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A Word from Mary Ann Fuchs Celebrating Black History Month



Mary Eliza Mahoney - America's First Black Professional Nurse. [Image: Wikipedia.](#)



Mary Ann Fuchs
Vice President of Patient Care
& System Chief Nurse Executive
Duke University Health System

As our organization has highlighted the accomplishments of so many over the past month, I thought it would be helpful for us to reflect on America's

first black professional nurse. Please enjoy the article below, written by "VickyRN" and published on [allnurses.com](#). When I think about our workforce and the community we serve, I am proud of the diversity of staff who help us achieve our mission of caring for our patients, their loved ones and each other.

Mary Eliza Mahoney - America's First Black Professional Nurse
By VickyRN, published on [allnurses.com](#)

1976 Inductee: ANA Hall of Fame

America's first black professional nurse, Mary Eliza Mahoney, is known not only for her outstanding personal career, but also for her exemplary contributions to local and national professional organizations. Mahoney inspired both nurses and patients with her calm, quiet efficiency and untiring compassion. Patients tended by Mahoney throughout her career gave glowing testimony of her expert and tender care. She graduated from the New England Hospital for Women and Children Training School for Nurses in 1879. She was one of only three persons in her class to complete the rigorous 16-month program. In 1909, Mahoney gave the welcome address at the first conference of the National Association of Colored Graduate Nurses (NACGN). In recognition of her outstanding example to nurses of all races, NACGN established the Mary Mahoney Award in 1936. When NACGN merged with the American

Nurses Association in 1951, the award was continued. Today, the Mary Mahoney Award is bestowed biennially in recognition of significant contributions in interracial relationships.

Mary Eliza Mahoney was born on May 7th, 1845 in Dorchester, Massachusetts. Her parents were Charles and Mary Jane Mahoney. The family moved from North Carolina, a slave state to Massachusetts, which was a free state. Mary became interested in nursing when she was a teenager. She worked as a maid, washerwoman and cook at the New England Hospital for Women and Children in Roxbury, Massachusetts for fifteen years. This hospital, which is now Dimock Community Health Century, was the first institution to provide nurses' training.

In 1878, when she was thirty-three years old, Mahoney began nurses' training at the New England Hospital. The nursing program was established by Dr. Marie Zakrzewska, one of the first women doctors in the United States. The courses were very difficult and the schedule was strenuous. The sixteen-month program consisted of working on the medical, maternity, and surgical wards, and private duty in patients' homes. When Mahoney began the program, her class consisted of forty students. Only four students completed the program. On August 1, 1879, Mahoney received her nursing diploma, becoming the first African American graduate nurse.

Mary Eliza Mahoney was the first black professional nurse in America, and an active organizer among African American nurses. She was born in Boston, on May 7, 1845, the oldest of three children. At the age of 18, she decided to pursue a career in nursing, working at the progressive New England Hospital for Women and Children. In 1878, at age 33, she was accepted in that hospital's nursing school, the first professional nursing program in the country. Of the 42 students who started that year, Mahoney was one of just four who graduated the next year. The training required 12 months in the hospital's medical, surgical, and maternity wards, lectures and instruction by doctors on the ward, as well as four months of work as a private-duty nurse.

After graduation, Mahoney registered for work as a private-duty nurse. Families that employed Mahoney praised her calm and quiet efficiency. Her professionalism helped raise the status of all nurses. At a time when nurses were often assigned domestic chores as well as nursing duties, she refused to take her meals with household staff. As her reputation spread, Mahoney received requests from patients as far away as New Jersey, Washington, D.C., and North Carolina.

Expanded Options for RN-BSN Program at Winston-Salem State University

Plus – Personalized Onsite Transcript Review Sessions

April 5th at DRAH, DRH and DUH

Winston-Salem State University (WSSU) offers nurses the opportunity to attain a baccalaureate degree through its RN-BSN program, one of the largest nursing programs in North Carolina. Starting this year, WSSU has added new, flexible options to the program to accommodate busy schedules and lifestyles, as well as recognize nurses' existing competencies and experience.

WSSU RN-BSN Program Options

1. Competency-based education option (CBE) option. WSSU will pilot this option starting in the fall of 2017 with a small number of students, becoming the first nursing program in North Carolina to offer it. CBE is all online, with no classroom attendance required. At the onset of the program, students are provided with a list of competencies they will need to complete, and then finish the competencies at a pace that works for their schedules and lifestyles. Students take an evaluation to prove mastery in each competency before moving onto the next one, and if students don't meet the competency the first time, another assessment can be taken at a later time. There are no assignments due at a specific time and nurses can adjust the pace of the course to meet their needs. This is an excellent option for motivated nurses who work well independently, who have extensive experience and who have a busy schedule that requires flexibility. With the CBE option, students can complete the entire program in as few as 9-10 months.
2. Online option. Prior to this year, the online option was offered only in the spring and summer, but starting in the fall of 2017, nurses can now register for this option every semester – spring, summer and fall. This is a good option for students who prefer to do classwork part-time at their own pace, with complete flexibility. Nurses can take two classes per semester and finish the program one semester later, making it conducive to the nurse with a busy schedule who doesn't want to be overwhelmed with class demands.
3. Traditional classroom option. WSSU's traditional RN-BSN program is only three semesters, which is unique for nursing schools in North Carolina. Students take three classes each semester, one at a time with minimal overlap. Classes are held one night per week for four hours. Duke has a classroom dedicated to the RN-BSN program in Hock Plaza, and parking is free.

"Our program offers multiple avenues for nurses to attain their baccalaureate degree," said Dr. Alfreda Harper-Harrison MSN, RN, CLNC, Interim Director, RN-BSN. "Many Duke nurses have participated in our program, both online and in the classroom at Duke Medical Center. We pride ourselves in offering a program that is flexible and very student-friendly for the busy nurse."

Pam Edwards, EdD, MSN, RN-BC, FABC, CNE, CENP, Associate Chief Nursing Officer, Education, said "The RN-BSN program at WSSU is an excellent choice for Duke nurses, and I'm particularly excited about the new competency-based option that is being piloted in the fall semester. This option is the result of a novel partnership between the NC Community College system and the UNC system, and recognizes the experience and competencies that many nurses already have as they begin the baccalaureate program."

