

Nurse Leaders: Inspiring Resilience, Driving Innovation, and Cultivating Collaboration

Annual SWPONL Conference
September 2-3, 2021
Nemacolin Woodlands Resort

Southwestern Pennsylvania
Organization of
NURSE LEADERS 
SWPONL

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Nurse Leaders: Inspiring Resilience, Driving Innovation, and Cultivating Collaboration

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Dear Colleagues:

Welcome to the 42nd Annual Southwestern Pennsylvania Organization of Nurse Leaders (SWPONL) Education Conference! As nurse leaders living through one of the most challenging years for healthcare and the country, your day-to-day heroism has been amazing. We are excited that you have joined us to learn, share ideas and be energized at the 2021 conference: "Nurse Leaders: Inspiring Resilience, Driving Innovation, and Cultivating Collaboration."

Your SWPONL's Education and Membership Committee have planned a conference that will exceed your expectations. National and local experts will challenge us and help us with tools for the future. The conference will start with our keynote speaker, Ron Culberson, who will set the stage to challenge us to view things from new perspectives. Based on your feedback, a panel discussion will be held each day. The first panel will focus on technology and the second will focus on the new "Future of Nursing Report." New for this year, we will have local nurses and nurse leaders who will share lessons learned and ideas that have developed from the pandemic. We will end our conference with a presentation that will ignite us to transform the nursing profession. Returning based on your feedback are posters and prizes!

Networking is encouraged, however, it is going to look and feel a little different this year because we want you to be safe. Masking and other infection control practices are required.

Please take time throughout the conference to talk with sponsors who have generously supported our conference. This is an ideal opportunity to learn about cutting edge programs and technologies for better patient outcomes.

We encourage networking to continue after the conference and if you are not currently a member of SWPONL, we invite you to join us and to enjoy the benefits throughout the year. You get two memberships in one: PONL and SWPONL.

The Education Committee, the SWPONL Board, and I realize this may be the first conference you have attended post pandemic and we appreciate your participation and cooperation with infection control practices. We are here for you. Thank you for all you do every day!

Enjoy the conference.

Sincerely,

Jill Marie Larkin

Jill Marie Larkin, RN, MSN, MBA, DNP, CMQ/OE
SWPONL Chair

SWPONL Mission

To support the professional development of nurse leaders through collaboration, advocacy and education.


SWPONL Vision

To position nurse leaders to influence the future of healthcare in Southwestern Pennsylvania.

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In Recognition of Dedication in the Planning of the 2021 SWPONL Conference

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Director Organizational Development, Nursing
Education & Research/ANCC Pathway to Excellence
UPMC East and UPMC McKeesport



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Unit Director, SDS/PACU
UPMC Children's Hospital of Pittsburgh



Regina Davin, MSN, RN
Associate Nurse Executive
Washington Health System



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Director Capacity Management
Director Transfer Center
AHN Allegheny General Hospital



Laura Fennimore, DNP, RN, NEA-BC
Professor
University of Pittsburgh



Laura Lincoln, DNP, RN, CMSRN, NE-BC
Nursing Manager
AHN Allegheny General Hospital



Mary Mantese, DNP, RN, CENP
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Associate Chief Nursing Officer
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Advanced Clinical Education Specialist
UPMC Mercy



Michele Prior, MSN, RN
Advanced Practice Nurse
AHN Allegheny General Hospital



Deborah Schweitzer, MSN, RN-BC
Unit Director Medical Cardiology
UPMC Presbyterian Shadyside Hospital



Aimee L. Boeltz, DNP, RN, CCRN, NE-BC
Senior Director of Clinical Operations
ICU Service Center
UPMC



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Director of Nursing
Allegheny Health Network



Robin Weaver, PhD, RN, CNE
Coordinator RN-BSN Program
California University of Pennsylvania



Rebecca Weiss, MSN, NPD-BC, CEN, CCRN-K
Programmatic Nurse Specialist/Sepsis Coordinator
UPMC Shadyside

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Acute Clinical Services
UPMC Children's Hospital of Pittsburgh



Amy Bridgman, MSN, RN, NPD-BC, CPN
Advanced Clinical Education Specialist
UPMC Children's Hospital of Pittsburgh



Diane Cancilla, MSN, RN, NEA-BC
Unit Director Radiology
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Susan Gallant, DNP, MHA, RN, CCM
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UPMC Health Plan



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Unit Director Adult ICU
Magee Women's Hospital of UPMC



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Nurse Manager, Per Diem Pool
AHN Allegheny General Hospital



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Manager, Care Management, Clinical
Training and Development
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Emily Snider, MSN, RN, CBC
Clinical Advisor, NDNQI
Press Ganey



Shelley Watters, DNP, RN, NE-BC
Director, Cultural Excellence
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Conference Details

Panel Session

Panel Discussions are one of the most anticipated sessions at the SWPONL Conference. Based on attendee feedback, this year we will offer two exciting panel presentations. Both panels will feature experts from various institutions across the area and will offer ample time for Q&A.

