learning needs of direct care nurses by administering a pre-survey, offering genomic education and administering a post-survey to reassess nurses’ genomic knowledge.

Results of this large-scale study are expected in fall 2013, and will assist nurses and healthcare providers in applying genomics knowledge in direct care at Baptist Health and across the country.

Study Supports Family Presence

Family presence during resuscitation (FPDR) provides an opportunity for families to remain in visual or physical contact with their loved one during resuscitation efforts. The practice remains highly controversial for healthcare professionals.

Suzanne Balbosa-Saunders, MSN, is the principal investigator of a study that assesses nurses’ and physicians’ perceptions of risks and benefits of FPDR in the Emergency Department at Baptist Hospital. The goal of the study is to provide clinicians with a standardized, evidence-based practice that improves outcomes and satisfaction for patients, families and healthcare professionals, a standard at Magnet hospitals.

During the first phase of the study, a 64-question survey was distributed to 158 Baptist Hospital Emergency Department nurses and physicians. This same survey administered following the implementation of the FPDR policy will gauge staff’s perceptions of the policy.

The 70 nurses and 18 physicians who participated in the initial survey agreed that family members should be given the option to be present during patient resuscitation efforts.

The research team includes (back row): Andrea Prentiss, ARNP, Vivian Fuentes, MSN, Suzanne Balbosa-Saunders, MSN, Teresa Mancuso, R.N., Eve Butler, Ph.D., R.N., Monika Tano, R.N.; (front row): Marcia Gibson, MSN, Raquel Patulin, R.N., Joanne Masongsong, R.N., Paula Barass, R.N.
The spirit of clinical inquiry is ingrained in nursing practice at South Miami Hospital and always has been. The hospital’s first research study in 1995 conducted by Pat Collins, MSN, examined the perception of pain with IV catheter insertion using Lidocaine, buffered Lidocaine and benzyl alcohol. Today, the research program at South Miami Hospital is conducted with three main objectives in mind: improve patient outcomes; use resources more effectively; and use resources more efficiently.

A study currently being conducted by Lee Streater, MSN, and her team is evaluating the impact of an educational program to improve nurses’ abilities to apply the Braden Scale risk assessment. Appropriate patient risk assessment leads to proper intervention that prevents the formation of pressure ulcers. This study aims to improve patient outcomes by ensuring nurses make appropriate risk assessments during the first stage of patient care.

Having all of the necessary resources to practice at the bedside is an important component to providing outstanding patient care. However, effectively utilizing those resources is also essential. Bedside nurses are uniquely positioned to conduct effectiveness evaluation studies. A striking example of such a study is one being conducted by Tracy Penar, R.N., and her team in Cardiac Rehabilitation. Despite the fact that cardiac rehabilitation is a class IA recommendation by the American Heart Association — indicating there is strong evidence for this treatment — less than 30 percent of patients with qualifying diagnoses enroll in the program.

Ms. Penar’s study is focusing on identifying barriers to enrolling in cardiac rehabilitation that may exist while a patient is in the hospital and at six months post-discharge. The result of this study will assist the Cardiac Rehabilitation program in targeting resources to effectively overcome perceived barriers by qualifying patients. As a result, resources will also be used more efficiently.

These are just a few examples of the many innovative nursing questions that are being answered through research. South Miami Hospital nurse researchers are working to find new knowledge and test interventions based on what they have found.

Research at the bedside is a crucial element of South Miami Hospital’s strategic plan — a plan that promotes a research agenda to meet current and future healthcare needs and anticipate future healthcare challenges and priorities.

Improving NICU Breast-feeding Outcomes

The World Health Organization has deemed breast-feeding the optimal mode of nutrition for infants. However, the South Miami Hospital NICU breast-feeding initiation rates were below the national recommendation of 81.9 percent and the estimated average of 35 percent among NICUs nationwide. One major barrier existed — a lack of breast-feeding education among nurses.

Research specialist Shakira Henderson, R.N., received national and international recognition for her role as principal investigator in a research study that evaluated the impact of a strategic intervention on breast-feeding outcomes. The research team was composed of seven NICU nurses who had obtained breast-feeding counselor certification. The intervention, intimately named “The Breastaurant,” included the following components: one-on-one counseling to mothers; monthly staff and parent in-services; monthly internal newsletters; and electronic tracking and documentation of breast-feeding outcomes.

