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2-2024

### Nursing News & Views - February 2024

Joanne Miller RN

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# Nursing News & Views

Transformational Leadership | Structural Empowerment | Exemplary Professional Practice  
New Knowledge, Innovations & Improvements | Empirical Outcomes

**Volume 3, Issue 2**  
**February 2024**

## A Note From the CNO

Dear colleagues,

February is a month filled with fluctuating temperatures, school breaks, Valentine's affections, and this leap year brought us an additional day! February is dedicated to recognizing and honoring Black History Month. This issue of *Nursing News & Views* tells the historical story of Mary Seacole, a British-Jamaican nurse who, along with Florence Nightingale, cared for wounded soldiers during the Crimean War. Together, they witnessed significant racial prejudice, inequities, and racism for both nurses and patients. During the month of February, we recognize and honor the incredible contributions and journey that our African American family, friends, loved ones, and colleagues experienced. As nurses, it is our responsibility and obligation to enhance and improve our diversity, equity, and inclusivity. Your involvement will make a difference. Please consider joining and getting involved with the Organization of Nurse leaders (ONL) and the New England Regional Black Nurses Association (NERBNA) by taking the pledge (see more information about the pledge below in the newsletter).

This issue of *Nursing News & Views* recognizes two DAISY Honorees; Caitlyn Bigda, DNP, RN, Emergency Department Assistant Nurse Manager and Nancy Dias, RN Baystate Medical Center's Transplant Coordinator. Our DAISY Honorees are a tremendous source of pride for the nurses honored and for the colleagues that they work alongside. I enjoy sharing this pride by posting their stories on my LinkedIn page. Did you know that the last twelve DAISY Honorees that I posted on LinkedIn received 33,235 views and 810 likes? If you would like to share in the recognition and celebrate them, you can follow me on LinkedIn at [linkedin.com/in/joanneomiller](https://www.linkedin.com/in/joanneomiller).

As I reflect upon February's sentiments and recognitions, John O'Donohue's poetry comes to mind. Internationally known for his spiritual insights offering comfort and invaluable guidance as we, especially as nurses, transform the world. Please reflect and enjoy this excerpt from John O'Donohue's poem for the calling of being a nurse.

### For A Nurse

Your mind knows the world of illness,  
The fright that invades a person  
Arriving in out of the world,  
Distraught and grieved by illness.  
How it can strip a life of its joy,  
Dim the light of the heart  
Put shock in the eyes.

You see worlds breaking  
At the onset of illness  
In this fragile frontier-place, your kindness  
Becomes a light that consoles the brokenhearted,  
Awakens within desperate storms  
That oasis of serenity that calls  
The spirit to rise from beneath the weight of pain,  
To create a new space in the person's mind  
Where they gain distance from their suffering  
And begin to see the invitation  
To integrate and transform it.

May you embrace the beauty in what you do  
And how you stand like a secret angel  
Between the bleak despair of illness  
And the unquenchable light of spirit  
That can turn the darkest destiny towards dawn.

May you never doubt the gifts you bring;  
Rather, learn from these frontiers  
Wisdom for your own heart.  
May you come to inherit  
The blessings of your kindness  
And never be without care and love  
When winter enters your own life.

*O'Donohue, John, To Bless the Space Between Us (2008), Doubleday, New York.*



Joanne

**CULTURE COUNTS**  
**We Appreciate and Value YOU**



**Our Newest DAISY Award Winner Gave Reassurance and Support  
to a Living Kidney Donor**



Congratulations to Nancy Dias, RN, transplant nurse coordinator, for being selected as Baystate Medical Center's January DAISY Award winner! The DAISY Award is an international recognition program that honors and celebrates the skillful, compassionate care nurses provide every day.

Transplant nurse coordinators hold a special role supporting both donors and recipients through the ambulatory Transplant Clinic on Wason Ave. in Springfield, and on (and beyond!) their surgery date on the main campus. Nancy was nominated by a living donor who felt very supported during the lengthy road to donation. Read the nomination below:



"I decided to become a living kidney donor in late 2020 and began the process of being screened for donation. Joyce, who has since retired, began the process with me and when she retired, I transitioned into Nancy's care. From our first meeting, it was clear how compassionate, thoughtful, knowledgeable, and kind Nancy is. I immediately felt at ease in a process that could have easily been overwhelming. She and the rest of the kidney transplant team made it clear that I had agency throughout the whole process, always answering all my questions, no matter how small they seemed. She brought great comfort to my partner as well, who had as many, if not more questions than I did. She was with me on the morning of my surgery when the nerves finally kicked in, providing reassurance, humor, and a familiar face. Heading into surgery relaxed made all the difference. She kept my partner in the loop as my surgery progressed and ensured she stayed up to date as I moved from recovery into my room for the night. She came in bright and cheerful the morning after my surgery which was so reassuring. She was there throughout my entire six-week recovery, and I knew I could reach out at any point if I needed to. I am so grateful to Nancy and the entire transplant team who supported me along my journey and for all the work they do with their patients every day."