Panel 1: Leveraging Technology to Drive Innovation: Blogs, Vlogs, Podcasts, Animation Videos, Micro Learning, Virtual Platforms, and National Trends will be an interactive discussion on leveraging technology to transform health care.

Panel 2: The Future of Nursing: Inspiring Nurse Leaders will feature nurse leaders from across the region who will review the future of nursing report, and discuss what it will mean to all of us.

Podium Presentations Session

This is a new feature for the 2021 SWPONL Annual Conference. In addition to the exciting poster presentations, the program will include podium presentations in order to provide an opportunity to learn and engage with nursing leaders and experts within the Southwestern Pennsylvania region. Priority for lectures were given to those who addressed the creative process and advancements implemented during the recent COVID-19 pandemic and the theme: "Nurse Leaders: Inspiring Resilience, Driving Innovation, and Cultivating Collaboration." Presentations will provide content on a focused topic related to nursing leadership, quality and safety, and/or education and innovation.

Posters

Posters will represent new ideas and programs to improve patient care and patient care delivery, developed by individuals and organizations within the Southwestern Pennsylvania healthcare region. A dedicated session will feature the top three posters in each category with an oral presentation.

All accepted poster abstracts will be provided to attendees in advance in an online format. Additionally, all poster abstracts titles/authors will be listed in the conference program, and the complete poster will be printed and distributed to all conference attendees.

Please see pages 12 - 15 for the Posters.

Exhibits

Please visit our sponsors and exhibitors in the exhibit hall during the conference. They help to support this important educational activity for SWPONL.

Conference App

To enrich your experience at the SWPONL 2021 Conference, we have secured an event app. The event app provides easy access to the conference schedule, session details, speaker information, posters, the ability to connect with other attendees, reminders, and sponsor links. The instructions to download will be provided in advance of the conference.

Conference Registration

Registration for the SWPONL 2021 Conference is currently closed.
Please contact the SWPONL office at swponlhq@gmail.com or 412-344-1414
if you need assistance or if you have any questions.

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Conference Program

WEDNESDAY, SEPTEMBER 1, 2021

4:00PM - 7:00PM Early Registration

THURSDAY, SEPTEMBER 2, 2021

7:00AM - 8:30AM Registration, Continental Breakfast and Visit Exhibits

8:30AM - 8:45AM

Opening Remarks / SWPONL Chair Welcome
Jill Marie Larkin, RN, MSN, MBA, DNP, CMQ/OE
SWPONL Chair
Senior Director of Strategic Initiatives
UPMC, Center of Nursing Excellence
Pittsburgh, Pennsylvania



Dawn Klejka, DNP, RN, NPD-BC
Chair, Education Committee
Director Organizational Development, Nursing Education and Research
ANCC Pathway to Excellence Program Director
UPMC East and UPMC McKeesport
Pittsburgh, Pennsylvania



8:45AM - 9:45AM

Opening Keynote Presentation: If Not Now, When?
Ron Culberson, MSW, CSP, CPAE
Speaker, Author, Humorist
Nellysford, Virginia




9:45AM - 10:15AM Refreshment Break and Visit Exhibits

(Program continues on the following page)

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THURSDAY, SEPTEMBER 2, 2021 (Continued)

10:15AM - 11:45AM Leveraging Technology to Drive Innovation: Blogs, Vlogs, Podcasts, Animation Videos, Micro Learning, Virtual Platforms, and National Trends

Moderator:

Joy Peters DNP, RN, MSN, MBA, NEA-BC
Chief Nursing Officer
Jefferson Hospital and Canonsburg Hospital
Allegheny Health Network
Pittsburgh, Pennsylvania



Panel:

Kristy Chunta, PhD, RN, ACNS, BC
Doctor of Philosophy
Professor
Department of Nursing and Allied Health Professions
Indiana University of Pennsylvania
Indiana, Pennsylvania