“The Breastaurant” successfully changed the culture of breast-feeding support on the unit. Patient satisfaction rose from the 70th percentile to the 90th percentile. The percentage of mothers who breast-fed their infants and pumped milk quadrupled as a result of the intervention.
Quality care is not possible without continual clinical investigation and application of the new knowledge. Research studies performed by Doctors Hospital bedside nurses focus on improving patient care. Nurse and staff research efforts are facilitated by Research Specialist Carolyn Lindgren, Ph.D., R.N., who helps foster a strong culture of evidence-based practice at our hospital.

Doctors Hospital has been a restraint-free facility since 2007. The Care of the Older Adult program instituted by the nursing department provides formalized training for the clinical partners who provide sitter service and daily stimulation for elderly patients. This important service helps ensure patient safety and maintain their functional and cognitive capabilities. Because this service is widely used, the research study Development of a Tool for Identifying Patients Eligible for Care of the Older Adult Sitter Services in an Acute Care Hospital was launched. Cheryl Brown, R.N., Barbara Florence, R.N., and Ms. Lindgren were the investigators. The findings from this two-year study were used to develop an admission and discharge criteria tool for the sitter program. The new tool will be subject to evaluation for its effectiveness and need for updating.

Other research studies at Doctors Hospital have also enhanced patient care. To improve the patient discharge process, Esther Thomasos, MSN, and Edwina Forges, MSN, are conducting the study Discharge Process and Patient Satisfaction on a Telemetry Unit. To address a critical care need, ICU nurse Ricardo Ramirez, R.N., conducted the study Characteristics of Patients and Outcomes of Ultrasound-assisted Peripheral IV Insertion. As a result of the study conducted by Ms. Forges, Clinical Partners’ Perceptions of Patient Assignments According to Acuity Level, a tool was developed to assign acuity levels to patients that led to a more effective method of assigning clinical partners.

The culture of research at Doctors Hospital is consistently fostered by educational and research discussions at various luncheons, meetings and training sessions. The integration of research into nursing practice is an essential part of providing quality patient care — and our Magnet journey.

While performing their duties, nurses experience everyday challenges such as communication breakdowns, medication supply problems, equipment failures, personnel issues and unit structure hindrances. Doctors Hospital nurses recently participated in a 15-hospital-network national study centered on these daily challenges.

The study, entitled Small Troubles Adaptive Responses (STAR-2): Frontline Nurse Engagement in Quality Improvement, was sponsored by the Improvement Science Research Network of the Academic Center for Evidence-based Practice at the University of Texas Health Science Center at San Antonio School of Nursing.

The Doctors Hospital research team included principal investigator Carolyn Lindgren, Ph.D., R.N., and members Cheryl Brown, R.N., Edwina Forges, MSN, Susan Dingler, MSN, Barbara Florence, R.N., and clinical researchers Ignacio Danta and Josette Elysee.

For three weeks, the 22 nurse participants recorded on pocket cards the small troubles they encountered during their shifts. They completed a survey addressing the unit environment of safety and care quality, and the data was electronically recorded on the study’s web-based data site.

Study findings for Doctors Hospital are being compared to the national findings. The results will provide evidence of problematic areas to be addressed, which will improve the quality of nursing care at Doctors Hospital.
Research at the bedside is a critical factor for Magnet status. When Homestead Hospital began the journey to achieve Magnet status four years ago, our nurses were not familiar with the research process.

We had a lot of work to do to become Magnet material. We began educating our nurses and nurse leaders. We hired a research specialist to help guide research activities and create an Evidence-based Practice Research Council as part of the shared governance model.

Since then, four studies have been completed:

- **Efficacy of Early Intervention Bundles in Patients Identified With Severe Sepsis or Shock**, studied by Ana Cabrera, DNP.
- **Efficacy of the Diabetes-Homestead Hospital Hyperglycemic Management Protocol for Subcutaneous Insulin Orders for Medical-Surgical Patients in a Community Hospital**, conducted by Ingrid Hassani, DNP.
- **The Effects of Nursing Activities on the Ultraabdominal Pressure of Patients at Risk for Ultraabdominal Hypertension**, studied by Rosemary Lee, DNP.
- **The Effects of Early Intervention Bundles in Patients Identified With Severe Sepsis or Shock**, studied by Ana Cabrera, DNP.

