

•2020•

# Nursing Annual Report

## Year of the Nurse



Lean on Me

Committed  
to YOU

We're here  
for YOU

# MEMORIAL HOSPITAL

And Health Care Center

Sponsored by the Little Company of Mary Sisters - USA



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## About MHHCC

For nearly 70 years, the Memorial Hospital and Health Care Center (MHHCC) caregivers have provided the local area with excellent health care services. Based in Jasper, Indiana, and sponsored by the Little Company of Mary Sisters - USA, Memorial Hospital has grown to serve the residents in eight counties. MHHCC proudly has medical offices located in Bristow, Dale, Ferdinand, French Lick, Holland, Huntingburg, Jasper, Loogootee, Montgomery, Petersburg, Santa Claus, Shoals, and Washington.

Memorial Hospital employs approximately 1,800 individuals and has about 250 physicians and advanced practice providers on the Medical and Associate Medical Staff. Annually, the hospital's staff provides medical care for about 6,600 inpatients, 250,000 outpatients, 29,000 emergency patients, and 850 newborns.

Memorial Hospital offers a comprehensive range of acute medical services in a modern 137-bed facility. The hospital complex, located on 15 acres between 9th Street and 13th Street in Jasper, has nearly 500,000 square feet under roof, including a five-story medical facility, the seven-level LCM Tower, a medical arts building, and several other office buildings.

Our focus on quality patient care has achieved national recognition. In 2020, Memorial Hospital earned the American Nurses Association Magnet Recognition. In 2018, Memorial Hospital received the Malcolm Baldrige National Quality Award. We have been named among the top 5% in the nation for outstanding patient experience the last nine years by Healthgrades®. We have also earned a Double 5-Star Rating: 5 Stars in HCAHPS and 5 Stars in Overall Hospital Quality.

# Nursing Mission, Vision, and Values

## Mission

Provide evidence-based, patient-centered compassionate care through faith, collaboration, and advocacy.

## Vision

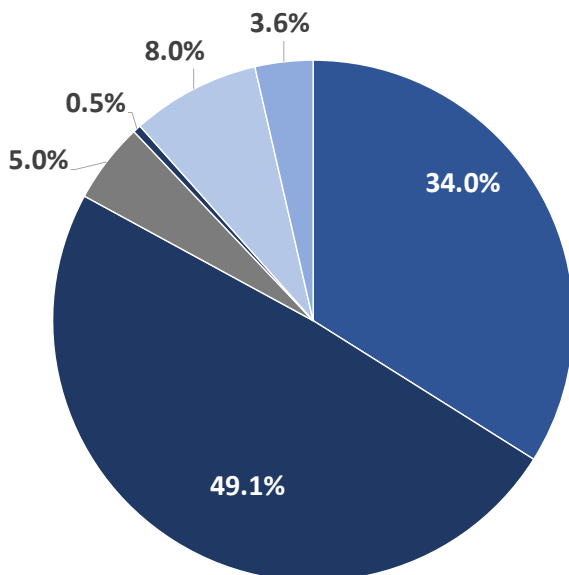
Empowerment and commitment advance nursing practice by providing patient-centered, compassionate care to our communities.

## Core Values

Respect for Human Dignity  
Compassionate Caring  
Stewardship  
Quality  
Justice



## 2020 Nursing by Degree



Of the 572 RNs,

- 195 have an Associate of Science in Nursing (ASN)
- 281 have a Bachelor of Science in Nursing (BSN)
- 27 have a Master of Science in Nursing (MSN)
- 2 have a Doctorate of Practice in Nursing (DNP)
- 46 are Advance Practice Registered Nurses (APRN)
- 21 are Certified Registered Nurse Anesthetists (CRNA)

Of the 422 RNs that are eligible for certification, 235 have earned certification (55.69%).



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## A Message from the Chief Nursing Officer

It is with gratitude that I share the 2020 Nursing Annual Report. What a year 2020 has been! It was the Year of the Nurse and Nurse Midwife – in honor of Florence Nightingale’s 200th Birthday. With the Nightingale celebration, I knew the nursing profession would be in the spotlight; however, little did we know that it would be in the form of a pandemic! As we pass the pandemic’s one-year mark, nurses continue to play a vital role in the fight against Covid-19.

Covid-19 highlighted the importance of nursing, and never before have I heard the general public be more supportive, more complimentary, and more in awe of what nurses do every day. As I make rounds, I am overwhelmed by the dedication and resiliency of our nurses. In spite of being tired and mentally exhausted, nurses keep on providing outstanding care to our patients and the community.

Nurses have been at the forefront in the fight against Covid-19, and our nursing leaders are working tirelessly to ensure safe staffing and the availability of adequate supplies. All nurses are constantly challenged by the never-ending changes created by the pandemic.

In February 2020, MHHCC participated in our first Magnet site visit and received official notification of Magnet designation from the American Nurses Credentialing Center in April 2020. Magnet designation was certainly an exciting event that highlighted 2020. Today, we continue on our Magnet journey by beginning to work on the 2024 Magnet application submission. Magnet designation is an affirmation of the nursing excellence delivered at MHHCC.

The public has ranked nursing as the most honest and ethical profession for the 18th year in a row by the 2020 Gallup poll – I could not agree more with that sentiment! I am extremely proud of how the nursing profession weathered 2020 and am most proud of all our MHHCC nurses who worked through this very challenging year.

As you review the Annual Report, look for our nurses’ accomplishments in 2020 and see how this report displays our nurses in action. I hope you enjoy reading about their inspirational work. I am proud to be a part of the nursing profession and on the MHHCC Team!