Congratulations, Nancy! Your compassionate, caring nature clearly helps all your transplant patients feel incredibly at ease with what could be a very confusing and daunting process.

*Photos taken in an area where masking is not mandatory.*

**Meet Our Latest DAISY Nurse Leader Award Winner!**



Congratulations Caitlin Bigda, DNP, RN, Emergency Department assistant nurse manager, who is Baystate Medical Center's January DAISY Nurse Leader recipient! Caitlin's team member nominated her and kept the secret for weeks, going so far as convincing her to stay a bit at the end of her shift for a "leadership visit." Knowing this, Caitlin took it upon herself to help tidy up the pod – and was very surprised to find out that the leadership visit was actually her DAISY award presentation!

**See this excerpt from her DAISY Nurse Leader Award nomination:**

"Caitlin works as the overnight assistant nurse manager in the Emergency Department. For months, the Emergency Department has had its struggles with staffing, acuity, and volume. Cait never hesitates to step up and step in where she is needed.

In recent weeks Cait has been covering multiple roles in the department on overnights, simultaneously acting as the charge nurse, flow nurse, lead for every pod, and covering trauma. This takes a tremendous burden off our charge nurses and highlights her strength as a leader.

Her willingness to step into those roles and take them all on at once ensures that there is enough nursing care for our patients. Staff have voiced their tremendous gratitude for her willingness to help wherever she is needed. Especially on weekends where Cait looks ahead at staffing and rearranges her home life to be present in the department on a Saturday or Sunday. We appreciate you, Cait!"

Congratulations, Caitlin, for the outstanding care and leadership you provide for patients and members of your team! Baystate Medical Center is lucky to have you!

## The DAISY Award

Baystate Medical Center has partnered with the DAISY Foundation since 2019 when Dan Tousignant was named the first DAISY Nurse Honoree. Over the last four years we have honored and recognized a clinical nurse each month with the DAISY award, and five nurse leaders have received the DAISY Nurse Leader award to date.

The DAISY Award Recognition Program is still going strong at BMC in 2024! For more information about the DAISY Foundation and how to nominate an extraordinary nurse or nurse leader, check out the flyers below.



  
HONORING NURSES INTERNATIONALLY  
IN MEMORY OF J. PATRICK BARNES

### The DAISY Award x for Extraordinary Nurses

**WHAT:** An ongoing recognition program that honors and celebrates the skillful and compassionate care nurses provide everyday. Active in over 6,000 healthcare facilities and schools of nursing, internationally.

**WHY:** Established by the family of J. Patrick Barnes who died from complications of ITP in 1999. During his hospitalization, they deeply appreciated not only the immense clinical skill but also the enormous compassion shown to Pat and his family by his nurses. When Pat died, they felt compelled to say, "Thank you!" to nurses in a very personal way.

**HOW:** Nurses are nominated by patients, families, and colleagues. All nominations are then blinded and scored by a committee based on predetermined criteria. The honoree is celebrated publicly with a ceremony. Nominees receive a copy of their nomination, pin, and note.

**IMPACT:** Ask us about the research supporting the powerful impact of meaningful recognition and The DAISY Award on nurses and organizational culture.



 Scan the QR code for direct link to the online nomination form!  
If you have any questions, please contact:  
**Heather Walker at 413-794-1172**

 **Baystate Medical Center**  
ADVANCING CARE.  
ENHANCING LIVES.

### Reminder! Nominations for The DAISY Nurse Leader Award are open!

Do you know a leader who engages and motivates nurses, creates an environment of trust and compassion, serves as a role model or makes a lasting impact on the staff and patient care they manage?  
**Nominate them for The DAISY Nurse Leader Award!**



As with The DAISY Award for direct care, the nominations call for stories and examples of how leaders have made a difference.  
*We present four nurse leader awards per year.*

 **The DAISY Nurse Leader Award™**  
HONORING NURSES INTERNATIONALLY  
IN MEMORY OF J. PATRICK BARNES

**Access Nomination Form:**  
 Scan the QR code for direct link to the online nomination form!  
If you have any questions, please contact: **Heather Walker at 413-794-1172**