Sandra Hlipala, RN, MSN
Director of Inpatient Services
Washington Hospital Healthcare System
Washington, Pennsylvania



Erin Kelly, MBA
Director, Integrated Communications & Content Strategy,
Center for High-Value Health Care
UPMC Health Plan
Pittsburgh, Pennsylvania



Zachary Perpetua, MSN, RN, CMSRN, CNL
Clinical Education Specialist
UPMC Passavant
Pittsburgh, Pennsylvania



Kyle Walkiewicz, RN, MSN
Clinical Education Specialist
UPMC
Pittsburgh, Pennsylvania



11:45AM - 12:45PM Lunch

12:45PM - 1:45PM Poster Session

1:45PM - 2:15PM Refreshment Break and Visit Exhibits

(Program continues on the following page)

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THURSDAY, SEPTEMBER 2, 2021 (Continued)

2:15PM - 3:45PM Podium Presentations (see page 11)

3:45PM - 6:00PM Free Time to Enjoy the Resort

6:00PM - 7:15PM Reception

FRIDAY, SEPTEMBER 3, 2021

7:00AM - 8:15AM Continental Breakfast and Visit Exhibits

8:15AM - 8:45AM **SWPONL Updates and Passing of the Gavel**
Jill Marie Larkin, RN, MSN, MBA, DNP, CMQ/OE
SWPONL Chair
Senior Director of Strategic Initiatives
UPMC, Center of Nursing Excellence
Pittsburgh, Pennsylvania



This is an opportunity to hear updates about SWPONL, committee reports, goals and projects to help foster the professional growth of nurses and nurse leaders.

8:45AM - 9:00AM **Opening Keynote Presentation: Tough Times Don't Last, But Tough Teams Do**
Heather L. Ambrose, DNP, RN, NEA-BC, CENP, CPN
Director of Nursing
UPMC Magee-Womens Hospital
Pittsburgh, Pennsylvania



(Program continues on the following page)

Continuing Education Credits

SWPONL and the University of Pittsburgh School of Nursing are collaborating to present this learning activity. Continuing education contact hours will be awarded to nurses participating and completing the evaluation tool. The exact number of contact hours will be announced shortly. The University of Pittsburgh School of Nursing is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

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FRIDAY, SEPTEMBER 3, 2021 (Continued)

9:00AM - 10:30AM Expert Panel: The Future of Nursing: Inspiring Nurse Leaders

Moderator:

Heather L. Ambrose, DNP, RN, NEA-BC, CENP, CPN

Director of Nursing

UPMC Magee-Womens Hospital

Pittsburgh, Pennsylvania



Panel:

Jo Clark, MA, BSN, RN

Vice President, Value Based Care

Highmark Health

Pittsburgh, Pennsylvania



Traci M. Fick, DNP, RN, NEA-BC

Vice President of Patient Care Services

Excelsa Frick and Excelsa Westmoreland Hospital

Greensburg, Pennsylvania



Lynn C. Kosar, MSN, RN, NEA-BC

Chief Nursing Officer

Forbes Hospital

Allegheny Health Network

Monroeville, Pennsylvania



Stacey-Ann Okoth, DNP, MBA, MSN, RN, NEA-BC

Vice President, Patient Care Services

Chief Nursing Officer

UPMC Altoona & UPMC Bedford

Altoona, Pennsylvania



Diane Puccetti, RN, BSN, MS

Vice President & Chief Nursing Officer

St Clair Health

Pittsburgh, Pennsylvania



10:30AM - 11:00AM Refreshment Break and Visit Exhibits

11:00AM - 11:30AM Podium Presentations (see page 11)

11:30AM - 12:00PM Closing Keynote: Use The Story as Your Fuel

Jill Marie Larkin, RN, MSN, MBA, DNP, CMQ/OE

SWPONL Chair

Senior Director of Strategic Initiatives

UPMC, Center of Nursing Excellence

Pittsburgh, Pennsylvania



12:00PM - 12:30PM Conference Recap, Announcement of Raffle Winners and Adjournment