Lori Persohn, MSN, RN, NE-BC

A handwritten signature in black ink that reads "Lori Persohn". The script is fluid and cursive.



# Transformational Leadership

Transformational leaders develop a strong vision and advocate for patients and caregivers. The nursing Mission, Vision, and Values align with the organization's Mission, Vision, and Core Values, as well as the strategic plan. All nursing leaders effectively lead change throughout the organization.



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## Magnet<sup>®</sup> Recognition

Memorial Hospital and Health Care Center earned its first American Nurses Credential Center Magnet Recognition on April 23, 2020! The ANCC developed the Magnet Recognition Program to recognize healthcare organizations that provide nursing excellence.

Magnet recognition is the highest national credential for nursing excellence, serving as the gold standard for nursing practice. When MHHCC received the designation, there were 530 Magnet-designated hospitals in the US, reflecting about 8.4% of US hospitals. At the time, MHHCC was the 27th hospital in Indiana to hold this distinction.

While the idea of Magnet has been a long-term goal and vision for MHHCC, the journey gained momentum in 2015. A team conducted a needs assessment, gathered evidence, applied, and wrote the stories. In June of 2019, the document was submitted, and in February 2020, the appraisers came on-site to conduct a three-day site visit.



## Magnet® Recognition, continued

The recognition came after a rigorous application and review process, which included a site visit by four appraisers from the Magnet Recognition Program. The Magnet Recognition Program measures how an organization involves clinical nursing in leadership and decision-making, emphasizing quality, patient care practices, and performance outcomes. It also provides nursing caregivers with tools and training to deliver evidence-based care and drive continual improvement and innovation.



Lori Persohn, MSN, RN, NE-BC, Vice President Patient Services and CNO, and Renae Kendall, MSN, RN, NE-BC, Manager of Nursing Excellence, received official notification from ANCC on April 23, 2020. On this phone call, ANCC also informed MHHCC that they received nine exemplars for outstanding patient experience and nurse-driven patient outcomes.

Earning Magnet recognition is an honor that reaffirms the hard work and dedication from our caregivers and reinforces the core values that guide how we deliver the mission of ‘Being for Others’ every day.

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## The Year of Leadership Growth!

Nursing Leadership at MHHCC experienced many transformations in 2020. With growth comes new ideas and new opportunities.

### **Administration**

In January of 2020, Lori Persohn, MSN, RN, NE-BC became the Chief Nursing Officer and Vice President Patient Services. Lori has been with the organization since 1992, serving in various director roles, with the most recent being the Director of Organizational Excellence.

### **Quality Services**

In January of 2020, Alex Shake, BSN, RN, PCCN accepted the position of Clinical Manager of Quality Outcomes. She has been a clinical nurse in ICU and a Clinical Documentation Specialist. Alex started with MHHCC in 2008.

### **Emergency Department**

In February of 2020, Andrea Brown, BSN, RN transitioned to Emergency Department Clinical Manager. Before this transition, she served as House Supervisor and was a clinical nurse in the ED. She began her career at MHHCC in 2011.



## **Home Care**

In March of 2020, Taylor Hulsman, BSN, RN became the Clinical Manager of Home Care after providing care for patients in their homes for four years. She started her career at MHHCC as a clinical nurse in Pediatrics in 2011.

## **Surgical Services**

In March of 2020, Ben Walker, BSN, RN, Director of Surgical Services, retired after seven years of service to MHHCC.

Susan Ledlow, BSN, MBA, RN, CNOR accepted the Director of Surgical Services position in June of 2020. Susan came to MHHCC from West Virginia with 26 years of Surgery leadership experience.

Amanda Jerger, BSN, RN, CNOR became the Clinical Manager of Surgical Services in September of 2020. Amanda has been with the organization since 1996.

## **Woman and Infant Services**

In December of 2020, Patty Scherle, BSN, RN, RNC-OB, Director of Women and Infant Services (WIS), retired from the director role with 46 years of service to the organization. She transitioned to a position with Perinatal Services and will be reducing her hours. Thank you, Patty, for all of your years of dedication and service to MHHCC, the nursing profession, and your patients.

Erica Arthur MSN, RN, RNC-OB accepted the Director of WIS position and was mentored by Patty during 2020. Erica has been with MHHCC since 1996, serving as Clinical Manager of WIS.

Courtney Maxey, BSN, RN became the Clinical Manager of WIS as Erica transitioned to director in October 2020. She started her nursing career with MHHCC in 2014 as a clinical nurse in WIS.

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# **The Year of COVID**

2020 is the year of the nurse, the year of COVID, the year of uncomfortable new normals, the year of challenges, the year of compassion, the year of resiliency, and the year of heroes.

COVID-19 brought on many challenges that no one could have predicted. MHHCC nurses were heroes and angels every minute of every day, taking care of the most vulnerable patients. What was expected to last a few months lasted an entire year and beyond. MHHCC stepped up to the challenge and put measures in place to ensure nursing and all caregiver's resiliency remained strong.

- Pastoral Care offered Code Lavender to all caregivers at all times as a support mechanism.
- Administration, Finance, and HR approved an extra week of vacation, which was given to all caregivers in May.