## History of Nursing



**Mary Seacole** (1805-1881) was a British-Jamaican nurse who was known for incredible efforts leading the British Hotel to care for wounded soldiers during the Crimean War. Mary Grant (Seacole) married Edwin Horatio Seacole and they traveled the world, where Mary gained knowledge of medicines and treatments in Haiti, Cuba, and the Bahamas. In 1844, her husband passed away and she went to Panama and further developed her nursing experience by working with patients with cholera. With her dedication to care for the sick, Mary moved to Jamaica and cared for yellow fever patients, many of who were British soldiers. In 1854, she went back to London and wanted to help the soldiers in the Crimea War. Her journey to helping those soldiers was not challenged by the racial prejudice felt during that time. In 1855, her persistence and drive, along with the support of a relative, sent her to Crimea to set up the British Hotel to aid soldiers to gain access to food, supplies, and medicine.

(Image source: <https://www.britannica.com/biography/Mary-Seacole#/media/1/973210/108295>)

## What Would Florence Do?

As mentioned in the special highlight of Mary Seacole, during Florence Nightingale's time there was significant racial prejudice, inequities, and racism for both the nurses and patients. As nurses, we have an opportunity to enhance and improve our diversity, equity and inclusivity, through the work of the Organization of Nurse Leaders (ONL) and the New England Regional Black Nurses Association (NERBNA). Please take a moment and take the pledge. See more information below.



**STEP UP, SPEAK UP**  
**The Nurse's Pledge to Champion Diversity, Equity, and Inclusivity**

We encourage YOU and nurses everywhere to recommit to eliminating bias and racism by taking the [Nurses Pledge to Champion Diversity, Equity, and Inclusivity](#), developed in partnership with NERBNA.

In recognition of Black History Month, we invite you to join nurses in 46 states, Washington DC, and countries across the globe who have pledged to be active and purposeful change agents for eliminating bias and disrupting systems that perpetuate racism!

TAKE THE PLEDGE!

## New Knowledge, Innovation, and Improvements



### Inaugural Nursing State of the Union Address Held



On February 15, Baystate Health hosted our inaugural nursing State of the Union Address with our dear colleagues from our local college and university schools of nursing. We enjoyed a collaborative morning to enhance our current and future academic/practice partnerships. Creating a new generation of nurses is a true partnership. We are committed to leveraging our shared commitment to excellence to enhance our pathway for nursing students to become professionals who are prepared for the challenges ahead and have the skills in mindfulness, ethical practice and resilience to sustain themselves for a fulfilling and long nursing journey. Together we are always better.



# Who's Taking Care of YOU?

## A Mental Health Discussion for Health Care Workers



**Beta Zeta  
at-Large Chapter**

Novice Nurse Leaders Event

### Who's Taking Care of YOU? A Mental Health Discussion for Health Care Workers

**Monday, April 22 6:00-8:00 PM**

**FREE**

It is no secret that many healthcare workers and students studying in healthcare struggle with their own mental health. If mental health matters to you, join us for an informative and interactive presentation bringing mental health awareness into the light and learn some of the resources available to get the help YOU need!

**Presenters:**

Dr. Wendy Sergeant

Dr. Maud Low

Dr. Julia Ronconi

Dr. Gabrielle Abelard

**Presented by:**

**Beta Zeta at-Large Chapter  
Novice Nurse Leaders**

*This activity has been submitted to the University of Massachusetts Amherst College of Nursing for approval to award contact hours. The University of Massachusetts Amherst College of Nursing is approved by the Board of Registration of the Commonwealth of Massachusetts.*

**To Register: Click the link**

<https://forms.gle/1pXg3s4BVhURYJiG6>

The mission of Sigma is advancing world health and celebrating nursing excellence in scholarship, leadership, and service.

To Register, please check out our website or click the link below: <https://forms.gle/1pXg3s4BVhURYJiG6>



A zoom link will be sent out after registration is complete

For questions, please contact:

[BetaZetawebmaster.sigmanursing@gmail.com](mailto:BetaZetawebmaster.sigmanursing@gmail.com)

**REGISTER HERE**

## February 2024 Clinical Informatics Tip of the Month

*"Is there an easier way for me to get in touch with Pharmacy to request replacement medications?"*



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## New Process for Seeking a Nursing Forgivable Loan

The process for seeking a Nursing Forgivable loan has changed. See below for more information.

- Going forward, nursing students will need to use tuition assistance, and receive reimbursement after their course completes, under the new [educational assistance policy](#).
- Commitments promised under the existing nursing forgivable loan arrangements will be kept.
- Baystate Health will continue to work with employees on payment deferrals for individual schools that permit them. Please note that all reimbursement requests should be made in a timely manner to maximize the benefits of the educational assistance program annually. Each calendar year an employee is allowed a total reimbursement payout, up to \$5250 for full-time employees and pro-rated for part-time employees.
- Learn more about the Educational Assistance Policy [here](#) including exceptions to the policy and the application process to receive reimbursement. On The HUB search **keywords education assistance policy**.