Transcript Review Sessions Onsite at Duke Locations April 5th

Thinking of applying for the WSSU RN-BSN Program for the summer or fall 2017 semester?

Take advantage of personalized, 15-minute Transcript Review Sessions with WSSU RN-BSN Program faculty to help you prepare to apply!

Wednesday, April 5, 2017

Duke University Hospital: 8:00 a.m.-4:45 p.m. – Duke North Suite 1307

Duke Raleigh Hospital: 9:00 a.m.-12:00 p.m. – Cardinal Room

Duke Regional Hospital: 1:00 p.m.-4:00 p.m. – First level classroom

Registration for a session is required

To register, contact Lori Malone: lori.malone@duke.edu or 919-613-6406

Registration deadline: March 29, 2017

Nurses need to bring an unofficial copy of their transcripts from all schools attended.

[Link to flier for posting.](#)

Application Information

Apply Now!

For Summer 2017 Semester – Deadline April 10th

For Fall 2017 Semester – Deadline July 10th

For more information and to apply for the RN-BSN program, visit the WSSU website:

[Program information](#)

[Admissions information](#)

For questions and additional information, contact the WSSU RN-BSN office directly:

336-750-2563 or 336-750-2828.



The baccalaureate degree in nursing at Winston-Salem State University is accredited by the Commission of Collegiate Nursing Education, One Dupont Circle, NW, Suite 530, Washington, DC 20036, 202-887-6791.

Nursing Scholarships Available



NCNA is currently accepting 2017 applications for six different scholarship opportunities!

Mary Lewis Wyche Fellowship - \$5,000
Eunice M. Smith - \$1,000 or \$2,000
Judy Knox Scholarship - \$1,000
Carol Ann Beerstecher Nursing Scholarship - \$5,000
NCNA Southwest Region Scholarship - \$1,000
Rural RIBN Student Award - \$2,500

To learn more about each scholarship and to apply – [click here](#).

Please share with anyone who you think may be interested.

Applications for the Rural RIBN Student Award are being accepted now through March 31, 2017.
All other scholarship applications are being accepted now through May 31, 2017.

All applications and nomination forms should be submitted to RN@NCNurses.org.

North Carolina Nurses Association
103 Enterprise Street
P.O. Box 12025
Raleigh, NC 27605-2025

919-821-4250
1-800-626-2153
Fax: 919-829-5807
[Email Us - Visit Our Website](#)

2017 Health Care Heroes Announced

When Triangle Business Journal celebrates its 2017 Health Care Heroes on March 16, four of those honored will be from Duke University Health System (DUHS). The event at Prestonwood Country Club in Cary will honor 22 Health Care Heroes in a number of categories.

The Duke winners include Harry Phillips III, MD, FACC, FSCAI, who will receive the 2017 Lifetime Achievement Award, Jeanette Jansen, RN, Meghann McCoy, BSN, RN, CNIII, and Sean Sondej, MHA. Phillips is a professor of medicine in the Duke University School of Medicine, the chief medical officer of Network Services, part of Duke LifePoint Healthcare, and the associate director of the Duke Heart Center. Jansen, who works for Duke Health Technology Solutions, is a team lead for Maestro Care ClinDoc/Orders. McCoy cares for patients and families in the Pediatric Cardiac Intensive Care Unit at Duke Children's Hospital & Health Center. And Sondej is associate vice president of Heart and Vascular Services.

At least 18 DUHS employees were nominated for the 2017 Health Care Heroes Awards. Please congratulate these **2017 nominees**:

Sylvia Alston
Cheryl Brewer
Paul Clausing
Zachary Cockerham
McKenzie Daniel
Ronda Decker

Barbara Donadio
Jill Engel
Eve Hammett
Jeanette Jansen
Marian LaReno
Teresa Lynch

Meghann McCoy
Heather Mitchell
Harry Phillips
Javier Rodriguez
Sean Sondej
Margaret Sturdivant

The colleagues who took time to write nominations also deserve to be recognized. These individuals submitted nominations for the 2017 awards: Wanda Bride, Kelly Ellington, Jen Franklin, Roy Hudson, Kay Lytle, Claudia Paren, Laurie Velez, Kimberly Wood, Karen Woodward and Sherri Woody.



Sarah Lipscomb, Duke HomeCare & Hospice



Sarah's managers are very proud of the work she has done for her patients, for hospice and for the nursing profession, and wanted to share her accomplishments with nurses across DUHS!

While working at Hock Family Pavilion, the Duke HomeCare & Hospice in-patient unit (IPU), Sarah Lipscomb, RN, CHPN, IBCLC (International Board Certified Lactation Consultant), Clinical Nurse IV, has conducted research and written a protocol based on the validated "Respiratory Distress Observational Scale" (Campbell, Templin and Walch, 2010). The tool Sarah developed is a guide for clinicians who care for patients in respiratory distress who cannot self-report. The goals of this project were to standardize practice and documentation, allow concise communication of symptoms and ensure that patient's symptoms are adequately treated when indicated.

Motivated by a patient, Sarah conducted research on severe skin excoriation refractory to treatment. Based on Sarah's findings, the IPU team implemented a treatment plan, utilizing

crushed Carafate, which was successful in treating immense pain. A skin treatment plan was subsequently developed based on these findings, which is now common practice in the IPU.

Sarah also developed a class for staffing agency nurses that is focused on the basics of hospice care, with special attention devoted to strategies to assist staff in answering difficult questions in a compassionate manner.

Sarah's research has been accepted as an oral presentation at the American Academy of Hospice and Palliative Medicine's 2017 Annual Assembly, Feb. 25th, 2017, Phoenix.

Sarah serves as a primary preceptor for new staff and nursing students, with special focus given to the importance of therapeutic communication, patient advocacy, non-verbal signs of pain, body language, and common treatment modalities.

In addition to her research efforts and her work at the IPU, Sarah's accomplishments include:

- Acceptance to UNC's competitive RN-MSN Adult Gerontology Nurse Practitioner program.
- Recipient of the 2016 Mona Louise Currie Memorial Scholarship, administered through UNC's School of Nursing.
- Recipient of the 2016 Mary Lewis Wyche Fellowship, a nursing scholarship awarded through the North Carolina Nurses Association.
- Recipient of a request to blog for the Hospice & Palliative Nurses Association.
- Recipient of the 2016 Friends of Nursing Drew Award for Excellence in Hospice Nursing Practice. In nominating Sarah for the award, a colleague wrote: "Sarah embodies the essence of what it means to be a nurse. Hospice is about healing, and Sarah strives each day to ease the suffering of her patients."