# The Year of COVID, continued

- The MHHCC Social Work team offered mental health Zoom check-ins throughout the year for all caregivers.
- Administration, Finance, and HR approved COVID differential to those working in the units most affected by COVID.
- Post-It notes, fliers, and banners were created and hung throughout the organization to uplift and encourage caregivers.
- Appropriate PPE was available to all staff.
- Community members, Administration, and Leadership routinely delivered food and snacks to units throughout the year.
- Caregivers received ongoing support of masks, food, notes of encouragement, and supplies from community members and organizations.
- Employee Assistance Program continued to be available with eight free sessions to each caregiver and family member.
- Vaccine administration was available on-site and doses were available for all caregivers.
- Pastoral Care offered spiritual support around the clock to patients and caregivers.
- Administration and Quality Services were transparent with COVID updates as well as email, intranet, and HUB updates.
- MHHCC facemasks were provided to each caregiver suitable for non-work use.



## COVID Vaccines!!!

Memorial Hospital and Health Care Center started administering phase one of the COVID-19 vaccines on December 18, 2020, in the Medical Arts Conference Center, and the excitement was palpable. Caregivers from MHHCC and area health care organizations were full of hope as they were the first to receive the vaccine.



Sr. Rose Mary Rexing started the opening day of vaccines with prayer. An interprofessional approach was needed to have this clinic run smoothly. Some of the caregivers assisting at the clinics included pharmacists, nurses, CMAs, office personnel, EMTs, leadership, and IT.

By the end of 2020, the clinic had given around 1500 vaccines to our healthcare workers in Dubois and surrounding counties. A heartfelt “thank you” goes out to

the caregivers who worked to ensure the clinic ran seamlessly, and “thank you” to the frontline caregivers who took the time to receive the vaccination and serve as examples to their patients

and communities. A special thanks to Rhonda Schultheis, BSN, RN, CPHQ and Vicki Stuffle, BSN, RN, CEN, TCRN who oversaw the vaccine clinic. What a shining example of 'Being For Others'.



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## Women and Infant Services Receives Certification

In the fall of 2019, MHHCC applied for Level 1 OB Care and Level 2 Neonatal Care. The Indiana State Department of Health surveyed MHHCC Women and Infant Services to evaluate these levels of care in October. In October of 2020, the Maternal and Health Care Division at the Indiana State Department of Health granted MHHCC certification as an Obstetric Level of Care 1 and Neonatal Level of Care 2. This certification is effective for three years.

- Level 1 OB Care: Obstetric and neonatal facilities caring for women with uncomplicated pregnancies and providing primary newborn care to physiologically stable infants.
- Level 2 Neonatal Care: Hospitals providing care to appropriate high-risk maternal patients and special care to infants who are moderately ill with problems expected to resolve rapidly.

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## INspire Hospital of Distinction

In October of 2020, Indiana Hospital Association (IHA) recognized MHHCC Women and Infant Services for their commitment to infant and maternal health. Memorial Hospital earned this recognition based on implementing best practices in key areas that include infant safe sleep and obstetric hemorrhage.

ISDH developed INspire to implement best-practice care for Hoosier moms and babies and to recognize hospitals for excellence in addressing infant and maternal health's critical drivers.





## Structural Empowerment

Structural Empowerment ensures that the policies, procedures, and structures are in place to ensure that organizations fulfill the Mission, Vision, and Core Values. The CNO, nursing leadership, and caregivers work together through shared governance and decision-making processes to establish practice standards. Professional growth is supported as well as community engagement.

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### Kathleen M. Tempel Nursing Scholarship

The 2020 Kathleen M. Tempel Nursing Scholarship was awarded by the Memorial Hospital Foundation to Jessica Bertke, a graduate of Heritage Hills High School, and Ethan Wagler, a Barr Reeve High School graduate. Both recipients plan to major in nursing at the University at Southern Indiana.

This scholarship was created in memory of the late Kathy Tempel, Vice President Patient Services at MHHCC from 2006 to 2010.

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### Tonya Heim Nursing Scholarship

Jill Colvin, BSN, RN, RNC-OB is the 2020 recipient of the Tonya Heim Nursing Scholarship. Tonya Heim was the Vice President Patient Services and Chief Nursing Officer at Memorial Hospital and Health Care Center from 2010 until her retirement in 2019. Jill works as a nurse clinician in Women and Infant Services and is pursuing an MSN degree at Western Governors University.



This scholarship is intended to remove barriers to degree advancement for RN MHHCC caregivers and provide them with financial assistance to advance their degrees to BSNs, MSNs, DNP's, or Ph.Ds. in Nursing.



# Daisy Awards

The family of J. Patrick Barnes started the DAISY Award (Disease Attacking the Immune SYstem). He passed away at the age of 33. His family, touched by the nursing care he received during his illness, created the Daisy Award to respect nurses for their education, skill, brainpower, and caring approach.

## Q4-2019

**Julie Capehart, ASN, RN** was Memorial Hospital and Health Care Center's Q4-2019 DAISY Award Winner. She is a nurse at Memorial Wound Care. Julie is one who goes above the call of duty to see patients achieve wound healing.

The GARDENER winner for Q4-2019 was Kate Hilgeman, Occupational Therapy.



## Q1-2020

**Martha Figueroa, ASN, RN** was Memorial Hospital and Health Care Center's Q1-2020 DAISY Award Winner. She is a nurse on the Post-Surgical Medical Unit. She remains cool and calm in emergencies as well as extends compassion to help patients heal emotionally as well as physically.

The GARDENER winner for Q1-2020 was Becky Seng, Medical Services.



## Q2-2020

**Melanie Graber, BSN, RN** was Memorial Hospital and Health Care Center's Q2-2020 DAISY Award Winner. She is a nurse on Women and Infant Services and goes above and beyond her regular job duties by helping patients and staff on her days off.