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## Enhancements Made in BMC Employee Parking

Baystate Medical Center (BMC) employee parking continues to be enhanced as a result of employee feedback and efforts from several departments including Security, Parking and Transportation, I&T, and Operations Excellence.

[CLICK HERE FOR UPDATES ON IMPROVEMENTS](#)



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## Join an Upcoming Skin Integrity Bootcamp Class



# SKIN INTEGRITY BOOTCAMP

## EDUCATION


Fun, hands-on skin education activities provided by the Wound Care Clinicians

**\*\*THIS IS A REQUIRED CLASS FOR ALL SKIN CHAMPIONS AND NURSE EDUCATORS\*\***



## SIGN UP VIA ELSEVIER

Course Code : SKIN  
Course Name: Skin Integrity Bootcamp



### LOCATION

Chestnut 2 & 5  
Classrooms

Maximum class  
size: 25

Questions?  
Email  
heather.walker@  
baystatehealth.org

### 2024 DATES

Tuesday, February 20  
Monday, March 25  
Tuesday, April 16  
Tuesday, May 21  
Tuesday, June 18  
Tuesday, July 23  
Tuesday, August 20  
Tuesday, September 17  
Tuesday, October 22  
Tuesday, November 19  
Tuesday, December 17

**ALL CLASSES ARE  
9-11A**


**CHOOSE ONE DATE**

## ***American Journal of Nursing (AJN)*** **Empowerment Through Academia: Training the next generation of nurse-engineer innovation leaders**

Nurse Scientist Dr. Karen Giuliano has published a series of special addition articles called *Nurse Innovators* in AJN. Dr. Giuliano highlights the collaborative partnership between Baystate Medical Center and the UMass Amherst Elaine Marieb Center for Nursing and Engineering Innovation on addressing real world nursing issues and addressing them using nurse engineer teams. The February 2024 edition highlights a clinical nurse, Brodi Willard, MSN, RN-BC who identified a gap in a chest tube holder for patients to support early ambulation. Congratulations to Brodi Willard clinical nurse on South Wing 5 for bringing forward a relevant and important clinical issue and for our partners at UMass for finding a solution to enhance patient care and outcomes. Please read the [attached article](#) for the full

story. [Here is a link](#) to the AJ Article by Dr. Karen Giuliano and Dr. Ellen Benjamin.

You can also read about this work from the Art of Questioning and Innovation poster below (click on image to enlarge).



**Baystate Health**  
ADVANCING THE QUALITY OF CARE

**ART of QUESTIONING and INNOVATION**

## Designing a Chest Tube Holder to Support Patient Mobility

*Brodi Willard, MSN, RN-BC; Hoon Lee, Asmita Deb; Ben Shih; Frank Sup, PhD; Karen Giullano, PhD, RN*

**Problem**


- South Wing 5 is a 33-bed intercare, surgical trauma unit with a patient population of thoracic, general surgery, renal, and trauma.
- The post-operative thoracic surgery patients often require chest tubes.
- One of the barriers to early patient mobility is fear of chest tubes tipping over during ambulation.
- Atinum Medical previously created and sold a chest tube holder (United States Patent 6250482 B1), but this product is no longer available.
- There is a need for a replacement product to support safe and early patient mobility for post-operative thoracic surgery patients.
- A staff nurse identified the gap and partnered with the Elaine Marieli Center for Nursing and Engineering Innovation to support development of a new product to support patient mobility.

**Purpose**

- The purpose of this product development project is to design, test, and patent a new chest tube holder to support safe and early patient mobility for post-operative thoracic surgery patients.

**PICOT**

- P (Population)** – Adult post-operative thoracic surgery patients with chest tubes on South Wing 5
- I (Intervention)** – Creation and use of a chest tube holder which prevents chest tubes from tipping over and supports early patient mobility
- C (Comparison)** – Current process of patients using plastic hooks or handle to carry their chest tubes during mobility
- O (Outcome)** – Reduced incidence of chest tubes tipping over and increased mobility for patients with chest tubes
- T (Time)** – Two months



The PICOT Research Question is:

Among adult post-operative thoracic surgery patients on South Wing 5, does the use of a chest tube holder secured to the IV pole, compared to patients having to carry their chest tubes during mobility, result in a reduced incidence of chest tubes tipping over during patient mobility and increased patient mobility during a two-month trial?