Thursday, September 2, 2021

It Takes A TEAM: Building a Centralized Telemetry Unit in Under 30 Days

Lisa Donahue, DNP, RN, CPPS

Shawn Hennen, MSN, RN, CMSRN

Nicolette C Mininni, BSN, RN, MEd, CCRN-K

Radune Mautz, BSN, RN, MSM

UPMC Shadyside

Rising to the Task – Staff Resiliency During a Pandemic

Angela Brown, RN, MSN, NE-BC

Taylor Criste, RN, BSN, CCRN, CMC

Allegheny General Hospital of Allegheny Health Network

An Innovative and Collaborative Approach to Enhance Professional Development

Laura Fennimore, DNP, RN, NEA-BC, FAAN

UPMC Health Plan

University of Pittsburgh

Susan Gallant DNP, MHA, RN, CCM

UPMC International

Jennifer Shoup, MSN, RN, CCM

UPMC Health Plan

Transition of a Hospital Based Birth Doula Program Through Innovative Collaboration

Beth Quinn, MSN, RNC-MNN

Melissa Young, MSN, RNC-OB

UPMC Magee-Womens Hospital

The Ideal Story: Powering Innovation Through Collaboration and Creativity

Jessica Carlson, RN, MSN

UPMC Innovation Center

**Impact of COVID-19 on Continuous Renal Replacement Training for Intensive Care Nurses:
a Collaborative Multi-Hospital Approach**

Latasha Kast MSN, RN, CCRN, CNL

AHN Canonsburg

Anne-Marie Hinish, MSN, RN, CCRN-K

UPMC Mercy

Courtney Nyoh, MSN, RN, CCRN-K

UPMC Presbyterian

Friday, September 3, 2021

Telemedicine Usage in the Intensive Care Unit:

A Descriptive Analysis of Nursing Acceptance, Mortality and Length of Stay

Jeffrey Bomba, DNP, MBA, MSN, RN, NE-BC

AHN Jefferson Hospital

**Keeping Staff and Patient Safe in a Behavioral Health Hospital
During a Pandemic of a Highly Contagious Disease**

Camellia Herisko, DNP, MSN, RN, PMHCNS-BS, CRNP

UPMC Western Psychiatric Hospital

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SWPONL 2021 CONFERENCE POSTERS

NURSING LEADERSHIP

Happy Staff, Happy Graph: Associations Between Quality and Business Outcomes

Lauren Christy, Melanie Smith-Fortney, Benjamin Morrow

UPMC Presbyterian, Pittsburgh, PA

Press Ganey Nurse Excellence Survey:

Statistical Methods to Achieving National Benchmarks Using the Moneyball Theory

Lauren Christy, Melanie Smith-Fortney, Benjamin Morrow

UPMC Presbyterian, Pittsburgh, PA

Implementation of a Just Culture Framework on a Telemetry Nursing Unit

Laura Lincoln

Allegheny General Hospital, Pittsburgh, PA

Nurse Manager Span of Control and Its Effects on Registered Nurses

Stacey-Ann Okoth^{1,2}, Diana Behling¹, Nancy Sweeney¹

¹Old Dominion University, Norfolk, VA, ²UPMC, Pittsburgh, PA

Increasing Patient Access to Healthcare Providers through Tele-health

Beth Quinn, Rebecca Lavezoli, Maribeth McLaughlin, Heather Ambrose

UPMC Magee-Womens Hospital, Pittsburgh, PA

Let's Talk About It: Decreasing Fall Occurrence by Improving Communication of Fall Risk Status

Alexandra Crowley, Miranda Crum, Benjamin Morrow, Sarah Ortenzo, Kristy Stewart

UPMC Presbyterian, Pittsburgh, PA

Making an Impact: The Ongoing Benefits of a New Graduate Nurse Rotation Program

Marissa Darnay, Nicolette Corrado, Catherine Green, Jennifer Parrotte

St. Margaret, Pittsburgh, PA

Implementation of a Surge Unit

Brittany Sheets, Heather Ambrose, Eric Schnur, Jill Young-Hague

UPMC Magee-Womens Hospital, Pittsburgh, PA

Beyond the Patient Experience: Decreasing Left Without Being Seen and Against Medical Advice in an Obstetric (OB) Triage - Emergency Department

Emily Snider, Heather Ambrose, Eva Rosen, Michael England

UPMC Magee-Womens Hospital, Pittsburgh, PA

Central Workforce Staffing Center:

Strategic Redeployment of Staffing Resources in Response to COVID-19 Pandemic

Lauren Gorman¹, Jill Larkin², Sara Martin Cua², Holly Lorenz²

¹UPMC Corporate Nursing, Pittsburgh, PA, ²UPMC Center for Nursing Excellence, Pittsburgh, PA

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QUALITY AND SAFETY

Does an Educational Intervention Improve Screening and Timely Antibiotic Use in Treatment of Sepsis