The GARDENER winner for Q2-2020 was Rose Schwartz, CNA, Skilled Caring Center.



## Q3-2020

**Connie Fella, BSN, RN-BC** was Memorial Hospital and Health Care Center's Q3-2020 DAISY Award Winner. She is a nurse at Heartland Cardiology and deeply cares for the patients and their long-term success as well as Heartland Cardiology's success.

The GARDENER winner for Q3-2020 was Frannie Brosmer, RVT, RDCS, Cardiac Lab.



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## Nursing Clinical Ladder

In April of 2020, Memorial Hospital recognized 30 of its nurses during the 13th Annual Nursing Clinical Ladder (NCL) awards ceremony. The NCL recognizes nursing caregivers who develop professionally and become highly skilled in their current practice area to achieve positive patient and hospital outcomes. This program is designed to keep dedicated nursing caregivers involved in direct patient care. The NCL is a tiered program using Benner's Novice to Expert Nursing theory and has four levels. Level I is a novice nurse; Level II requires professional certification; Level III requires certification plus achieving the professional development criteria set in the application; and Level IV requires completing Level III plus having a bachelor of science in nursing. The program was developed in 2006, and the first recipients were honored in 2007. Those with an '\*\*' by their name denote they have received the honor each year since 2007.

The NCL team awarded 30 total Level III and Level IV in 2020.

30

The total number  
of Level III and  
Level IV awarded  
in 2020.

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### 2020 Level III NCL Recipient

Brenda Wehr, ASN, RN, CCRP – Cardiac Lab

### 2020 Level IV NCL Recipients

Judy Brockman, BSN, RN, RDCS, RVT, RCIS – Cath Lab

Chasity Broeker, BSN, RN, CNOR – Surgical Services

Rachel Buffenbarger, BSN, RN, PCCN – Critical Care Services

Ashley Clever, BSN, RN, CNOR – Surgical Services (Now IT)

Ellen Burch, BSN, RN, PCCN – Critical Care Services

Donna Eckert, BSN, RN, CPAN – PACU

Abra Eyler, BSN, RN, CNOR – Surgical Services

\*Darlene Goepfrich, BSN, RN, RCIS, CCRN – Cardiac Cath

Micki Gress, BSN, RN, CEN – Cardiac Cath

Abigail Guinn, BSN, RN, RNC-OB – Women and Infant Services

Megan Hall, BSN, RN, CNOR – Surgical Services

## 2020 Level IV NCL Recipients, Continued

Sara Hardin, BSN, RN-BC – Medical Services

Jill Harter, BSN, RN, CNOR – Surgical Services

\*Angie Hasenour, BSN, RN, RNC-OB – Women and Infant Services

Amy Heim, BSN, RN-BC – Heartland Cardiology

\*Dusti Hillyard, BSN, RN, RNC-LNR – Women and Infant Services

Phoebe Kendall, BSN, RN, CEN – Emergency Department

\*Susan Martin, BSN, RN, CEN – Emergency Department (Now Cardiac Cath)

Jennifer Mendel, BSN, RN, PCCN – Critical Care Services

Christy Nalley, BSN, RN, CNOR – Surgical Services

Kristina Oxley, BSN, RN, CPAN – PACU

Katie Pfaff, BSN, RN, RNC-OB – Women and Infant Services

Jillian Schroering, BSN, RN – Resource Team

Abby Seifert, BSN, RN, CMSRN – Medical Services

Mallory Terwiske, BSN, RN, CCRN – Critical Care Services

\*Janet Thomas, BSN, RN, CCRN – Critical Care Services

Dana Verkamp, BSN, RN, ONC – Oncology

Melissa Wagner, BSN, RN, CGRN – Endoscopy

Keri Witte, MSN, RN, CCRN – Cardiac Cath (Now IT)