**References**

- Mayur, M. A., Khandhar, S. J., Chaudh, J., & Fernando, H. C. (2018). Implementing a thoracic enhanced recovery with ambulation after surgery program: key aspects and challenges. *Journal of Thoracic Disease*, 10(Suppl 32), S3809-S3814. <https://doi.org/10.21037/jtd.2018.10.105>
- Ward, N., Cochran, T., & Harris, J. (2001). *Holder for a fluid recovery system* (U.S. Patent No. 6250482 B1). U.S. Patent and Trademark Office.

## Upcoming 2024 Nursing Grand Rounds

Held on the first Wednesday of each month via Zoom from 12-1 p.m.

Date	Presenter	Title
March 6	Jessica Hicks	Healing Hands, Resilient Hearts: A Nurse's Experience and a Survivor's Triumph in the Trauma ICU
April 3	Pat Coffelt	Using the 4M's to Support an Age-Friendly Health System
May 1	Peter Depergola	Requests, Refusals, and Revelations: Navigating the Moral Terrain of Contemporary Healthcare Delivery
June 5	Jordon Bosse	Reckoning with Transphobia in Healthcare: Experiences of Transgender and Nonbinary Patients and Nurses
August 7	Ellen Smithline & Ellen Benjamin	Nursing Prioritization of Waiting Room Patients: A Descriptive Observational Study
September 4	Alyssa Reardon	The Use of Reiki in the Acute Care Setting
October 2	Robin Pleshaw	Ambulatory Care Nursing
November 6	Brodi Willard	Creating a Culture of Kindness
December 4	Jenn Holley	Implementation of the Modified Dionne Egress Test on an inpatient medical and geriatric hospital and its impact on fall rates

JOIN VIA ZOOM HERE EACH MONTH



The Pulse on Nursing Practice

## **Great Catches During Bedside Handover!**

Congratulations to the MICU team who caught an incorrect weight programmed into the IV pump for a Heparin infusion during bedside handover at shift change. This important finding helped prevent the patient from harm and quickly corrected an IV pump programming error.

Congratulations to the Neuro Critical Care team who identified that a dilaudid infusion pump was programmed incorrectly and did not match the order. This error was identified during bedside handover and quickly corrected. Another great example of how bedside handover can catch safety issues and prevent patient harm.

Thank you for your commitment to best practice and patient safety!  
*Be sure to send us your stories of great catches during bedside handover!*

## **Medication Errors**

Recent medication administration errors have been reported where medications were not scanned. Please remember to scan all patients and medications when possible.

## **IV Pump Battery Issues**

There have been some reports of IV Pump battery alarms. If you see these alarms, please take the pump out of service, tag it, and notify the appropriate department. DO NOT take these pumps on transport.

## **Transition to LabCorps**

Baystate Health Laboratory is working to transition over to LabCorps in March. You will see changes to our blood culture bottles and adaptors. We are not changing any of our practices, only the products.

## **New Defibrillators Coming Soon**

We will be replacing the entire fleet of defibrillators in our patient care areas in the upcoming months. Please be on the look out for information on education from your education team.

## **Critical Results Documentation**

Please remember to document reporting of any critical results to the provider in the patient record. This is a Baystate policy and best practice. There will be a Practice Alert and further communication coming out soon to help identify a standard location in the Interactive Flowsheet to document this.





## Nursing Research Impacting the Care of Patients in Western Massachusetts

Interview with Favorite Iradukunda, RN, PhD, FAAN  
Assistant Professor  
Elaine Marieb College of Nursing (EMCON)  
University of Massachusetts Amherst

*(Image source: <https://www.umass.edu/nursing/about/directory/favorite-iradukunda>)*

### **Tell us about your nursing career journey.**

I can't say that I've always known that I wanted to be a nurse, as I recall wanting to be an investigative journalist or fashion designer! But I've always had so much compassion, a strong sense of justice, and admiration for those in my community who cared for others. The more I interacted with nurses, the more I wanted to become one of them! So, I joined a three-year diploma program in Nursing and Midwifery at Ecole des Sciences Infirmière Sainte Elisabeth in Rwanda, then got my Bachelor of Science in Nursing program at the University of Rwanda. I learned so much from both programs. One of the values that stayed with me is treasuring communities' wealth of knowledge and willingness to preserve their own health and well-being. Working in the community after graduation was extremely rewarding but made me realize I needed to deepen my knowledge and skills in research, policy, and advocacy. I later joined the University of Cape Town for a Master of Science in Nursing. This program and my lived experience in South Africa compelled me to reflect deeply on my individual role and our collective responsibilities as a profession in addressing health inequities at all levels. I also learned more about the interconnectedness of health policies and outcomes across countries and continents. I later joined Global Health Corps as a maternal health fellow. Currently, I am an Assistant Professor at the University of Massachusetts Amherst, where I earned my PhD in Nursing.