Congratulations to Sarah for her many outstanding accomplishments, and for her dedication to caring for our patients and their loved ones!

Jennifer Bland Appointed Nurse Manager, Operations



Jennifer Bland, BSN, RN, PCCN, was appointed as Nurse Manager, Operations for DUH Unit 4100, Neuroscience Stepdown and Spine, effective Feb. 6, 2017. Jennifer has served as the Interim Nurse Manager of Unit 4100 since September, 2016.

Jennifer is a graduate of Watts School of Nursing and University of North Carolina at Chapel Hill and has worked with Duke Neuroscience since 1995. During her tenure Jennifer has served as a charge nurse, preceptor, CN IV and clinical lead. She has been consistently involved in developing care standards for neuroscience patients and mentoring staff as the Neuroscience Service has grown. Congratulations to Jennifer!

Stacey O'Brien Honored for Completing Duke AHEAD Program



Stacey O'Brien, MSN, RN-BC, DUHS Clinical Nurse Educator (center) with Ellen Cowan, MSN, RN, OCN, Administrative Director-DUHS Clinical Education & Professional Development, (left) and Pam Edwards, EdD, MSN, RN-BC, FABC, CNE, CENP, Associate Chief Nursing Officer, Education (right).

Stacey O'Brien was recently honored as being part of the inaugural cohort of the [Duke AHEAD](#) Health Professions Education & Teaching Fellowship. Stacey participated in the first 2016 Certificate in Health Professions Education program that was developed and implemented by Duke AHEAD. The objectives of the program included development and implementation of interprofessional education, and part of the expectation was to implement a project. "The project I implemented was Interprofessional Cardiac Monitoring Simulation, which provided an opportunity for interprofessional healthcare teams to compare and contrast roles and responsibilities that promote safe monitoring practices, result in positive patient outcomes and decrease alarm volume overload." "Our department was very pleased to have a DUHS representative in this inaugural program," said Pam Edwards. "Congratulations to Stacey for her hard work during the 12-month program, and for completing an innovative educational project that will contribute to high quality patient care."

Triangle Light the Night Award for Nicole Kenney



Nicole Kenney, BSN, RN, CNIII, Radiation Oncology, Duke Cancer Center, won an individual and team award for her fundraising efforts for the Leukemia and Lymphoma Society, participating in the 2016 Light the Night Walk in her mother's memory. In Nicole's own words ...

"On Thursday, January 19, 2017 I attended the Triangle Light the Night awards, which was the culmination of the most incredible year for the 2016 Light the Night Walk. I was honored as a Bright Lights fundraiser, receiving a medal for raising over \$1,000 as an individual (one of only 105 individuals at the Triangle Walk). However, I had no idea that my name would be called to walk up and receive the award as a top fundraising team raising over \$10,000, on behalf of the Duke Cancer

Institute, along with the Administrative Director of the adult blood & marrow transplant program. I was even more overwhelmed when he said I was keeping it, as I was one of the main forces behind Duke's fundraising success. I am beyond honored.

Just know that if you supported me last year by purchasing one of over 200+ t-shirts that were sold, attended my Wine and Design event, donated money, or walked alongside me, these awards are YOURS as well. There is no way any of my success would be possible without so many people supporting me. To have raised nearly \$9,000 for the Leukemia and Lymphoma Society in the 7 years I have participated in the Light the Night Walk, and to continue honoring my mom's fight and memory, it means everything to me. I know that with each day that passes, we are coming closer to finding a cure for blood cancers. So, a million times over, THANK YOU.

Also, save the date, because the 2017 Light the Night Walk will be held Saturday, October 28, 2017 at Koka Booth Amphitheatre in Cary, NC (same place as last year), with t-shirts and other fundraising events planned again."

DUH Nurses Lead the Way for Unit's Work Culture Improvements



Catherine Shuford, BSN, RN, CNII, (left) and Ashley Downing, BSN, RN, CNII, (right), saw an opportunity to make a difference in their team's culture on 7 West's cardiothoracic intensive care unit in Duke University Hospital. Their efforts are bearing fruit. [Read more.](#)

Hand Transplantation Is Focus of March 9 Nursing Grand Rounds

Four health care professionals who were involved in the first hand transplant in North Carolina – and at Duke – will present a Nursing Grand Rounds on Thursday, March 9, at Duke University Hospital. The session, “Hand Transplantation: A Multidisciplinary Approach to Promote Healing for Patients with New Limbs” will be from 2 to 3 p.m. in Duke North, Room 2002.

The presenters for the grand rounds are Linda Cendales, MD, associate professor of surgery and director of the Vascularized Composite Allotransplantation Program at Duke University Medical Center; and three nurses who work on surgical intensive care unit DMP 6 West at Duke University Hospital -- Jessica Baker, BSN, RN, CCRN, clinical lead, Veronica Mathis, BSN, RN, CNIII, and Abigail Parsons, BSN, RN, CCRN, CNIII.



Pictured, from left: Veronica Mathis, Linda Cendales, Abigail Parsons and Jessica Baker.

The purpose of the March Nursing Grand Rounds is to enhance nurses' knowledge about physician and nursing plans of care that lead to the best possible outcomes for hand transplant patients.

Everyone is welcome to attend Nursing Grand Rounds. A flier is available for sharing ([link](#)). Those who complete the activity (DEV1225-1*) will receive one continuing education credit hour. For more information about this and other Friends of Nursing programs, contact Jana Alexander ([email](#) or 919-681-5094).

**In support of improving patient care, DUHS Clinical Education and Professional Development is accredited by the American Nurses Credentialing Center (ANCC), the Accreditation Council for Pharmacy Education (ACPE) and the Accreditation Council for Continuing Medical Education (ACCME) to provide continuing education for the health care team.*

Nursing Grand Rounds @ DUH – SAVE THESE DATES

Please “save the date” for the Nursing Grand Rounds scheduled for April 11 and June 8. These activities are planned to meet the interests indicated on the Needs Assessment Survey that is conducted during National Nurses Week each year. Both of these sessions will be in Duke North 2002.