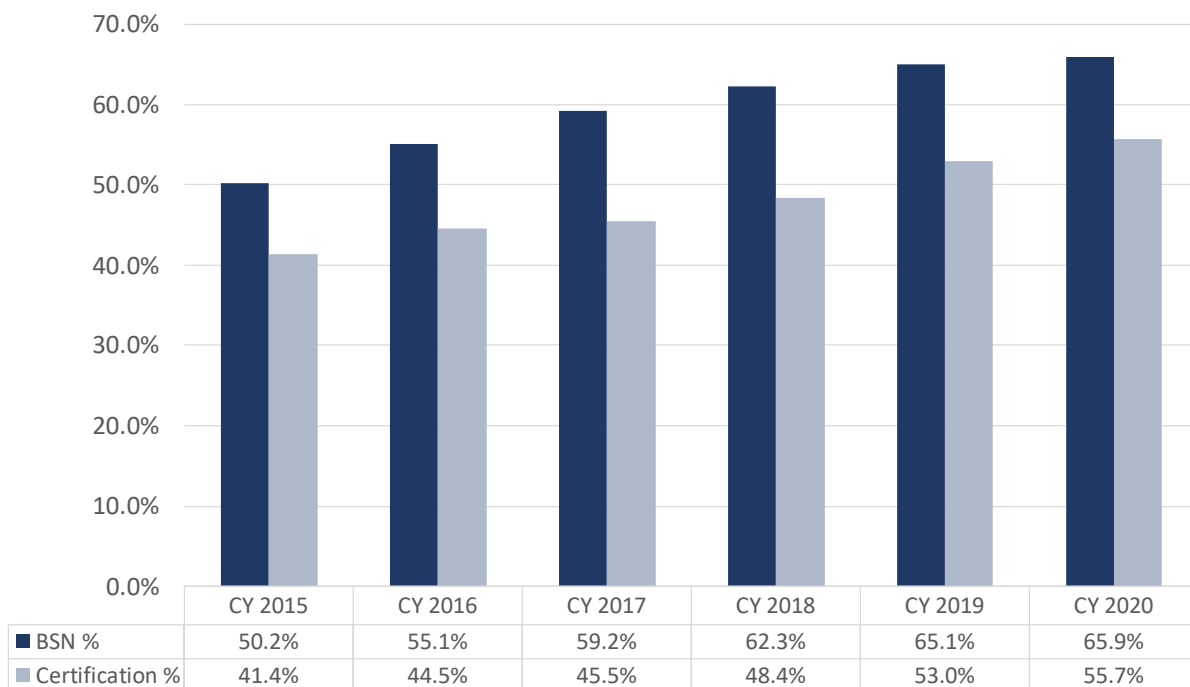
*Level III and Level IV NCL Recipients*

## BSN and Certification

The bar has been raised, the goal has been set, and MHHCC nurses responded positively. The Institute of Medicine set a goal to have 80% of all nurses educated at baccalaureate in science of nursing (BSN) or higher. Patients' health care needs are becoming more complex, and studies have shown that those receiving care from BSN-prepared nurses have decreased mortality, length of stay, falls, and pressure injury rates. In 2020, the total percent of caregivers with BSN or higher continued to increase, with 65.9% of the caretakers having earned BSN or higher by year-end. MHHCC supports caretakers pursuing a higher degree of education through tuition reimbursement and numerous scholarship opportunities.

Certification is another professional development option that is increasing. Becoming certified demonstrates expertise, skill, and knowledge in one's specialty area. It is a way for one to stay engaged in his/her profession and remain aware of the latest evidence-based practice. MHHCC's percentage of eligible certified nurses for the end of 2020 is 55.7%. MHHCC also supports staff who are working on certification in numerous ways, including the availability of continuing education hours, assistance with professional membership dues, assistance in exam payment, and certification differential.

**BSN and Certification Percentage  
2015-2020**





## The Mary Potter Blessing Box

The Mission Committee and Southwest Indiana Chapter of America Association of Critical Care Nurses (AACN) formally introduced the Mary Potter Blessing Box in April of 2020. Since the inception, MHHCC has stocked the shelves with over 408 pounds of nonperishable food and 72 pounds of hygiene products. The members of AACN are excited that this resource is available to our caregivers in times of uncertainty. The Blessing Box is at the entrance of the T-building in the northeast corner. ACCN members Amy Heim, BSN, RN, CV-BC, Clinical Coordinator for Heartland Cardiology, and Ann Steffe, MSN, RN, PCCN-K, Director of Critical Care Services, track the usage and restock the supplies.





# Exemplary Professional Practice

Safe, compassionate care and excellent outcomes are what nursing practice encompasses. Exemplary Professional Practice is looking at the care delivery system to ensure that the care delivered produces quality outcomes. Outcomes are improved when interprofessional teamwork is valued throughout the organization and everyone has an equal voice.

The Nursing Practice Council (NPC) has been actively working on the action plan of Nursing Strategic Plan. NPC meets monthly for four hours and uses a shared governance model to address nursing issues, policies, practices, and changes. The council spends the last two hours of every meeting working on the Nursing Strategic Plan. The group divides into smaller working teams, and each team has a subject matter expert/leader, a trained facilitator, and 8-10 nursing members. Other interprofessional members join the team as ad hoc members.

The teams utilize the following tools to help guide the projects:

- Charters
- Minutes
- Communication Plans
- Agendas
- Monthly Report-Outs
- Project Plans
- Swimlanes
- 5 Why's
- Process Maps
- TOWS
- SIPOCs

## Action Plans Addressed by NPC in 2020

- **There is an I in Team** - Deployed There is an I in Team training to all clinical areas
- **Hospital-Acquired Pressure Injury (HAPI)** - Evaluated HAPI data and implemented measures to decrease HAPI
- **Nursing Bylaws Team** - Reviewed the individual unit and sub-council bylaws and created an overarching set of Nursing Bylaws for nursing at MHHCC
- **Fall Prevention** - Evaluated falls data and implemented measures to decrease falls
- **Needlesticks Prevention** - Evaluated needlestick data and implemented measures to decrease needlesticks
- **Quiet Zone** - Evaluated the nursing environment, determined the need for a relaxation room, and created one on a nursing unit

## MPM Professional Development Day

For the past two years, MPM leadership has coordinated a professional development day, or skills day, for clinical caregivers, providing updates for office and community education, compliance, hands-on skills, best-practice guidelines, and professional development and educational resources. Caregivers, managers, and nurse clinicians who sit on the MPM Practice Council participate in facilitating and providing education during the event. In collaboration with Vincennes University Jasper Campus (VUJC), MPM can utilize the nursing simulation labs and classrooms while students are absent from campus. There is ample time and planning involved with preparing an event for approximately 130 clinical caregivers. Planning starts in October, beginning with ideas presented in MPM Practice Council. These ideas culminate from barriers, challenges, innovation, and projects, as well as best practices with the desire of hardwiring in all the MPM clinics. After MPM Council schedules the event and discusses the topics, the team sends information to all MPM Practice Managers and Directors for approval and buy-in.