In short, my nursing career trajectory has been interesting, exciting, dynamic, rewarding, challenging, and more. I have worked and continue working at the intersection of maternal-child and community health, addressing health inequities and informing global health policies. My journey has been marked by learning, unlearning, and drawing inspiration from communities, students, and fellow nurses.

### **Describe your research and the importance of your work in relation to maternal health disparities in African diasporic women.**

My research focuses on the intersection of immigration, multiculturalism, and health outcomes for Afro-diasporic women and addressing maternal health disparities through community-centered and culturally congruent interventions. This work is important as it helps address two major problems: (1) maternal health inequities affecting Black women. Maternal health outcomes for Black women in this county are unacceptable, and efforts to address this have often excluded the people most affected by these devastating outcomes. For those who may not know, Black women are three times more likely to die from pregnancy-related complications and two times more likely to experience maternal health complications than all other women. (2) In addition to systemic issues associated with maternal health inequities, Afro-diasporic women navigate challenges related to immigration, navigating multiple cultures, languages, identities, unfamiliar healthcare systems, and lack of adequate social support systems. However, despite these barriers, communities have knowledge, generational wisdom, and protective practices that help women sustain health and well-being. I work to ensure that these protective factors are acknowledged and embedded in how we provide care and that healthcare experiences inform and shift our care models.

**Can you discuss your research related to the investigation of transportation needs of**

### **pregnant Black women and the factors that may contribute to the racial disparities in maternal health outcome?**

This is a collaboration with Drs. Shannon Roberts (Engineering), Lucinda Canty (Nursing), and Lindiwe Sibeko (Nutrition) at UMass Amherst. Our study aims to understand the transportation experiences of Black pregnant women in western Massachusetts. We know that access or lack of access to transportation contributes to maternal health outcomes. In this study, we focus on transportation to/from prenatal appointments. We also seek to understand how these experiences may impact the quality of care Black women receive. Another aspect of this study is understanding community-driven solutions to this problem.

### **How are community members helping each other to get to appointments?**

We use different methods, including riding along with the participants to their appointments to get a clear picture of their experiences. We are in the process of collecting data and hope that findings from this study will help us understand and make community-informed recommendations.

Many of the factors contributing to the racial disparities in maternal health outcomes are systemic and include systemic racism and discrimination, which affect access to the social determinants of health. Research has also shown that unconscious or implicit bias contributes to racial disparities in maternal health, particularly for Black women. Other factors include a lack of diversity and representation in the healthcare workforce and access to early and preventative services. We know many areas are becoming maternal health deserts, and Black and Brown communities are more likely to be affected by this. Lack of access to different care models, such as the midwifery model and birth centers, is also a problem. This goes with not having an adequate number of midwives in general and the lack of diversity in the midwifery workforce in particular—disparities in access to parental leave, which makes navigating the postpartum period overwhelming. Let me conclude by emphasizing that racial disparities in maternal health outcomes are alarming and unacceptable, and everyone has a role to play. We have seen these disparities increasing instead of decreasing, and we have to act collectively at all levels but be guided by the knowledge and wisdom of communities affected by these disparities including Springfield, Massachusetts and patients served at Baystate Medical Center.

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## **Holistic Corner**

### **Healing Our Healers at the Second Annual Holistic Retreat**



On February 10, the Baystate Health Integrative Healing Arts Committee (IHAC) held the second Annual Holistic Retreat for employees. Team members from our multiple hospitals and from the inpatient and ambulatory areas spent some very special renewal time together, on a sunny winter day. Overall, there were 50 guests and 34 volunteers in attendance. Employees shared their positive energies, strength, and gentle souls with one another in an intimate and peaceful morning of self-care activities. Guests centered themselves in meaningful moments that included yoga, Reiki, M Technique®, mindful meditation, Emotional Freedom Technique (EFT), encaustic wax, aromatherapy, art therapy, walking a labyrinth, journaling, sound bowl healing, and

the creation of a wish tree. Isa, our BCH facility dog (also known as our favorite "Chief Comfort Officer"), warmed the hearts of many with her sweet snuggles. The IHAC committee members have many amazing and holistic talents; the majority of the healing stations were run by our very own BH team members, who were inspired to volunteer their time to engage with their peers in the most meaningful manner. We are grateful for the love, light, compassion, and healing that was shared amongst "our people." We all need gentle reminders and opportunities to breathe, relax, and reset amidst life's busy routines. Feedback from attendees was overwhelmingly positive and there was a resounding theme heard that employees want to engage in more opportunities like this! The IHAC Committee looks forward to building and creating new self-care opportunities for our teams to continue bond and grow together.

