ABRAMSON FAMILY CENTER FOR NURSING EXCELLENCE AT THE HOSPITAL OF THE UNIVERSITY OF PENNSYLVANIA 2022 ANNUAL REPORT

The result of several years of brainstorming, planning, and organizational development, and catalyzed with this generous support, the **Abramson Family Center of Nursing Excellence** is now firmly established as a leader at Penn Medicine. The Center's mission is to cultivate nurses as leaders in transforming patient care and driving value through research, practice, innovation, and professional development. Our vision is that our nurse-led inquiry-driven approach will accelerate our tradition of excellence, expanding our impact and extending our influence within our community and beyond. Grounded in Penn Medicine's Core Values, our work toward achieving our mission and vision unfold via our commitment to engaging in patient- and family-centered research and inquiry, developing innovative approaches to care delivery, promoting ethics and equity, and building the professional nursing workforce of the future.

Rebecca Trotta, PhD, RN serves as the Center's Executive Director. Dr. Trotta is also the Director of Nursing Research and Science and the Director of the Geriatric Nursing Program at the Hospital of the University of Pennsylvania (HUP), and an Adjunct Assistant Professor at the University of Pennsylvania School of Nursing since 2011. Dr. Trotta provides leadership for advancing nursing research and program development to transform nursing practice and care delivery. She also maximizes the translation of evidence into practice by applying rigorous scientific principles to various methodologies of inquiry, including design thinking innovation. Dr. Trotta received her bachelor's, master's, and doctorate degrees from the University of Pennsylvania School of Nursing.

MESSAGE FROM THE EXECUTIVE DIRECTOR:

"It has been an incredibly rewarding experience to lead the launch of the Abramson Family Center for Nursing Excellence at HUP over the past two years. Since its inception, with the collaborative leadership of **Robin Hermann, MSN, RN, CCRP**, Associate Director of the Center, we have established operational structures and processes to support our portfolio of nurse-led research and innovative programming. I'm proud and honored to share our accomplishments over the past year and provide a look ahead as to what we have in store for the coming year. In addition to the generous gift from the Abramson Family, this work would not be possible without the executive leadership support of **Colleen Mattioni, DNP, MBA, RN, CNOR** and **Regina Cunningham, PhD, RN, AOCN, FAAN**, our front-line nurse leaders who ensure nurses can participate in the Center, and our nurses themselves, who boldly commit to advancing knowledge, practice, and their development as future leaders."

Research Updates from the Madlyn Abramson Nursing Research Fellows

One of the Center's signature programs is the **Madlyn Abramson Nursing Research Fellowship**. Nurses selected for this prestigious honor receive mentorship and guidance in the conduct of original research. There have been nine fellows to date since the program's establishment in 2017, and they are not only raising the standard of care for their patients but also advancing evidence-based practices in the field through their scholarship.

Julia Valenziano, BSN, RN, CCRN is Principal Investigator on *"Development of a Palliative Care Screening Tool (PCST) for use in Neurology Critical Care,"* which is in the data collection phase. Although screening tools to identify palliative care (PC) needs for critically ill patients exist, none fully capture the unique needs of neurocritical care patients. This multi-phase study aims to develop a palliative care screening tool (PCST) for use by nurses in neurocritical care to help them identify and advocate for patients' PC needs. In 2022, Julia completed the first phase of research, which was a Delphi study to develop an initial version of a neurocritical care-specific PCST. She then embarked on the second phase, a mixed methods study which aims to establish the feasibility of the neuro PCST and describe nurses' perceptions of the barriers and facilitators related to PC delivery in neurocritical care. **Emma Max, BSN, RN, CCRN** and **Erin Marturano, MBE, MSN, RN** are participating in the study as interview data collectors.

Danielle Pollock, BSN, RN, OCN is Principal Investigator on *"An Exploratory Analysis of Factors Associated with Falls Among Neutropenic Hematologic Malignancy Patients Undergoing Autologous Stem Cell Transplant or Induction Chemotherapy."* This project was funded with a $7,500 **grant from the Daisy Foundation**, and it is currently in the data analysis phase. **Rosemary Polomano, PhD, RN, FAAN,** Associate Dean for Clinical Practice at the Penn School of Nursing, was instrumental in supporting Danielle to secure this competitive funding and conduct the study. Results will identify predictors of falls in patients undergoing autologous stem cell transplantation, a highly vulnerable oncology population. This will be a foundational step for further research aimed at testing an oncology-specific fall risk prediction scale.

Rachel Senker, BSN, RN is Principal Investigator on two studies and is honored to collaborate with **Barbara Riegel, PhD, RN, FAAN, FAHA**, Professor of Nursing at the Penn School of Nursing, an internationally renowned scholar in heart failure self-care. The first study, *"Validation of the Self-Care of Heart Failure Inventory (SCHFI) for use in Patients with Ventricular Assist Devices,"* builds on Dr. Riegel's existing research on this instrument to more fully reflect the experiences of those with Ventricular Assist Devices (VADs). The second study, *"Improving Self-Care Practices Among Patients with VADs: A Randomized Controlled Trial of a Motivational Interviewing (MI) Intervention,"* will compare the effects of MI versus standard care on patients' self-care practices, symptom perception, and quality of life. Rachel and the study team developed the protocol and trained nurses to deliver the MI intervention in 2022, and the team will initiate data collection in early 2023. HUP Nurses trained to conduct MI study interviews include **Kylie Hibbett, BSN, RN**, **Robyn Straus, ACNS-BC, RN, MSN, WCC**, and **Lisa Joy Klein, MSN, RN, AGPCNP-BC**.