Cheryl Panza

Monongahela Valley Hospital, Monongahela, PA

Saving Every Patient-1 at a time! (SEP-1 Early Management Bundle, Severe Sepsis/Shock)

Katherine McConnell, Betsy Tedesco

UPMC Passavant, Pittsburgh, PA

Implementation of a Simulation-Based Training to Improve Staff Competence in Medical Emergencies

Lauren Piper

UPMC McKeesport, McKeesport, PA

Creation of an Opioid Stewardship Committee (OSC) to Focus on Patient Safety During the Opioid Pandemic

Katherine McConnell, Alexis Burke

UPMC Passavant, Pittsburgh, PA

PAD It PPI in the Neuro Trauma ICU: Pressure Attenuating Dressing in Time to Prevent Pressure Injury

Teresa Lucchetti, Joseph Darby, Karen Nigra, Katherine Spiering, Thomas Moore

UPMC Presbyterian, Pittsburgh, PA

Managing Clozapine-Induced Constipation in a Long-Term Structured Residence for Adults with Serious Mental Illness

Lori Arbutiski, Ana Lupu, Andreea Temelie, Roy Chengappa

UPMC Western Psychiatric Hospital, Pittsburgh, PA

Support Education: Roles of a Health System's Simulation Center During a Pandemic

Lisa Atkinson

Washington Health System, Washington, PA

Condition M: Designing a Campus Specific Behavioral Health Crisis Response Team

Kimberly Baker, Jill Bertoty, Leslie Cairns, Donald Charley, Priya Gopalan, Laura Hunsberger, Ben Morrow, Alice Mullinary, Staci Saunders, Melanie Smith-Fortney, Gena Walker

UPMC, Pittsburgh, PA

Evaluating the Impact of a Customizable Nurse Call System on Driving Clinical Transformation Through the Hardwiring of an Hourly Rounding Process

Staci Mondell¹, Rebecca Mitchell-Perry², Dan Li¹

¹University of Pittsburgh, Pittsburgh, PA, ²UPMC East and McKeesport Hospitals, Monroeville, PA

Establish A Care Coordination Plan for High Need/High-Cost Utilizers in the Emergency Department

Bridgett Trump

California University of Pennsylvania, California, PA, Washington Health System Greene, Waynesburg, PA

The Importance of Bedside Leaders: A Fall Prevention Initiative

Caitlin Konieczka, Jessica Zelcs, Tammy Barker-Fleming, Sarah Ortenzo

UPMC Presbyterian, Pittsburgh, PA

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QUALITY AND SAFETY (continued)

Sustained Achievement: Decreasing Urinary Catheter Utilization and CAUTIs through Focused Education on an Orthopedic Unit.

Alyssa Sypolt¹, Lisa Welsh¹, Donna Devitto¹, Joon Lee²

¹UPMC Presbyterian, Pittsburgh, PA, ²School of Medicine, University of Pittsburgh, Pittsburgh, PA

Sustained Achievement: Reducing Hospital Readmissions Through Post-Discharge Phone Calls for Post-operative Otolaryngology Patients

Cheryl Kleer¹, Colleen Cochenour¹, Elizabeth Ciardi¹, Carol Scholle¹, Darlene Lovasik¹, Eric Wang²

¹UPMC Presbyterian, Pittsburgh, PA, ²School of Medicine, University of Pittsburgh, Pittsburgh, PA

EDUCATION AND INNOVATION

Perioperative Pediatric Nursing Professional Development Initiative

Tracey Young

West Penn Hospital, Pittsburgh, PA

Implementation of Elastomeric Mask Program for Cost Effective Respiratory Protection During a Pandemic

Sricharan Chalikonda, Hope Waltenbaugh, Sara Angelilli, Tiffany Dumont, Nino Servello,

Tim Sauber, Rahpael Diaz-Garcias

AHN, Pittsburgh, PA

Introducing SAM: A Skills Acquisition Model for Nursing Orientation

Carrie Jeffery, Amy Bridgman, Donna Weyant, Kimberly Nelson

UPMC Children's Hospital of Pittsburgh, Pittsburgh, PA

The Effectiveness of a Mentoring Program to Address Nurse Retention and Turnover in the Acute Care Setting

Catherine Doerfler

Allegheny General Hospital, Pittsburgh, PA

Cultivating Collaboration for an Evidence Based Practice Organization While Mentoring and Driving Innovation at the Bedside