We continue to encourage, educate and guide nurses doing research. Active studies include:

- **Measuring Unit Practice Council Functionality: A Pilot Study**, conducted by Maria Ojeda, MSN.
- **Scale-Skin Changes at Life’s End, Educational Intervention for Critical Care Registered Nurses and Medical Surgical Nurses**, conducted by Rosa Filomeno, R.N., and Sophia Boudreau, R.N.
- **The Effects of Educational Intervention Based on Visual Cues and Buddy System on the Incidence and Prevalence of Pressure Ulcers**, conducted by Rosa Filomeno, R.N., Shelly Ann Commock, R.N., Adriana Garay, R.N., and Gloria Rueda, R.N.
- **Development of a Perinatal Acuity Scoring Tool (PAST)**, conducted by Jan Weatherspoon, R.N., Katherine Adamson, R.N., and Maria Ojeda, MSN.

Another study, **Examining the Perceived Value of Certification and BSN Attainment Among Registered Nurses at a Community Hospital**, will soon be presented to the IRB.

At Homestead Hospital’s annual best practice fair last year, there were nine poster presentations and 11 podium presentations. One poster was subsequently presented at a national Versant seminar.

Through continuing education, nurses become aware of the research on which their interventions are based. Research conducted by practicing nurses educates other nurses and ultimately improves patient outcomes.

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**Cue Turn Project — A Research Success Story**

Approximately 2.5 million patients are treated for pressure ulcers in acute care facilities in the U.S., and approximately 60,000 die each year. The cost for care is estimated at $8.5 billion annually.

Turning patients every two hours can prevent the incidence of pressure ulcers. The Cue Turn research project spearheaded by Rosa Filomeno, R.N., and a team of Homestead Hospital nurses introduced an educational intervention to reduce the incidence and prevalence of unit-acquired pressure ulcers.

Using a visual tool to identify time and positioning of the patient, a standardized turning system was implemented. A “buddy system” between clinical partners was established to ensure compliance.

A quasi-experimental, pre- and post-intervention design was used to determine changes in pressure ulcer rates over a three-month period. In addition, an open-ended question survey was administered to direct patient care staff to identify barriers and current practices used in the prevention of pressure ulcers.

The findings showed the Cue Turn intervention was effective in reducing the unit-acquired pressure ulcer rates. The occurrence of pressure ulcers among patients fell from 16 to two — an estimated improvement rate of 80 percent.
In July 2012, Mariners Hospital became the first hospital in Florida to receive the American Nurses Credentialing Center (ANCC) Pathway to Excellence designation. The Pathway to Excellence program recognizes the essential elements of an ideal nursing practice.

The path to this designation actually began in 2008 as Mariners Hospital began its Magnet journey. The first step was to establish a shared governance model, which was accomplished after consulting with Baptist and South Miami Hospitals. The next step was to research the nursing theorists and allow our direct patient care nurses to vote for the nursing theorist who best represented our nursing philosophy. Finally, we began conducting a gap analysis of the 14 Forces of Magnet.

During this process, Baptist Health and Mariners representatives began exploring the possibility of converting the hospital to a critical access hospital (CAH). The change, which required Mariners Hospital to convert from a 42-bed to a 25-bed facility with an average patient stay of 96 hours, would have a positive financial impact. The decision was made to convert to a CAH, and the conversion was completed in 2010.

It became clear at this time that Mariners Hospital did not have the ability to meet the requirements of the 14 Forces of Magnet. Our hospital possessed many attributes of a Magnet facility, but not all. We were therefore encouraged to consider pursuing the Pathway to Excellence designation. Magnet Program Director Dawn Kressly, R.N., and the nursing leadership team reviewed the requirements, researched the characteristics of Pathway to Excellence-designated hospitals and conducted a gap analysis before applying for the designation.

Our document demonstrating the presence of the 12 Standards of Practice was submitted to the ANCC on April 1, 2012. The standards support the organizational commitment to create a work environment in which nurses flourish as a result of professional growth and development, job satisfaction, respect and appreciation. More than 80 percent of Mariners nurses completed an online survey to validate the presence of the 12 Standards of Practice in the organization. Our submitted document received 12 exemplars.

Being a small rural hospital makes it challenging to meet the requirements for designation and certifications. The Pathway to Excellence designation is a validation, on a national level, of our efforts and accomplishments.

Follow-up Reduces Patient Readmissions

Approximately 30-40 percent of patients with congestive heart failure (CHF) are readmitted within six months of hospitalization. The average cost of readmission per patient is $10,870.