Brooke Trigiani, BSN, RN is a Clinical Nurse II in Oncology and **one of the new Abramson Nursing Research Fellows selected in 2022**. Her research topic is psychological screening and intervention among allogenic stem cell transplant patients. She was accepted in a competitive application process to the Clinical Journal of Oncology Nursing's Writing Mentorship Program and is preparing a manuscript for publication.

Additional Research and Funding Updates

"The Path for Women of Color (WOC) to Ascend in Healthcare: Stakeholder Perspectives in Nursing" is a qualitative study led by **Larissa Morgan, MSN, RN, NPD-BC** as the PI with **Rebecca Trotta, PhD, RN** and **Jaya Aysola, MD, MPH**, Executive Director of the **Penn Medicine Center for Health Equity and Advancement**, as co-investigators. This study aims to understand the nuanced personal, interpersonal, and organizational experiences of Black/African-American women in nursing. The team seeks to understand the pathway for advancement along this trajectory from pre-nursing positions to executive leadership by gathering the stakeholder perspectives. Data collection is currently underway, and the results will inform strategic interventions designed to mitigate barriers and create opportunities for advancement of women of color (WOC) along this pathway from pre-nursing positions to executive leadership. **Andrea Blount, MPH, BSN, RN**, **Felicia Morrison, MSN, MBA, RN-C**, and **Georgian (Gigi) Green, BSN, RN-C** are performing the critical role of conducting interviews with study participants. The study team was awarded **$5,600** through a competitive grant process supported by the **Wharton School's Center for Leadership and Change Management** and **Deloitte**.

"An Exploratory Analysis of Risk for Central Line-Associated Blood Stream Infections (CLABSIs) in the Adult Acute Myeloid Leukemia Population," led by **Theresa Gorman, MSN, RN, AOCNS, BMTCN**, was completed this year. The results uncovered unique early predictors of central line-related blood stream infections (CLABSI) in hospitalized patients with acute myeloid leukemia, which include frequency of dressing changes and accessing of the central line. These predictors can be used to identify patients at high risk for CLABSI and ensure proactive prevention. Theresa, along with **Sara Cutrufello, MSN, RN, OCN**, who participated in the study as a data collector, presented this research at the HUP Nursing Research Grand Rounds in October 2022. The study team is in the process of preparing a manuscript for publication. **This study was supported by a $5,000 grant from the Daisy Foundation**.

The Abramson Family Center for Nursing Excellence was incredibly fortunate to receive a generous **$25,000 gift from Mary Lau and family to establish the Mary Lau Scholarship Dissemination Fund**. Nurses who produce scholarly contributions through their engagement with the Center for Nursing Excellence are supported to disseminate their work outside Penn Medicine in peer-reviewed professional venues. This gift establishes a fund to cover the costs associated with external dissemination, thereby extending the investment made by the Abramson Family to enable nurses to advance in their careers through professional development, while also contributing to the knowledge base informing nursing practice and patient care nationally and internationally.

Abramson Family Center of Nursing Excellence Program Updates

HUP Nurses are engaged in the scholarly dissemination of their research, quality, educational, and practice initiatives through peer-reviewed publication and presentation at professional conferences. The **Writing Lab** provides guidance and

support to individual nurses and teams across all stages in the process of writing for scholarly publication. Six manuscripts are in progress under the auspices of the Writing Lab.

The first cohort of the **Nurse Leader Ethics Fellowship** launched in April 2022. This fellowship provides nurse leaders with the opportunity to build leadership, conflict resolution and communication skills; learn core competencies of clinical ethics; handle common value-laden clinical issues; and reflect on their role in the clinical environment. During the inaugural year, 11 fellows participated in monthly seminars with the Fellowship's creator and director, **Aliza Narva, JD, MSN, RN, HEC-C**, a four day Bioethics Mediation Intensive led by **Autumn Fiester, PhD**, the Director of the Penn Program in Clinical Conflict Management, and a full semester course in the University of Pennsylvania **Department of Medical Ethics and Health Policy**.