On Tuesday, April 11, Judy Prewitt, DNP, RN, ANP-BC, AOCN, is coordinating a grand rounds on the topic of evidence-based practice competencies. The activity will be from 10 to 11 a.m. Prewitt is the associate chief nursing officer for practice, magnet and research for Duke University Health System.

And on Thursday, June 8, Margaret Muir, MSN, RN CNML, will present “Improving the Patient Experience – Tips & Strategies to Enhance Connection.” The activity will be from 2 to 3 p.m. Muir is the strategic services associate for patient experience at Duke Regional Hospital.

For more information about Nursing Grand Rounds or other Friends of Nursing activities, please contact Jana Alexander ([email](#) or 919-681-5094).

“Resiliency for Nurses” Seminar

The Friends of Nursing Seminar on Feb. 17 attracted 126 participants who spent the day learning about resiliency and engaging in activities that promote health and well-being. The seminar leader, Linda Smith, MS, PA, director of educational programs for Duke Integrative Medicine (IM), invited two colleagues to assist with the seminar: Jeff Brantley, MD, instructor, Mindfulness-Based Stress Reduction Program, and Jocelyn Weiss, PhD, MPH, education/training coordinator for Duke IM.



Jeff Brantley discussed “compassionate awareness.”

Activities included guided meditation, writing and sharing “Three Good Things” ([link](#)), a Wheel of Health exercise and planning for personal health.



Seminar participants engaged in a Wheel of Health exercise.

Some of the resources utilized at the seminar are available for broader use, including a Duke IM Personal Health Planning Guide ([link](#)), Brantley’s “Essential Awareness: An Introduction to Living Mindfully” ([link](#)) and a TED Talk entitled “How to Make Stress Your Friend,” by Kelly McGonigal, a health psychologist ([link](#)). For more information about programs offered by Duke IM: [link](#).

Great 100 Nominations – Updates for 2017

The Great 100 Nurses of North Carolina presented a workshop in January to help participants learn how to write better nominations. Fifty people gathered at UNC Rex Cancer Center in Raleigh for the workshop.

Much of the information presented mirrored that delivered at a similar event in 2016. For example, nominators are encouraged to inform the nominees, instead of keeping the process a secret. According to representatives of the Great 100, as well as the primary presenter at the workshop, secret nominations seldom win. The nominee, him- or herself, is the best source of the detailed information required for a winning nomination, especially regarding involvement in professional organizations and community service activities.

The speakers also reiterated the importance of including details about specific accomplishments and the impact of those on the patient, the patient's family, the unit, the organization and, if applicable, the nursing profession.

The presenters highlighted the changes for 2017. Of note:

- * Biographical section: new category of Advanced Practice Registered Nurse; five categories: clinical, administrative, education, non-traditional roles, APRN; (descriptions – [link](#))
- * Biographical section: new dropdowns that elicit additional information about the frequency of community service activities, and the types of honors/awards, including whether the nurse was a nominee or a winner
- * Narrative section: new length limit of 300 words per response



The Great 100 organization presented a Nomination Writing Workshop on Jan. 23 in Raleigh. Among the 50 participants were, from left, Nicole Ware, MSN, RN, CNL, nursing program manager at Duke Regional Hospital (DRH); Jana Alexander, director of special programs for DUHS Nursing; and Audrey Neal, BSN, RN, NE-BC, LNC, program manager/Magnet program director at DRH.

Resources for the 2017 nomination cycle are available online:

- Website ([link](#))
- Nomination Form – internal DUHS document ([link](#)); request word document from [email](#)
- Tips for writing a great nomination ([link](#))
- Great 100 Organization presentation from January 2017 workshop ([link](#))
- DUHS Nursing Great 100 presentation ([link](#))

Those who plan to nominate a Duke Nurse for the 2017 Great 100, please notify Jana Alexander ([email](#) or 919-681-5094). Alexander is also available to assist with editing nominations prior to submission. Please provide draft nominations by March 15, 2017.

Nurse Presentations

Dustin Williams – Protecting Yourself in the Digital Age

On November 3, 2016, the North Carolina Nurses Association (NCNA) Triangle Region held an educational event at the Durham VA. Dustin Williams, MSN, RN-BC, DHTS IT Manager, presented *Protecting Yourself in the Digital Age*. Dustin shared a wealth of valuable information with a large group of attendees. His tips are summarized at this link: [Protect Yourself in the Digital Age](#).

Amy Nordo – Interoperability Imperative for Clinical Research

On February 22, 2017, Amy Nordo, MMCI, BSN, RN, CPHQ, LNC, Product Manager Maestro Care (Epic) for Research and eSource, Duke Office of Research Informatics, presented *Clinical Research Through HL7 FHIR © & CDISC* at the 2017 Healthcare Information and Management Systems Society (HIMSS) Annual Conference & Exhibition in Orlando. (FHIR stands for Fast Healthcare Interoperability Resources.)

Description of the presentation: *“The use of electronic health records has the potential to foster efficiency and further innovation in regulated clinical research,” said Janet Woodcock, M.D., director of FDA’s Center for Drug Evaluation and Research.” Join interoperability titans of the industry – Duke University, CDISC and HL7 - as they discuss the interoperability imperative for clinical research.*

Safety Corner

Registration for the 12th Annual Duke Health Patient Safety and Quality Conference on March 23rd, 2017 is now open!

This all-day event features national and local patient safety and quality experts. One of the conference highlights is the knowledge sharing experience during the poster presentations. This was a record-breaking year for abstracts submitted: more than 150 abstracts written by multidisciplinary teams were submitted for one of the 87 poster presentation invitations. Congratulations to the **216 nurses** who contributed to the local performance improvement projects reflected in the abstracts! **For more information and to register for the conference, please visit the [DUHS Patient Safety Center Sharepoint site](#).**