Prior studies have revealed that effective discharge planning and patient follow-up after hospital discharge reduces readmissions. For example, patients who were called within 14 days of discharge had fewer readmissions.

The purpose of the Mariners Hospital CHF study was to determine the impact of a nurse-led telephonic follow-up program on readmission rates for CHF patients. During the six-month study, 10 CHF patients were discharged from the medical-surgical unit. In the first three months, five patients were called back using a computerized survey. One patient was readmitted two months after hospital discharge. In the second three months, six patients were called back using a zones survey. No patients were readmitted during the second three months.

This study demonstrates that effective discharge planning and follow-up phone calls decrease hospital readmissions among CHF patients by helping them manage their disease at home.
The hallmark of a profession and a key element of Magnet designation is research. West Kendall Baptist Hospital has embraced the Magnet journey and established a culture based on our nursing mission and vision: “Our care will be provided from a framework of research and evidence-based leading practices.”

West Kendall Baptist Hospital nurses are committed to our culture of inquiry and evidence-based practice. Bedside nurses are leading the charge with the support of two important councils: Research Evidence-based Council and the Professional Development Council — home to the Professional Nursing Advancement Program.

Baptist Health entities are blessed to have the infrastructure of the Center for Research & Grants. The Center provides research support, expertise and resources for each entity. Tanya Judkins-Cohn, MSN, West Kendall Baptist Hospital’s research specialist, co-chairs our interdisciplinary Research Evidence-based Council and has provided coaching and enthusiastic mentorship to staff and leaders advancing research at our hospital. Additionally, the Professional Nursing Advancement Council provides a framework for clinical excellence through evidence-based practice and support for research efforts.

West Kendall Baptist Hospital nurses are committed to excellence in professional practice. In just 19 short months, nine investigators have conducted five IRB-approved research studies, listed below. In addition, our nurses have given three podium and five poster presentations at national conferences and one podium and two poster presentations internationally.

Investigations/inquiries at West Kendall Baptist Hospital include:

- **Will Installation of Medication Cabinets in Medical-Surgical Patients’ Rooms Increase Nurses’ Satisfaction of the Medication Administration System Without Altering Charge Accuracy?**
- **Shared Governance Equals Shared Decision: Does It or Does It Not? (Part 1 and 2)**
- **Exploration of Hispanic Women’s Emergency Room Chief Complaints and Diagnosis During a Myocardial Infarction.**
- **The Experiences and Meaning of Being Cared for in the Emergency Room for Hispanic Women Living With a Chronic Disease or Condition.**
- **Effect of Nighttime Use of Earplugs on Delirium Onset and Sleep Perception in Older ICU Patients: A Randomized Controlled Study.**

West Kendall Baptist Hospital nurses embrace research and evidence-based practice not only to ensure that our hospital achieves its mission and vision and attains its recognition of excellence by the ANCC and Magnet Recognition Center, but to stay true to the nursing profession. It is the responsibility of all nurses to be researchers; this is the hallmark of a profession.
Baptist Outpatient Services

Message from Chief Nursing Officer Tina Jones, R.N.

Baptist Outpatient Services provided over 53,000 patients with mammograms last year. More than 1,700 of those patients had abnormal results.

The Baptist Health Breast Center sees approximately 45-50 patients each month with newly diagnosed breast cancer or a high-risk lesion. A breast cancer diagnosis can be a life-changing experience for patients and their families and caregivers. The process of gathering and understanding breast cancer information and resources and navigating the complex healthcare maze can be overwhelming and exhausting.

Research has shown that patient navigation programs improve the quality of healthcare among cancer patients, especially those diagnosed with breast cancer. As a result, more patient navigation programs have been adopted throughout the U.S.

The CareCoach program at Baptist Health Breast Center was launched in 2009 and is supported solely through charitable donations. The program provides patients with assistance in navigating the complicated breast cancer journey, so they can focus their energies on healing.

CareCoach Tania Silva-Santos, R.N., explained, “The CareCoach program creates a one-on-one relationship between patients and our trained CareCoaches, who provide information, support, resources and personal guidance throughout the patient’s journey,” she said. “We want patients, their families and caregivers to know that they’re not alone.”