This 2020 event, held in March, was a scheduled 4-hour session; 6 different groups rotated through various presentations and stations every morning and afternoon for three days. For example, Vicki Stuffle, BSN, RN, CEN, TCRN, Director of Trauma Services, spoke about Human Trafficking - how patients might present in our clinics and what caregivers should be assessing. Based on caregiver response to this topic, it profoundly impacted them, and they were interested in hearing even more about it at future events. Another great session offered this past year was a Jeopardy game that incorporated phone triage and critical thinking skills. Groups were separated into two teams and competed for candy bars. Caregivers reported it was fun, engaging, and compelled them to 'think outside the box.' Managers, caregivers, HR, and the Marketing department offered up prizes as giveaways for the event. The MPM Leadership team also purchased snacks and drinks as a thank you to caregivers.

## MPM Professional Development Day, continued

A professional development day allowed caregivers to step away from the clinic, join their peers from 28 offices, and engage with one another in a different learning atmosphere. Our ability to offer the professional development day off-site exemplifies the importance of investing time and skill into each MPM caregiver. Providers, Leadership, and Administration support us having this event for our caregivers, and for that, we are blessed. It is often challenging to coordinate staffing and scheduling among all offices, but many worked very hard to ensure that it happens!





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# Advanced Practice Provider Council

Advanced Practice Provider (APP) Council meets monthly and has accomplished many great things over the last several years. Some of the items listed below were a direct result of the subcommittees formed in 2020, and others are products of engagement and advocacy in our profession(s).

- Shared legislative updates and engagement with the Coalition of Advance Practice Nurses of Indiana (CAPNI).
- Integration APP Council Subcommittees assisted in increased communication and collaboration among APPs.
- Transitioned meeting times and integration of using technology for meetings - Zoom.
- Integration of subcommittees provided the ability to work on issues and concerns and not feel as overwhelmed.
- Achieved increased administrative support in collaborating with Vizient (CAP2) clinical teams; collaboration garners direction for APP Council. Director involvement provides assistance, advocacy, and support. CAP2 database for networking and best practices.
- Decrease in APP turnover.
- Increased collaboration has provided more resources for APPs.
- Increased opportunity to educate the community on APPs - Jessica Zehr's, NP, presentation.
- Started conversations in regards to APP representation on APP Council and Committees.
- Expanded access to continuing education credit opportunities with the rollover of CEU funds.
- Deployed a formalized onboarding and orientation process for APPs.
- Improved NP student placement application and process.
- Developed a credentialing process checklist.
- Reviewed and updated APP Council Bylaws.





## New Knowledge, Innovations, and Improvements

New Knowledge, Innovations, and Improvements is nursing's commitment to integrate research and evidence-based practice into daily clinical practice. Nurses are conducting and disseminating research and evidence-based practice while always looking for innovative nursing care methods.

### Proning to Improve Patient Outcomes

An interprofessional team consisting of Jenna Bedwell, BSN, RN; Rachelle Buffenbarger, BSN, RN; Margaret Buechler, RRT, AS; Lauren Ebenkamp, BSN, RN; Mariah Moeller, BSN, RN; Brooke Nichter, BSN, RN, PCCN; Brianna Scherle, BSN, RN; Abby Schmitt, MSN, RN-C; Cindy Starling, MSN, RN, CCRN-K; and Ann Steffe, MSN, RN, PCCN-K evaluated the evidenced-based benefits of prone and lateral positioning of COVID-19 patients. The team found that proning significantly decreases the need for supplemental oxygenation and improves patient outcomes for non-intubated patients with Adult Respiratory Distress Syndrome or COVID-19. The

**\* See your health care provider first for condition management. Use this "Self-Prone Positioning" information to supplement your treatment plan for at-home care of COVID-19.**

#### Patient Information "Self-Prone Positioning"

These instructions are for patients who have been advised to follow "Self-Prone Positioning". Prone means to position your body so you are lying on your stomach.

Please try to not spend a lot of time lying flat on your back. Lying on your stomach and in different positions will help your body to get air into all areas of your lungs with the goal to improve your condition.

It is recommended to self-adjust and change your position as often as needed for comfort. Alternate from prone, to partial-prone, and side lying positions as tolerated. Please note sitting up is better than lying on your back:

1. It is best to wait at least 60 minutes after eating to prone.
2. Maintain the prone position as long and as often as you can tolerate.
3. The goal is to prone or partial-prone a minimum of 30 minutes to 4 hours, 2-4 times per day.
4. Adjust the head of bed and pillows as necessary for comfort.
5. Let your caregiver know of any discomfort or skin areas/bony prominences where you are feeling added pressure.

The prone (flat on stomach) position is found to be very beneficial. Rotate side to side or sitting up to stay comfortable. See the following pictures reflecting positions that are ideal.