Accreditation and Regulatory Affairs Corner

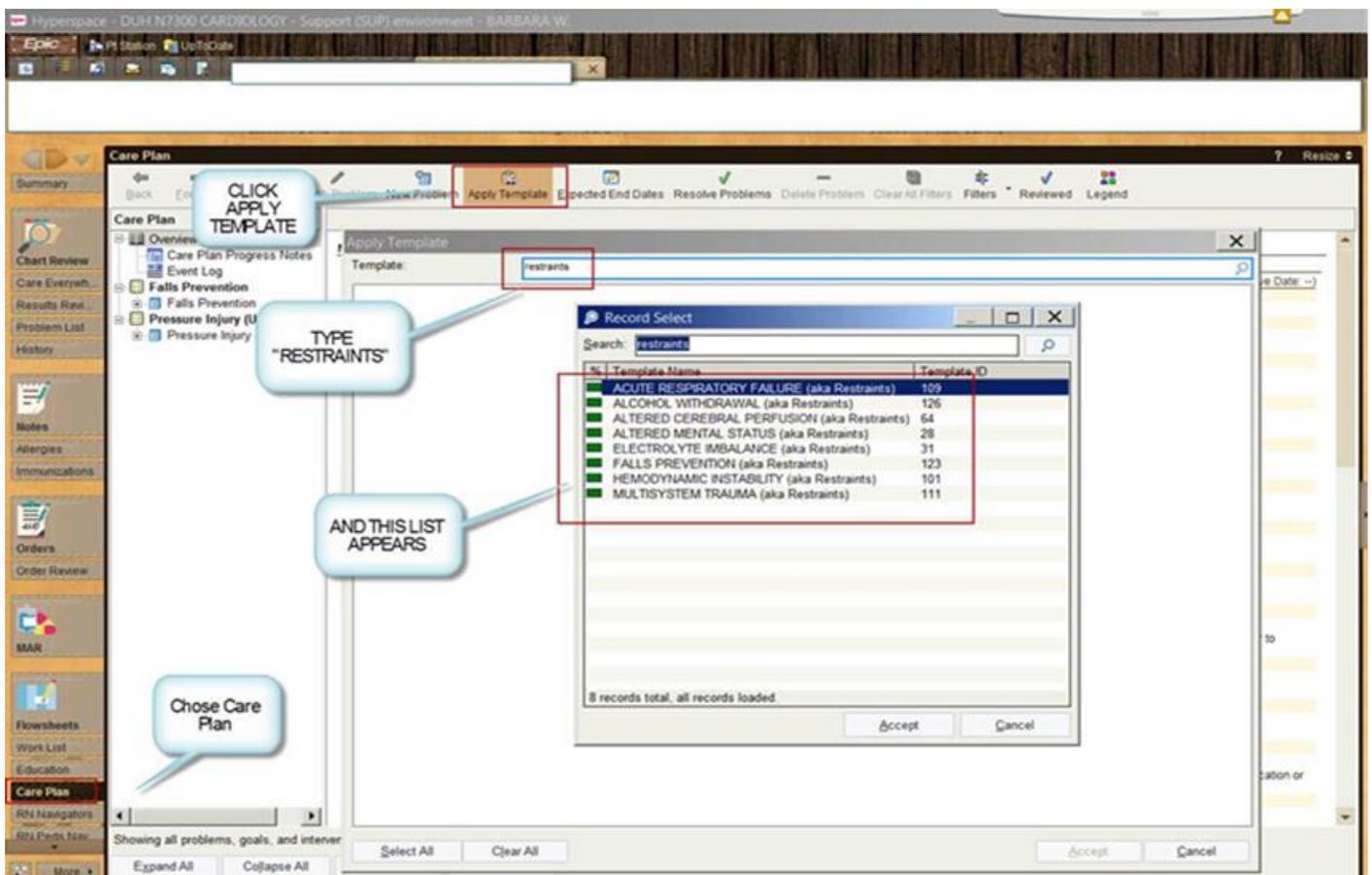
Restraints: Required Documentation and Care Plans

Refer to Policy: [DUHS Restraint Policy](#) located in the Duke Medicine Policy Center on the Intranet. DUHS strives to provide the least restrictive, safe, appropriate environment for its patients.

- Restraints must only be used when less restrictive interventions have been determined to be ineffective to protect the patient, a staff member or others from harm. Alternatives to restraints include, but are not limited to, the following:

| | |
|--|---|
| Use of bed alarms | Supervision by family |
| Frequent checks | Sitter staff |
| Stockinette over IV sites | De-escalation "Calm Voice, Quiet Environment" |
| Reorientation to environment | Scheduled ambulation /activities |
| Scheduled toileting | Diversional activities |
| Repositioning/comfort measures | Pain evaluation and management |
| Relocation of patient closer to nurses' station | Use of night-light |
| Abdominal binder to cover tubes, dressings, etc. | Elbow/Knee brace to restrict joint movement |

- The use of restraints requires documentation of the intervention in the patient's care plan in addition to required documentation.



- Restraints require a written physician order and can never be written as a standing order.
- Restraint orders are only active for 24 hours.

Non-Violent Restraints

Orders:

- Time-limited, based on the patient's assessed needs, and may not exceed one calendar day (renewal at least every 24 hrs. between 0600 and 0900 is preferred).
- A **face to face assessment** by the provider must be documented **within 24 hours**.
- Verbal orders must be co-signed by provider within 24 hours of the initiation of non-violent restraint.

Documentation:

- Require that the plan of care be updated to reflect use of restraints as an intervention.
- Attending physician is notified as soon as possible after the initiation of restraints if he/she did not order the restraint.
- Documentation Requirements:
 - **Hourly**, a visual patient observation will be documented in Maestro care by the patient care staff
- Non-violent *q2h documentation requirements*
 - Fluids, elimination and nutrition offered (unless patient sleeping)
 - Range of motion of the restrained limb
 - Circulation status
 - Correct application verified
 - Skin integrity
 - Repositioning or explanation of why not if contraindicated

Violent Restraints

Orders:

- Time-limited: **not to exceed**:
 - **4 hours for adults (18 years or older)**.
 - **2 hours for children and adolescents 9 to 17 years old**.
 - **1 hour for patients under 9 years old**.
 - For violent restraints, a **face to face assessment by the MD/PA/NP must be documented within 1 hour of application**. This assessment will occur even if the patient is no longer restrained. If the face-to-face evaluation is completed by an APP, the attending physician who is responsible for the care of the patient must be consulted as soon as possible after the completion of the one hour face-to-face evaluation.
 - The face-to-face assessment includes an evaluation of the patient's immediate situation, their reaction to the restraint intervention, their medical and behavioral

condition and the need to continue or terminate the restraint or seclusion. This review will be conducted with the input from the nursing staff

- **All patients in violent restraints and seclusion are under constant supervision by caregivers.**

Documentation:

- **Q15 minute documentation** requirements by a registered nurse or other health care professional includes:
 - Psychological status
 - Clinical justification
 - Assessment for continued need and signs of injury
 - Distal pulses in restrained limb
 - Restraint type
 - Fluids, elimination and nutrition offered
- The clinical record will reflect (**Inpatient Psych Unit only**):
 - The patient and/or family was told of the hospital's policy on restraint
 - Pre-existing medical conditions or physical disabilities that would place the individual at greater risk during restraint intervention
 - Any history of sexual or physical abuse that would place the individual at greater psychological risk during restraint intervention
 - The circumstances or failure of less restrictive interventions
 - The rationale for the type of restraint used
 - The patient was informed of behavior criteria for discontinuation of restraints
 - Debriefing of the patient with staff and designated individual (when appropriate). This process is to:
 - identify behaviors that led to the incident;
 - identify alternative measures that could have been utilized;
 - revisit issues related to the individual's well-being;
 - provide counseling to individuals for any trauma that resulted from the incident;
 - modify the patient's plan of care, treatment and services.

The Accreditation and Regulatory Affairs Corner is a new, regular feature in the Nursing Newsletter, designed to keep nurses informed about accreditation and regulatory affairs information, updates and changes. If you have any questions about information in this section, please contact your accreditation and regulatory affairs representative:

Crystal Adams

Program Manager Regulatory Affairs
Duke Raleigh Hospital (DRaH)
crystal.s.adams@duke.edu
Phone: (919) 576 8013

Carole Akerly

Director of Accreditation & Regulatory Affairs
Duke University Hospital (DUH)
Phone: (919) 681 8176
carole.akerly@dm.duke.edu

Kim Denty

Associate VP, Accreditation and Patient Safety Officer
Private Diagnostic Clinic (PDC)
Phone: (919) 668 0813
kimberly.denty@duke.edu

Jayne Genier

Nursing Program Coordinator
Referral Liaison
Duke Primary Care (DPC)
Phone: (919) 668 5378
jayne.genier@duke.edu

Pamela L. Harris

Manager, Accreditation & Regulatory Affairs
Duke Regional Hospital (DRH)
Phone: (919) 470 7676
Pamela.L.Harris@duke.edu

Pat Johnson

Associate Chief Nursing Officer
Duke Primary Care
Phone: (919) 668 6008
p.johnson@duke.edu

Elizabeth Maginnes

Accreditation and Regulatory Affairs
Duke University Hospital (DUH)
Phone: (919) 681 8176
elizabeth.maginnes@duke.edu

LaVerne Mullin

Director of Accreditation and Compliance, Patient
Safety Officer
Duke Home Care and Hospice (DHCH)
Phone: (919) 479 0434
laverne.mullin@duke.edu

Kim Munto

Director of Accreditation and Regulatory Affairs
Duke University Health System (DUHS)
Phone: (919) 451 5403
kim.munto@duke.edu

Nominate a Duke Nurse for a Professional Award

Late winter and early spring are busy times for award nominations. The information, following, includes upcoming deadlines for nominations, as well as the award categories and important links for additional information. Please review the details about various awards and plan to submit at least one nomination:

March 1 North Carolina Nurses Association Triangle Region ([link](#))

Awards ([link](#)):

- Nursing Faculty of the Year
- Nursing Impacting Society
- Nursing Student of the Year ([link](#))
- Outstanding Nurse of the Year ([link](#))

March 1 Sigma Theta Tau International Awards for Nursing Excellence ([link](#))

Research Awards ([link](#)):

- Elizabeth McWilliams Miller Award for Excellence in Research ([link](#))
- Emerging Nurse Researcher Award ([link](#))
- Episteme Award ([link](#))
- Evidence-Based Practice Award ([link](#))
- International Nurse Researcher Hall of Fame Award ([link](#))
- Research Dissemination Award ([link](#))

Research Dissertation Award ([link](#))
Leadership/Professionalism Awards ([link](#)):
Amy J. Berman Geriatric Nursing Leadership Award ([link](#))
Daniel J. Pesut Spirit of Renewal Award ([link](#))
Dorothy Garrigus Adams Award for Excellence in Fostering
Professional Standards ([link](#))
Mary Tolle Wright Award for Excellence in Leadership Criteria ([link](#))
Virginia K. Saba Nursing Informatics Leadership Award ([link](#))
Education/Technology Awards ([link](#)):
Best Practice in Technology Award ([link](#))
Elizabeth Russell Belford Award for Excellence in Education ([link](#))
Media/Communications and Publicity Awards ([link](#)):
The Capstone International Nursing Book Award ([link](#))
Chapter Communications and Publicity Award ([link](#))
Media Awards (Print and Other) ([link](#))
Nursing Practice Awards ([link](#)):
Audrey Hepburn Award for Contributions to the Health
and Welfare of Children ([link](#))
Clinical Partnership Award ([link](#))
Edith Moore Copeland Award for Excellence in Creativity ([link](#))
Helen Henry Award for Excellence of Care Award ([link](#))
Hester C. Klopper Global Health Award ([link](#))
Marie Hippensteel Lingeman Award for Excellence in Nursing
Practice ([link](#))
Practice Academe Innovative Collaboration Award ([link](#))
Membership/Chapter Activity Awards ([link](#)):
Chapter Communications and Publicity Award ([link](#))
Chapter Key Award ([link](#))
Ethel Palmer Clarke Award for Chapter Excellence ([link](#))
Melanie C. Dreher Outstanding Dean Award for Excellence
in Chapter Support ([link](#))
New Member Pillar Award ([link](#))

March 1 American Association of Diabetes Educators ([link](#))

Select awards:

Allene Van Son Distinguished Service Award
AADE/Children with Diabetes – Friends for Life Fellowship Program
Diabetes Educator of the Year Award
Innovative Use of Media and Technology Award
Lifetime Achievement Award
Rising Star Award

March 5 ADVANCE for Nurses Best Nursing Team ([link](#))

Categories: Adaptability, Expertise, Initiative, Outreach

Resource: Nomination form ([link](#)); request word document ([email](#))