Evidence-based research supports the need for patient navigator programs in cancer care. This has led cancer program accrediting bodies to add patient navigation as a required standard. The National Accreditation Programs for Breast Centers (NAPBC) has had a patient navigation standard in place since it was instituted in 2009, and the American College of Surgeons Commission on Cancer added patient navigation standards in 2012.

“The Baptist Health Breast Center is committed to providing the best possible care to patients with diseases of the breast,” said Nancy Batista-Rodriguez, vice president. “Our goal is to seek accreditation through NAPBC prior to the transition of the Breast Center to the new Baptist Health Cancer Institute.”

Evidence Guides Patient Care at Breast Center

Women visiting Baptist Health Breast Center may be treated by nurse practitioner Dora Escobedo, ARNP, who follows evidence-based practice guidelines within her scope to provide quality care to patients.

Patients with various benign breast conditions are evaluated, assessed, screened, diagnosed and treated according to the National Comprehensive Cancer Network (NCCN) guidelines, which has developed practice guidelines for most cancers. These algorithms guide Ms. Escobedo as she collaborates with the Center’s team of physicians to determine the best preventive, diagnostic, treatment and supportive services for each patient.

To ensure best practice, the network is continuously updating recommendations according to newly published and supportive data.

Dora Escobedo, ARNP, specializes in breast health and uses a comprehensive approach to treat and care for each patient.
Baptist Health’s six entity-based research specialists are “helping nurses get over the ‘R’ word,” says Andrea Prentiss, ARNP, Baptist Hospital Women’s and Children’s Research Specialist. “For many nurses, the word research is terrifying,” she explained. But it need not be. Working with the Center for Research & Grants, the team of seasoned nurses fosters a culture of nursing research and promotes evidence-based practice at Baptist Health.

“We mentor nurses at the grass-roots level and assist them through every step of the research process,” said Ms. Prentiss, who has more than 30 years of experience in pediatric and neonatal intensive care. She has been in her present role since April 2011 and is currently obtaining her Ph.D. in nursing.

To encourage nursing involvement in data collection and decision making in patient care — an important element of Magnet status — Ms. Prentiss and Baptist Hospital Research Specialist Eve Butler, Ph.D., R.N., have an open-door policy. The pair also assists entire teams, such as the hospital’s pain team, as they perform research studies.

Dr. Butler has cared for patients at Baptist Hospital for 27 years, serving in various units including the NICU and PICU. Returning to school to obtain her Ph.D. ignited her interest in clinical research and helped prepare her for the research specialist role.

“Research is an integral part of nursing — it shapes the care we provide and creates better ways to do what we do,” Dr. Butler said. “Kudos to Baptist Health for providing nurses with such a tremendous research support system.”

Shakira Henderson, R.N., South Miami Hospital’s Research Specialist, is a second-career nurse who is passionate about research and learning. After spending 10 years in biology research, she yearned to do healthcare research. She joined Baptist Health in 2008 after simultaneously completing three degrees — a bachelor’s in nursing and master’s degrees in anatomy and public health. She served as a nurse clinician in South Miami Hospital’s NICU.

Ms. Henderson is currently earning two doctorate degrees — DNP and Ph.D. Like her colleagues, she supports nurses conducting research and mentors those completing the evidence-based component of the Professional Nurse Advancement Program.

Throughout her 50-year nursing career, Doctors Hospital Research Specialist Carolyn Lindgren, Ph.D., R.N., has mentored and educated nurses in Michigan, Texas, Ohio and Florida. She received tenure while teaching at Wayne State University in Michigan. This year, Dr. Lindgren celebrates her five-year anniversary with Baptist Health.

“Nurses often have questions and know there is a better way. They are the practice experts,” said Dr. Lindgren. “It is a joy for me to work with nurses on research that addresses the practice issues. Together, we are building evidence and elevating the quality of nursing practice.”

Homestead and Mariners Hospital Research Specialist Maria M. Ojeda, MSN, has been involved in the world of research for 20 years. As a certified family nurse practitioner, Ms. Ojeda’s clinical background is in primary care, geriatrics and occupational and employee health. She also holds a master’s degree in public health with a specialty in epidemiology and a certificate in data mining. Ms. Ojeda is currently obtaining her DNP and Ph.D.

“Research touches so many aspects of what we do in healthcare every day. Seeing that practitioner have an ‘aha!’ moment and becoming a true believer in research is absolutely thrilling,” she said.