The Holistic Retreat ended with Cidalia Vital sharing these thoughts:

*"The fog has lifted  
The rays of light are shining through  
Our souls have been nourished  
You set your intention  
Take the moments from today  
Cherish them, love them, recreate them but  
most importantly do them again  
Remember you matter  
To the person in front of me, next to me, behind me  
Remember you matter  
You are amazing  
You are special  
And you are enough  
Remember that..."*

*Submitted by Connie Blake*



[VIEW MORE PHOTOS FROM THE RETREAT](#)



**SAVE THE DATE!**  
**Join Us For A Holistic Celebration**  
**6<sup>th</sup> Integrative Healing Arts Community**



**Clinical Aromatherapy for Health Professionals**

Are you interested in taking an advanced aromatherapy course?  
See the brochure below for more information.



#### Jane Buckle PhD RN

Dr. Buckle created this course following extensive clinical aromatherapy training. Dr. Buckle carried out one of the earliest aromatherapy clinical trials in a hospital. She has a B Phil in Complementary Medicine (UK), MA in Clinical Aromatherapy (UK) a PhD in Health Management (USA) and was an NIH-funded Research Fellow in CAM at the Center for Clinical Epidemiology and Biostatistics, University of Pennsylvania. She is the author of Clinical Aromatherapy: Essential Oils in Healthcare. Churchill Livingstone.

Kathleen Duffy LPN MH CCAP-I  
Kathleen is a nurse, medical herbalist, Certified Clinical Aromatherapy Practitioner-Instructor for RJBA since 2000..

#### INSTRUCTOR

Kathleen Duffy LPN MH CCAP-I  
[AromaHerb123@aol.com](mailto:AromaHerb123@aol.com)

CO-ORDINATOR logistics/directions:

Cidalia Vital PhD, RN, CNL, CRRN  
[Cidalia.Vital@baystatehealth.org](mailto:Cidalia.Vital@baystatehealth.org)

#### Location and Dates

Baystate Medical Center  
Springfield, Mass.

MOD I May 18 & 19, 2024  
MOD 2 Sept 14 & 15  
MOD III Dec 7 & 8  
Mod I V March 22 & 23, 2025

EXAM : To be announced



### CLINICAL AROMATHERAPY FOR HEALTH PROFESSIONALS

Cost: \$375 per module

Four modules over 12-15 months  
plus exam

Endorsed by AHNA

14.33 Contact hours per module

#### DEPOSIT

**\$150.00 deposit** (refundable if  
course does not proceed) is  
required **before Apr 1, 2024**

Please write check to:  
Clinical Aromatherapy LLC

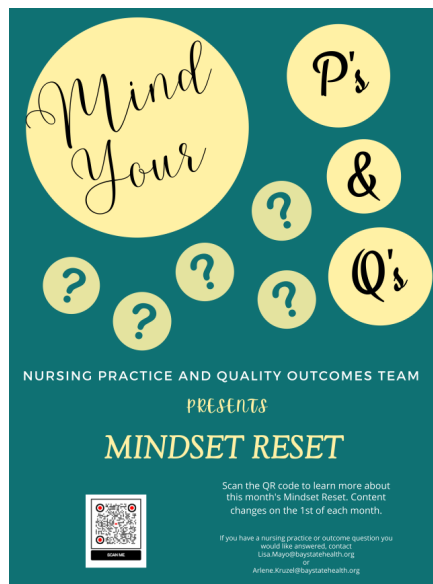
Mail to:  
Kathleen Duffy  
95 Dunphy Drive  
Florence, MA 01062

## Welcome to This Month's Mindset Reset

The Nursing Practice and Quality Outcomes Dept. will use this medium to dispel practice myths and validate inquiries. The goal is improved nursing and patient outcomes through knowledge sharing. Scan the QR code each month to discover a new practice fun fact, myth buster, or pearl of wisdom. The topic will change on the first of every month.

If anyone has ideas or questions they want answered related to best practice, contact [Lisa.Mayo@baystatehealth.org](mailto:Lisa.Mayo@baystatehealth.org) or [Arlene.Kruzel@baystatehealth.org](mailto:Arlene.Kruzel@baystatehealth.org).