- March 6** **Duke University Algernon Sydney Sullivan Award** ([link](#))
Nomination form ([link](#))
- April 5** **International Transplant Nurses Society Excellence Award** ([link](#))
Awards webpage ([link](#));
Nomination form ([link](#)); *Nominator and Nominee must be ITNS members*
- April 15** **Great 100 Nurses of North Carolina** ([link](#))
Categories: Clinical, Administrative/Management, Education,
Nontraditional Role, APRN ([link](#))
Resources:
DUHS Great 100 Winners Spreadsheet ([link](#))
Great 100 DUHS Nomination form (internal) ([link](#))
Great 100 Nominee biographical information request ([link](#))
Great 100 Narrative questions ([link](#))
Great 100 Tips on Writing a Great Nomination ([link](#))
- April ?** **American Association of Nurse Practitioners Leadership Awards** ([link](#))
Past awards:
Sharp Cutting Edge
Towers Pinnacle Award
- May 1** **National Association of Neonatal Nurses / Nurse Practitioners** ([link](#))
Categories:
Leadership Award ([link](#))
Navigator Award ([link](#))
Neonatal Nurse Practitioner Excellence Award ([link](#))
Neonatal Nurse Practitioner Rising Star Award ([link](#))
Robyn Main Excellence in Clinical Practice Award ([link](#))
- June 1** **Wound, Ostomy & Continence Nurses Society – Southeast Region** ([link](#))
Awards:
Nurse of the Year ([link](#))
Rookie of the Year ([link](#))
- June 1/
July 1** **Oncology Nursing Society Research Career Development Award** ([link](#))
Letter of intent due: June 1; application due: July 1
- June 15** **ONS Foundation Awards** ([link](#));
Online submission instructions ([link](#))
Awards:
Josh Gottheil Memorial BMT Career Development Awards ([link](#))
End-of-Life Care Nursing Career Development Award ([link](#))
Pearl Moore Career Development Awards (for staff nurses) ([link](#))

Open **Home Healthcare Nurses Association** ([link](#))
America’s Top Nurses in Home Care and Hospice ([link](#))

July 15 **Sigma Theta Tau International – Chapter Key (biennial)** ([link](#))
Submissions considered for: Ethel Palmer Clarke Award for Chapter Excellence

Details about award cycles are on the Friends of Nursing Intranet / [External Awards](#). A pdf document of the cycles is also available online: [link](#).

Please notify Jana Alexander, director of special programs for DUHS Nursing, if you plan to submit a nomination. Contact information: jana.alexander@duke.edu or 919-681-5094.

Nursing Awards – Be Alert to Scams

While many organizations sponsor well-known and respected awards for nurses – others take advantage of people’s desire for recognition. Duke Nurses have received nomination or award notifications from at least two organizations that do not appear to be legitimate: American Health Council ([link](#)), which claims to be honoring “the 100 Best Nurses across ever state,” and Global Health & Pharma ([link](#)), which is sending emails to individuals indicating “Your nomination in the Private Healthcare Awards 2017 for Duke Medical Center is still pending.”

Anyone who receives a “nomination pending” or “you’ve been selected” message from an unknown organization should approach the opportunity with caution. And a sharp reminder: no reputable organization will request payment from the nominee or winner who has been selected (although some do have entry fees that are paid by the nominating organization).

Duke Nurse Retirees

Congratulations to our colleagues who have recently retired or will be retiring soon:

| <i>DUHS Entity</i> | <i>Last Name</i> | <i>First Name</i> | <i>Title</i> | <i>Years of Service</i> | <i>Unit</i> | <i>Retirement Date</i> |
|--------------------|------------------|-------------------|---------------------------|-------------------------|------------------------|------------------------|
| DUH | Asinas | Florenda | Clinical Nurse III | 20 | General OR | 02/17/17 |
| DUH | Findlay | Sharon | Clinical Nurse II | 23 | PACU | 02/01/17 |
| DUH | Meguid | Carol | Nurse Manager, Operations | 23 | Women's and Children's | 02/01/17 |
| DUH | Petty | Pamela | Clinical Nurse II | 27 | PACU | 02/10/17 |

NOTE: Please do not send retiree information directly to the Nursing Newsletter email address. Managers should refer to the “Retiring Nurse Recognition” policy for instructions.

New Certifications

Congratulations to these nurses who have recently received a new certification:

| <i>DUHS Entity</i> | <i>Last Name</i> | <i>First Name</i> | <i>Title</i> | <i>Unit</i> | <i>Certification</i> |
|--------------------|------------------|-------------------|------------------------------|-----------------------------|---|
| DRAH | Arsenault | Melissa | CNII | 4th Floor Nursing | OCN |
| DRAH | Bullock | Dorine | CNIII | OR | CNOR |
| DRH | Cross | Cynthia | Nursing Instructor | Nursing Education Prof Sch | CCRN |
| DRH | Overstreet | Elise | CNII | ICU | CCRN |
| DRH | Rice | Sara | CNIII | Preoperative | CPAN |
| DUH | Arnold | Raenan | CNII | DMP 6 East | CCRN |
| DUH | Bates | Donna | CNIII | EC PACU | CAPA |
| DUH | Bright-Addo` | Anthony | CNIII | 8100 | RN-BC |
| DUH | Bryant | Dina | CNII | Dematology Treatment | DNC |
| DUH | Buckner | Carol | Nurse Manager Operations | 8100 | CNML |
| DUH | Chiu | Evelyn | CNIII | OR TSU | CNOR |
| DUH | Creech | Susan | CNIII | 9300 | OCN |
| DUH | Cuntapay | Elmer | CNIII | OR PSU | CNOR |
| DUH | Cutler | Neenah | CNII | DMP 7 West | CCRN |
| DUH | Davis | Patricia | CSNI | ABMT Clinic | BMTCN |
| DUH | Ericson | Kathryn | CNII | Radiation Oncology | PCCN |
| DUH | Godwin | Cherith | CNII | DMP 7 West | CCRN |
| DUH | Gosselin | Tracy | Chief Nursing & Patient Care | President, DUH | NEA-BC |
| DUH | Hogge | Lindsey | CNII | 8300 | Med Surg Nurse |
| DUH | Jones | Cassie | CNII | 4300 | Med Surg Nurse |
| DUH | Jones | Alida | CNIII | Pediatric Proedure Sedation | CPN |
| DUH | Joyner | Erica | CNIII | ICN | CCRN |
| DUH | Lopez | Cynthia | Clinical Lead RN | Clinical Transport Team | PCCN-K |
| DUH | Loughren | Alysia | CNII | 8300 | Med Surg Nurse |
| DUH | Malatestinic | Samatha | CNII | ICN | CCRN |
| DUH | Martt | Rebecca | CNIII | 8300 | Med Surg Nurse |
| DUH | Moore | Emily | CNII | PCICU | CCRN |
| DUH | Mostaghimi | Parvaneh | CNIII | DMP 6 East | CCRN |
| DUH | Price | Leila | CNII | DMP 7 West | CCRN |
| DUH | Reynolds | Joanna | CNII | ICN | LRNN |
| DUH | Robinson | Melissa | CNII | ED | CEN |
| DUH | Sarratt | Marie | CNIV | CHC Level 2/3 | VA-BC |
| DUH | Saunders | Judith | CNIV | OR TSU | CNOR |
| DUH | Scharnhorst | Jill | CNII | 7800 | PCCN - Progressive Care Certified Nurse |
| DUH | Schreckengaust | Kelsey | CNII | Birthng Center | RN,C Inpatient Obstetric Nursing |