West Kendall Baptist Hospital Research Specialist Tanya Judkins-Cohn, MSN, is a second-career nurse with experience working in medical-surgical and surgical-trauma ICU. Before obtaining her master’s degree in nursing, her first career role was as a mentor and counselor for at-risk children. Ms. Judkins-Cohn has been a research nurse with Baptist Health for four years and a research specialist for three. The mother of 4-year-old twins is currently obtaining her Ph.D.

“It’s very rewarding to work in a system where the leaders support and celebrate nursing research,” Ms. Judkins-Cohn said.
Culture of Research

Supporting a Culture of Research

Nursing research helps build the scientific foundation for clinical practice, prevention and improved patient outcomes. The Center for Research & Grants is dedicated to fostering a culture of research at Baptist Health, and provides resources, expertise, education and opportunities for dissemination of research findings.

“Who better than the bedside nurse to know what procedural changes should be made to improve patient care, safety and outcomes?” said Michelle Kirgan, MSN, director of Research & Clinical Trials Operations.

Research specialists working at Baptist Health entities mentor nurses and allied health professionals in research and evidence-based practice. The specialists assist nurses throughout the entire research cycle — from identifying, designing and carrying out the research study to analyzing and publishing the results.

Research specialists also serve as mentors to nurses enrolled in the Nurse Scholar Program and those working on the evidence-based practice component of the Professional Nurse Advancement Program.

Susan Golembeski, Ph.D., assistant vice president, Center for Research & Grants, was Baptist Health’s first research specialist in this model for research support. Her work supporting the Magnet efforts at Baptist and South Miami Hospitals was originally funded by the Center for Excellence in Nursing. Demand for research services grew systemwide and research grants were increasingly awarded. As a result, the Center for Research & Grants was formed in 2006.

“We have grown quickly — from one research specialist to six. We have more than 40 employees dedicated to supporting all aspects of research, some of which is funded by grants,” said Dr. Golembeski.

The Center’s Grants Support team provides a customer-centered approach to identify grant opportunities, submit applications and manage awards. Doctoral-prepared administrators assist physicians with protocol development and clinical trials. Research Compliance ensures adherence to federal regulations. Library Services provides nurses with invaluable research resources. Training and Education offers lunch-and-learn sessions, online education, research rounds, conferences and a Research Fellowship Program.

Promoting Growth and Development

The Center’s Research Fellowship Program is designed to guide Baptist Health nurses and allied healthcare professionals to identify clinical problems and seek the best evidence to support changes in practice. The two-year program aims to foster networks of mutual sharing, prepare participants for research and provide opportunities for professional growth and development. Participants earn CE credits and qualify for a bonus of up to $2,000. The fellowship is open to full-time or part-time employees in clinical positions who have been employed at Baptist Health for six months.

Presenting an Educational Opportunity

The Center will host its Eighth Annual Baptist Health South Florida Research Conference in April. Attendees earn CE credits at the day-long event, which includes a keynote speaker and educational break-out sessions. The conference is open to all nurses and allied health professionals, and is free for Baptist Health employees.

Lifelong Learning Motivates Clinical Educators

“As a nurse, I’ve always had questions,” said Kathy Tryon, R.N., Clinical Learning Educator II. To help answer some of those questions, the 31-year nurse veteran applied and was selected to participate in the Research Fellowship Program offered by the Center for Research & Grants.

Ms. Tryon created the Tryon Hula Hoop Axis Tool — an abstract training tool in the form of a badge buddy that helps nurses and healthcare providers identify the ventricular axis on a 12-lead electrocardiogram. The tool’s creation inspired two research projects. In addition, Ms. Tryon has given two podium and two poster presentations in 2012, and will present her evidence-based project several more times in 2013.

“The process has been very rewarding, and has empowered me,” Ms. Tryon said. “I have encouraged others to apply for the Research Fellowship Program. Lifelong learning is essential to keep us young, motivated and focused.”

In his research project, "The Influence of a Critical Care Educational Program Using a Human Patient Simulator in Developing Skills of Students in Crisis Resources Management,” Specialty Practice Clinical Learning Educator II, Jose Guitian, Ph.D., ARNP, provided evidence of the advantages of simulation in nurse education.