Flat on stomach (prone)

Right side-lying

Left side-lying

Sitting up, 30-60 degrees

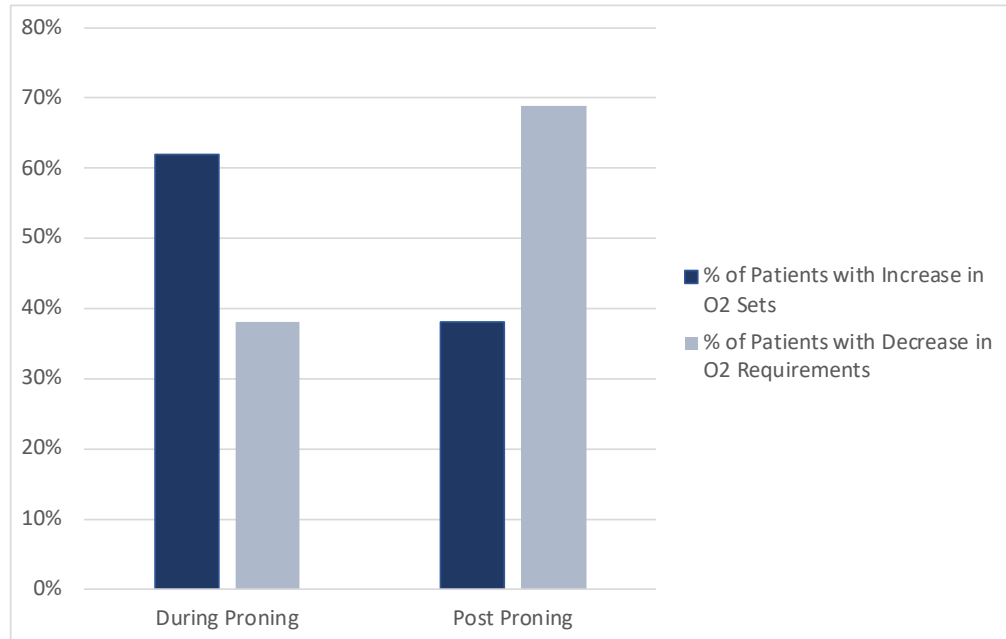
MEMORIAL HOSPITAL  
A part of the University of Illinois Health System

11/2020

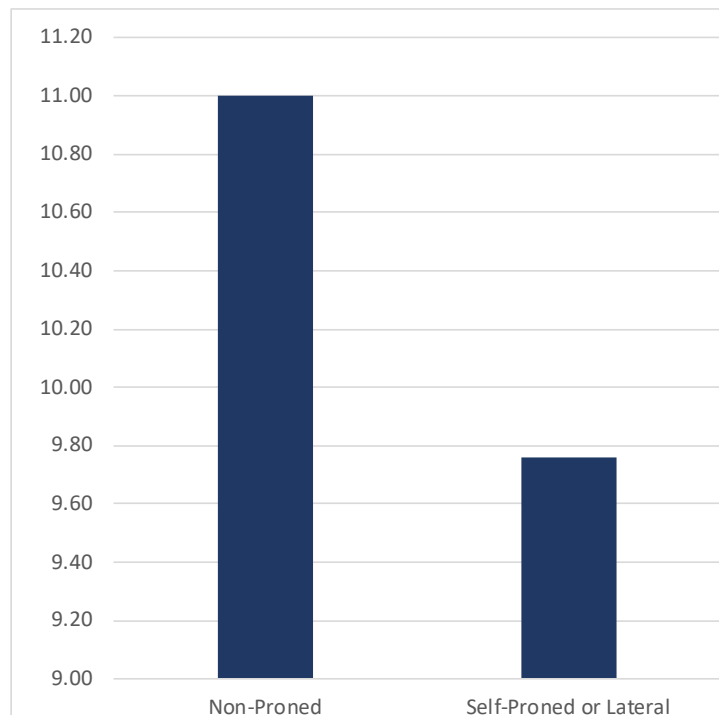
interprofessional team then developed proning guidelines and practices at MHHCC for COVID-19 patients and began proning in August of 2020. Over two months, 74% of the non-intubated COVID-19 patients lied prone or lateral during their treatment. The team noted a decrease in supplemental oxygen in 69% of cases, 62% showed improved oxygen saturation while lying prone, 38% saw an increase in oxygen saturation post prone positioning. Thirty-three percent of patients who refused to prone required intubation. The average LOS also decreased from 11 days to 9.76 days. The policy, results, and benefits were disseminated to all caregivers and patients to improve COVID-19 outcomes.

The team also created patient education for dissemination to the Emergency Department, Urgent Care, Medical Services, MHHCC COVID drive-thru testing site, provider offices, and other outpatient services who encounter COVID-19 patients. The information was also integrated into the discharge packet to encourage the continuation of self-proning at home to optimize a full recovery.

### Change in O2 Requirements and Saturation of COVID-19 Patients Who Self-Proned and Lateral Positioned



### Average LOS of COVID-19 Patients: Non-Proning vs. Proning



## Research Dissemination

Gaining knowledge from other organizations can have a powerful impact on how one practices, so does sharing knowledge. MHHCC provides financial support for clinical nurses to attend annual conferences to share research and best practices. While COVID-19 impacted most conferences, it did not affect our ability to have our annual Interprofessional Poster Fair. MHHCC held its 6th Annual Interprofessional Poster Fair via Zoom in December 2020. Nine posters were submitted, and over 50 caregivers attended virtually. The Poster Fair was also recorded for others to view later.