*Click on the flyer at right to enlarge.*



**Educate. Innovate. Celebrate!**



## Certified Nurses Day

Certified Nurses Day is a worldwide day of recognition that celebrates nursing specialty, subspecialty and advanced practice certification, and provides an opportunity to thank certified nurses for their dedication, achievements and deep commitment to patient safety. Each year Certified Nurses Day is celebrated on March 19, which will be here before we

know it! In preparation for the celebration, we would like a collection of photos\* with nurses holding up their certification certificate, badge, or just a selfie with their name and certification info. Please submit your photos by clicking on the Dropbox link: [Dropbox Photo Link](#)! Please save your photo titled with your name and credentials prior to uploading so we know who you are!

*\*Please be sure to wear your mask in your photos if you are in a clinical setting where patients receive care. Thank you.*

The Recruitment, Retention and Recognition Council (RRR) will be hosting Certified Nurses Day celebrations this year, kicking off on Thankful Thursday, March 14! Stay tuned for more details.

## Structural Empowerment



### Night Council

Baystate Medical Center's Night Council meets on the first Wednesday of the month on Shared Governance Day. The council comes together to create an environment that supports night staff excellence in nursing practice, quality, research, education, and positive patient outcomes. The council acts as a liaison for the night staff, to other councils, hospital-based committees and senior leadership. The committee is comprised of bedside nurses, nurse educators, education coordinators, night clinical supervisors, rapid response nurses, PCT's, multidisciplinary hospital team members and representatives of non-nursing areas who are involved in clinical practice. It is a great place to come together and talk amongst fellow night shift workers.

***Interested in becoming a member?*** Reach out to Amanda Sevinc, Renee Chevalier or Emily Martins for more info!

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### Nursing Policy Committee

The Nursing Policy Committee is a shared governance group that is responsible for establishing professional standards of nursing policy and consistency in clinical care practice, and for developing and maintaining current evidence based critical care policies and procedures. Policies are brought to the committee to be discussed if they are new, if best practice has evolved, or if they are up for renewal (which happens every three years). Members consists of nurses from all over the hospital who lend their knowledge and expertise to reviewing and modifying the nursing policies we use to deliver care here at Baystate. Each member's unique nursing story allows them to look at our nursing policies from a slightly different lens, which helps determine if there are holes in a policy, or if clarification is needed so that the policy is easy to read and understand.

The Nursing Policy Committee meets on the third Monday of each month from 12-1 p.m. via Zoom.

***Are you interested in joining our committee and using your powerful voice to promote change?*** Reach out to Karen Lafrance, Sarah Freeman, or Alison Bui for more information.



## The Patient Perspective

***Our mission is to improve the health of the people in our communities every day, with quality and compassion.***

My name is Julie Merritt, I'm a night RN in NICU. My five-year-old daughter had a VCU procedure done on Monday, Feb. 5 with sedation. We had Maria as a nurse and let me tell you. She was AMAZING! She was so, so good to us and we loved her so very much. She was great with my daughter, with me, and overall was so professional and knowledgeable and awesome! So kind, patient, and loving. I just wanted to let you know that we had a great experience and Maria was absolutely amazing. We felt like she went above and beyond with us and treated my daughter Fiona as one of her own!

Thank you so much from the bottom of our hearts!  
Julie

Nuria from the PICU received this from mother of a child:

Nuria was the most attentive nurse during my son's stay. She offered him a bath when no one else did. She definitely stopped in the most to check in on him and not just for his scheduled care. She is extremely personable and relatable, which goes a long way as a parent in this situation. She even made sure to provide his care before taking a break for herself when she could have had a colleague do it for her. She is simply wonderful and truly loves her job, which shows.

## Nursing Recruitment

Click [here](#) to visit Baystate Health's job site.

**During the month of February,  
the Talent Acquisition team focused on new graduate nurse recruitment!**





To promote the Nurse Residency Program and attract the soon to be graduates, we have held a series of Nurse Resident Open Houses throughout the organization. At each of the community hospitals, nursing leadership and recruiters met with candidates to discuss the application process, the residency program and the benefits of launching their nursing career at Baystate Health.



These events culminated with a final Nurse Resident Open House and celebration, on February 15 at the Baystate Health Education Center, with the theme “Fall in Love with your Nursing Career.” Our Chief Nursing Officers, with the nursing recruitment team hosted the event and dozens of nursing units from all over Baystate Health came together to decorate tables, run contests and meet the future nurses. Over 80 candidates attended the event and were met with swag bags, balloons and teams that can’t wait to welcome to the organization. Over the next couple of weeks, applicants will have the opportunity to interview, tour and shadow on the units before offers are made.

Cheers and thank you to all who made these events a success!

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To submit an item for *Nursing News & Views*, please make your request [here](#). Please have your copy and any graphic/photo you’d like to include ready to add to the email. The deadline for submissions to *Nursing News & Views* is before 3 p.m. on the first Friday of each month.

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