“Nurses learn clinical skills in nursing school, but they don’t learn nontechnical skills such as leadership, communication and teamwork — all crucial skills to be effective during a crisis,” said Dr. Guitian. “Practicing critical situations in a simulation lab can reduce anxiety, resulting in better performance when it counts.”
Nursing Achievements

Publications, Presentations and Research

Poster presentations:
Patricia Alcoser, R.N. Florida AWHONN Conference, Clearwater, 2012.
Mavel Arinal, R.N., Carmen Avila-Quintana, R.N. XIII Pan American Nursing Research Colloquium, Miami, 2012. Will Installation of Medication Cabinets in Medical-Surgical Patient's Room Increase Staff Nurses' Satisfaction of Medication Administration System as Measured by MAS-NAS Without Altering Medication Change Accuracy?
Mari Seidu, R.N. Baptist Hospital Research Conference, North Miami Beach; and XIII Pan American Nursing Research Colloquium, Miami, 2012.

Podium presentations:
Denise Harris, R.N. South Florida Nursing Consortium, Miami, 2012. Fostering Clinical Practice Leadership.

Publications:

Education and Certifications

MSN = Agnes Alexander, MSN, Suzanne Balboa-Saunders, MSN, Demi Barbeito, MSN, Obed Bello, MSN, Raul Botana, MSN, Paula Fonte, MSN, Anthony Gonzalez, MSN, Erika Gonzalez, MSN, Ronye Kreiner, MSN, Ann Levering, MSN, Marjorie Lima, MSN, Tamara Naar, MSN, Lourdes Pastoriza-Posado, MSN, Mariana Povea, MSN, Maday Rufalo, MSN, Elizabeth Ramos, MSN, Regina Russell, MSN, Vanessa Vigo, MSN.
ARNP = India Alcala, AP RN.

Ph.D. = Rebecca Adam, ARNP, Allison Allard, ARNP, Jennifer Leal Beltran, ARNP, Amy Chu, ARNP, Mari DeLeon, ARNP, Barbara Gonzalez, ARNP, Michelle Houellemele, ARNP, Vanessa Leal, ARNP, Kyra Sherburne, ARNP.

NRI = Griselle Diaz, R.N., Julia Velazquez, R.N.

DNP = Becky Montesino, DNP.

Certified International Board-certified Lactation Consultant (IBCLC), Laura Houverns, R.N., Certified Critical Care Registered Nurse (CCRN), Sister Maria Sochima Mogbokwere, MSN, Medical-Surgical Registered Nurse (MSRN), Pricilla Molas, R.N., Certified Pediatric Nurse (CPN), Muri Muc, R.N., Certified Lactation Consultant (CLC), Binay Reynolds, R.N., Certified Nurse Manager Leader (CNML), Linda Simpson, R.N., Certified Cardiovascular Nurse (CCVN) = David Goins, R.N., Michael Robbins, R.N., Melanie Stoia, R.N.


Certified Family Nurse Practitioner (FNP-BC) = Jacqueline Gavin, MSN, Jessica Henry, MSN.


Certified Nurse Operating Room (CNOR) = Faria Idee, R.N., Maria Northerner, R.N., Ruth Ann Osborne, R.N.

Certified Peri-anesthesia Nurse (CPAN) = Terri Mitchell, R.N., Georgina Perez-Campa, R.N., Blanca Talavera, R.N.

Certified Rehabilitation Registered Nurse (CRRN) = Agnes Alexander, R.N., Chiara Salomon, R.N.


Pediatric Nurse Practitioner-Board Certified (PNP-BC) = Demi Barbeito, MSN, Vanessa Vigo, MSN.

Progressive Care Certified Nurse (PCCN) = Marigold Arco, R.N., Dianne Henriquez, R.N.


Registered Nurse, Certified Neonatal Intensive Care (RNIC) = Diane Bajoo, R.N., Karla Norori, R.N.

Professional Awards/Recognition


Vanessa Benavides, R.N., Anelise Berish, R.N., Kris Macalino, R.N., Nancy Wihlen, R.N., received DAISY Award.

Andrea Lavalle, MSN, appointed to Florida Sterling Council Board, September 2012.

Ann Levering, R.N., received University of Miami Academic Excellence Award.

Priscilla Molas, R.N., recognized as Outstanding Alumna for Excellence in Clinical Practice by Far Eastern University.

Rhonda Rodriguez, R.N., named Baptist Children’s Hospital Preceptor of the Year.

Pam Sabatino-Holmes, R.N., named president, local Intravenous Nursing Society Chapter, 2012-2013.

As of December 2012