Judith Tinelli, Emily Wickline, Jennifer Parrotte

UPMC St Margaret, Pittsburgh, PA

Decreasing Length Of Stay During The COVID-19 Pandemic Positively Impacts Patient Outcomes In The Postpartum Setting

Rebecca Lavezoli¹, Beth Quinn¹, Gysella Muniz Pujalt², Heather Ambrose¹, Catherine Thomas¹, Maribeth McLaughlin¹

¹UPMC Magee-Womens Hospital, Pittsburgh, PA, ²UPMC Children's Hospital of Pittsburgh, Pittsburgh, PA

Respite Rooms: An Innovative Approach to Enhance Nurse Resiliency with COVID-19 Burnout

Melanie Smith-Fortney¹, Sandra Rader¹, Shelley Watters¹, Lisa Donahue¹, Amy McLaughlin²,

Sherri Jones², Jesse Callaro³

¹UPMC Presbyterian Shadyside, Pittsburgh, PA, ²UPMC Shadyside, Pittsburgh, PA, ³UPMC Presbyterian, Pittsburgh, PA

Collaborating with Nursing Council Members To Cultivate Hourly Rounding Best Practices

Sharon Hanchett, Sherri Jones, Katie Falcioni, Kristen George, Karen Urban, Amy McLaughlin

UPMC Shadyside, Pittsburgh, PA

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EDUCATION AND INNOVATION (continued)

Excellence During Distancing: New Nurse Transition to Practice Program During COVID-19

Jennifer Hicks, Jennifer Parrotte

UPMC St. Margaret, Pittsburgh, PA

Empowering Nurses Through an Innovative Competency Assessment Model

Catherine Green, Kendallyn White

UPMC St. Margaret, Aspinwall, PA

Improving Transition to Practice Orientation for Nurses in the Progressive Care Setting

Kristen Lutz

UPMC Passavant, Pittsburgh, PA

Advocacy Through Discussions

Jennifer Hicks, Jennifer Parrotte

UPMC St. Margaret, Pittsburgh, PA

Transforming Nursing Orientation During a Pandemic

Tiffany Conlin¹, Nancy Miller², Katharine Sebesta³, Feather Bacher²,

Catherine Green⁴, Dawn Klejka⁵, Jeannine DiNella¹, Beth Augustine⁶, Melissa Cade⁶

¹UPMC Presbyterian, Pittsburgh, PA, ²UPMC Shadyside, Pittsburgh, PA, ³UPMC Mercy, Pittsburgh, PA, ⁴UPMC St. Margaret, Pittsburgh, PA,

⁵UPMC East, Pittsburgh, PA, ⁶UPMC, Pittsburgh, PA

Nurses' EBP Beliefs in a Community Hospital System: A Comparative Analysis

Deborah Lewis, Jessica Love, Tammy Vogel, Helen Burns

Excelsa Health, Greensburg, PA

Building and Supporting a Culture of Nursing Inquiry

Connie Henry, Olivia Glotfelty-Scheuering

UPMC Mercy, Pittsburgh, PA

Using Simulation to Address Nurse Residents' Learning Needs During Covid-19

Kristine Szarejko, Deborah Lewis, Helen Burns

Excelsa Health, Greensburg, PA

Development of A Policy and Procedure Repository for International Use

Frank Ricci, Siew Lee Grand-Clement, Sandy Giammona, Wanyue Chen, Brian Tomblin, Nnenna Uche

UPMC International, Pittsburgh, PA

Providing Medication Education for Transplant Recipients Using On-line Education During COVID-19 Restrictions.

Stephanie Dermont, Diane Jaynes, Carol Tamenne, Lisa Fox-Hawranko, Heather Johnson,

Kristine Schonder, Kristen Shimko, Darlene Lovasik

UPMC Presbyterian, Pittsburgh, PA

Promoting A Pipeline Approach to Retain Graduate Nurses: A Tailored Interviewing Approach to Strategically Retain Graduate Nurse Applicants, Fill Hospital Unit Vacancies, and Develop Nurse Confidence

Megan Lowman, Sami Zych

UPMC Mercy, Pittsburgh, PA


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At-Large Board Member

Robin Weaver, PhD, RN, CNE
California University of Pennsylvania



Emerging Leader

Edward C. Schatz V, MSN, MBA, CCRN, RN



The Pennsylvania Organization of Nurse Leaders (PONL) is a non-profit, personal membership society that promotes excellence in the practice of nursing administration. Their primary mission is to be a vehicle for networking and information exchange among their members.



Questions?
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