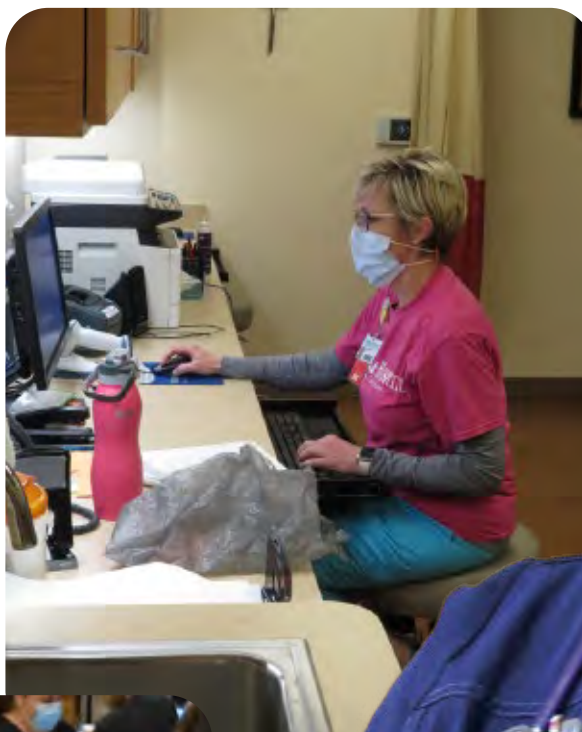
Sharing Our Knowledge					
Date	Speaker	Topic	Type	Event	Where
12.7.20	Darlene Goepfrich, BSN, RN, CCRN, RCIS	PCI Quality Measures	Poster	MHHCC Poster Fair	Jasper, IN
12.7.20	Dr. Gregory Carter, Ph.D., RN (IU)	HIV Risk/Literacy Among People of Color	Poster	MHHCC Poster Fair	Jasper, IN
12.7.20	Amy Heim, BSN, CV-RN	Food Insecurities Among Caregivers	Poster	MHHCC Poster Fair	Jasper, IN
12.7.20	Andy Hagedorn	Solar Power Savings	Poster	MHHCC Poster Fair	Jasper, IN
12.7.20	Jenna Bedwell, BSN, RN	Self-Prone of Non-Intubated COVID-19 Patients	Poster	MHHCC Poster Fair	Jasper, IN
12.7.20	EBNPC- Katie Begle, BSN, RN Jill Colvin, BSN, RN Brooklyn Harris, BSN, RN Michele Messmann, MSN, RN, CEN Abby Schmitt, MSN, MED SURG-BC Cindy Starling, MSN, RN, CCRN-K Kate Willegal Russ, DNP, RN	Hypoglycemia Care Improvements	Poster	MHHCC Poster Fair	Jasper, IN



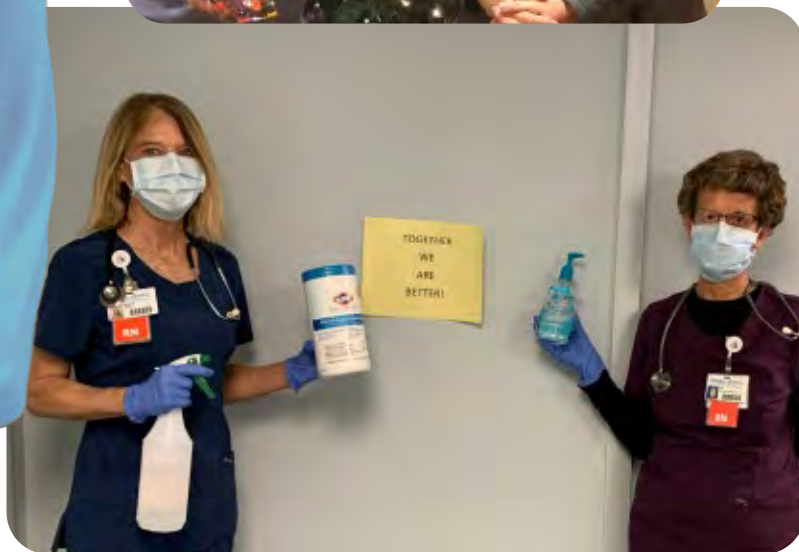
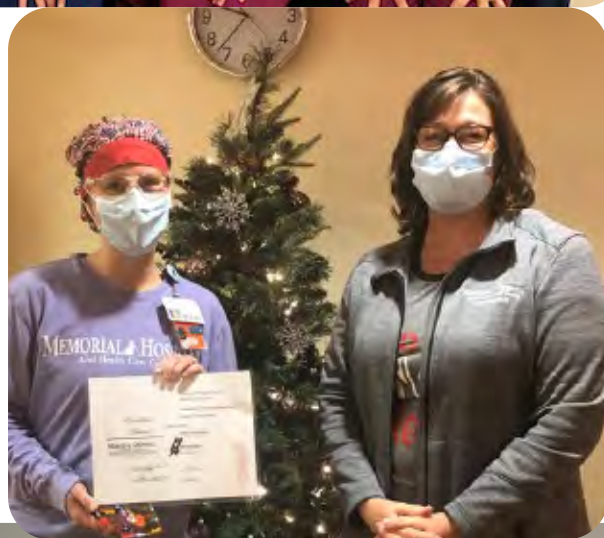
## Sharing Our Knowledge

Date	Speaker	Topic	Type	Event	Where
12.7.20	Jessica Zehr, FNP Jill Kidwell, MHA	Advanced Practice Provider Evaluation	Poster	MHHCC Poster Fair	Jasper, IN
12.7.20	Dr. Alex and Dr. Ramgobin, PG Y-2 MD and Team	Antibiotic Use in Primary Care	Poster	MHHCC Poster Fair	Jasper, IN
12.7.20	Darla Niehaus, RN, AMB-BC	RN Visits for HTN in Primary Care	Poster	MHHCC Poster Fair	Jasper, IN











### **Mission**

Christ's healing mission of compassion empowers us to be for others through quality and excellence.

### **Vision**

We are committed to being the preferred health and wellness provider; transforming lives through faith-based, compassionate care.

### **Core Values**

Respect for Human Dignity • Compassionate Caring • Stewardship • Quality • Justice

*Closer to you.*

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**And Health Care Center**

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