The 2022 Fellowship cohort represents nurse leaders from a variety of clinical backgrounds and experiences. They are:

- **Jenna Chrisanthon, MSN, RN** – Oncology
- **Rachael Coyle, MSN, RN, CCRN, NE-BC** – Vascular Surgery
- **Kristen Hill, MBS, BSNRN, CMSRN** – Oncology
- **Kathleen Hopkins, MSN, RN, ACNS-BC** – Medicine
- **Meghan Michniewicz, MSN, RN, CCRN** – Surgical Critical Care
- **Mary Beth O'Malley, MSN, RN, ACNS-BC** – Medicine
- **Kathleen O'Rourke, MSN, RNC-OB, CBC** – Women's Health
- **Sharon Silks, MSN, RNC-NIC** – Women's Health
- **Robyn Strauss, ACNS-BC, RN, MSN, WCC** – Heart and Vascular Critical Care
- **Jane Tres, BSN, RN, CMSRN** – Medicine
- **Jamillah Washington, MSN, RN** – Women's Health

When the instructional portion of the fellowship closes in March 2023, fellows will leverage their new communication skills, ethics knowledge, and leadership strategies to transform how their clinical teams resolve everyday ethical questions and manage moral distress. Using the Moral Distress Map, a tool created by bioethicist **Denise Dudzinski, PhD, HEC-C**, the fellows will teach staff to systematically address and resolve concerns and questions about patient care, communication breakdown, and clinical decision-making. Findings will shape the fellowship's second cohort, beginning next fall, and will inform ethics training and support for clinical nurses across the hospital.

The planning and participant selection process for the **Diversity Nurse Leader Fellowship (DNLF) Program** took place during 2022, and the program commenced in January 2023. This fellowship is the first of its kind at Penn Medicine and will prepare a group of clinical nurses from diverse backgrounds with the skills to take on future leadership roles. "The DNLF Program is all about investing in our incredible nurses, growing leadership capacity, and fostering a continuous learning journey in a program that aligns with HUP's commitment to diversity and inclusion," said **Barbara A. Todd, DNP, CRNP**, Director of Advanced Practice Education at HUP and leader of this extraordinary program. The Diversity Nurse Leadership was developed in accordance with the goals outlined within the Action for Cultural Transformation, Penn Medicine's system-wide strategic plan to ensure equity, mitigate bias, and eliminate racism. "Nationwide, minority nurses are underrepresented in leadership positions," said Todd. "The DNLF Program was developed in response not only to that concern, but also in response to feedback from our clinical nurses who are passionate about increasing diversity within HUP's nursing leadership."

The members of the inaugural DNLF cohort are:

- **Allona Briggs, BSN, RN** – Women's Health
- **Takeria Ford, BSN, RN** – HUP Cedar Emergency Room
- **Makady Harris, BSN, RN** – Women's Health
- **Nyree Lyons-Long, MSN, RN, CMSRN** – Rhoads 4
- **Madonna Ramzey, BSN, RN** – Staffing for All Seasons
- **Natalie Rivera, BSN, RN, OCN** – Outpatient Infusion

"I grew up in a rough part of Philadelphia, but I was lucky enough to be afforded opportunities that helped me get to where I am now," said **Allona Briggs, BSN, RN**, a member of the inaugural DNLF cohort. "However, that's not the case for many inner-city minority youths." Briggs said she hopes to grow as a leader through the program so she can help diversify the nursing field by guiding those who are interested in nursing but lack resources to pursue their passion.

The second cohort of the **Practicum in Evidence Synthesis**, which began in 2021, made significant progress over 2022. The Practicum in Evidence Synthesis is a partnership between the Abramson Family Center for Nursing Excellence and the **Penn Medicine Center for Evidence-based Practice (CEP)**, whose mission is to provide and interpret clinical evidence so physicians, nurses, and administrators can improve the quality, safety, and value of care they deliver. Nurses participate in a structured seminar-style practicum led by **Matthew Mitchell, PhD**, where they conduct evidence reviews on various topics, learn the fundamentals of comprehensive literature procurement and critical appraisal of the evidence, and develop as leaders in evidence-based practice locally and beyond.

Rian Mills, BSN, RN, OCN, **Cristina Lusardi, BSN, RN, OCN**, and **Samantha Shad, BSN, RN, OCN, WTA-C** completed their report, titled *"Nurse-driven Protocols for Antibiotic Initiation in Febrile Neutropenia: A Systematic Review and Meta-analysis"* which was accepted for poster presentation at the 2023 Oncology Nursing Society Congress. **Elizabeth Bass, MSN, RN, CCRN** and **Stephanie Maillie, MSN, RN, CCRN, CCNS** completed their report, titled *"A Systematic Review of the Literature on Communication Strategies for Hospitalized Non-vocal Patients,"* which won the Outstanding Poster Award at the Penn Medicine Nursing Research Conference in December 2022 and was accepted for poster presentation at the 2023 Eastern Nursing Research Society conference in March 2023.

What's in store for 2023

Over the past year, we laid the groundwork for some exciting developments that will be unfolding in 2023. Namely, we will be establishing an **Internal Advisory Board** composed of select individuals within Penn Medicine who can provide thought leadership and strategic guidance for the Center's growth and development. We will also be launching an externally facing website, which will allow us to showcase our portfolio of accomplishments.

Highlights of other upcoming work include:

- Launch of the Supporting Older Adults at Risk model, which includes establishing a primary care geriatric nurse practitioner co-management model with acute inpatient teams at HUP
- Implementation of a nurse-driven protocol for neutropenic fever
- Abramson Family Center for Nursing Excellence grand rounds series to promote research and scholarship dissemination
- Launch of the third cohort of the Practicum in Evidence Synthesis
- Biennial Symposium focused on building the professional nursing workforce of the future.