Call for Nurse Volunteers – Camp Kesem at Duke

The Duke chapter is one of 85 [Camp Kesem](#) chapters across the United States, offering a free, week-long camp for children affected by their parent’s cancer. Camp is free to attend, and the

camp is planned, managed, and staffed by college student volunteers from Duke University. The camp will be serving over 100 campers between the ages of 6 and 16 this upcoming summer and is **looking for two nurses to join the summer camp team!** These professional staff positions are crucial to ensuring the safety and well-being of campers, and camp cannot happen without these staff in place.

Camp will be held from August 13th to August 19th, 2017 at the Keyauwee Program Center in Sophia, North Carolina.

Nurses are responsible for dispensing daily medication, as instructed by each camper's



physician, and for addressing any health emergencies that may come up over the course of the week. They must hold an RN, LPN/LVN, or be a Nurse Practitioner in the state of North Carolina, or be willing to obtain a temporary license for that state.

Alexis ("Lexi") Pagnatta, BSN, RN, CNII, Pediatric Cardiac Intensive Care Unit at DUH, volunteered last summer at Camp Kesem. Lexi says:

"Volunteering to be a nurse at Camp Kesem was one of the most rewarding and humbling experiences I've had in my life. I loved being able to use my nursing skill set in a non-acute environment, but, my favorite aspect of camp was getting to connect with the campers and learn how much of a difference Camp Kesem has made in their lives. I hope I have the pleasure of volunteering with this organization again in the future!"

[Click here](#) for complete position descriptions, and if you're interested in volunteering, email Camp Kesem at duke@campkesem.org.

Upcoming Events and Opportunities

Events

SAVE THE DATES: Duke Nursing Open House Recruitment Events for Spring, 2017

"Opportunities for a Lifetime" is more than just a tag line. The Duke Nursing organization is well known for supporting its new and experienced nurses in their professional growth. As a long-standing partner in meeting nursing staff wherever their interests take them, Nurse Recruitment will offer two events this spring that will challenge nurses to try something new in 2017. Both events are also great opportunities to share with your nursing colleagues who may be interested in trying out a new opportunity as well – so please be sure to share!

Duke Nursing Open House

Wednesday, March 15

2:00 – 7:00 p.m.

Duke Medicine Pavilion Conference Center

Recruiters and Nurse Managers will be available to discuss upcoming opportunities and conduct interviews for Duke Raleigh Hospital, Duke Regional Hospital, Duke University

Hospital and various other clinic-setting opportunities. [Don't forget to register here or sign up for two opportunities for 1.0 CE course credits.](#)

New to the OR

Thursday, April 13

7:45 a.m. – 3:00 p.m.

Searle Center at Duke University Hospital

New and experienced nurses are encouraged to learn more about the unique opportunities found in the operating room. Registration is required; contact Dalfanee Leach-Keyes, DUHS Perioperative Services recruiter, at dalfane.keyes@duke.edu for complete details.

American Association of Critical-Care Nurses Events

Announcing the Duke Heart Center Certification Champions' AACN Spring Certification (CCRN/PCCN/CSC/CMC) and/or Membership Drive, and the local AACN Triangle Chapter's 3rd Annual Nursing Conference and Celebration of Certification:

AACN Triangle Chapter's 3rd Annual Nursing Conference and Celebration of Certification. The conference takes place on Monday, March 27, 2017, 8:15 a.m.-4:30 p.m. at the Brier Creek Country Club. Early Bird Registration will be \$70 until February 28, 2017. Registration fee includes breakfast, lunch, education sessions for CCRN and PCCN, breakout sessions, and the opportunity to win raffle/door prizes. The Keynote Speaker for this event will be Andrea Efre, DNP, ARNP, ANP-BC, FNP-C, CCRN, addressing, "Current Trends in Street Drugs." More information:

[Flier](#)

[Agenda, Registration, and Electronic program materials](#) on the AACN Triangle Chapter's webpage.

Nurses can also [join the local Triangle Chapter](#) on the website. The local AACN Triangle Chapter provides opportunities for community volunteer work, networking and monthly educational events paired with dinner/breakfast. There is no member fee; however, there is a \$5.00 donation from members at each meeting which goes toward the chapter member scholarship fund for NTI. Meetings are usually held on the 3rd Thursday each month.

Spring Certification and/or Membership Drive

AACN is holding its annual Spring Certification and/or Membership Drive, encouraging all nurses to become certified (CCRN/PCCN/CSC/CMC). Applications are due by Saturday, April 22, 2017 at midnight. Please note: some units require management approval to prove the hourly requirement for your exam has been met before submitting your application.

[Group Certification and/or Membership Discount Application](#)

[Group Membership Discount Application](#)

Nurses may turn in their application at any Triangle Chapter Meeting, to Allison Barfield (Duke DMP 7W CTICU), to Frankie Goodwin (Duke North 7700 CCU) or to Gloria

“Pam” Porter (Duke DMP 7th Floor CTICU or call 919-385-7941) until midnight, April 22, 2017.

For questions and additional information about the events, please contact:

Gloria "Pam" R. Porter, RN, BSN, CCRN-CSC, Clinical Nurse IV
Duke Medical Pavilion 7 West (CTICU), Duke University Hospital
Box 100302
Durham, NC, 27710
(w) 919-385-7941 (c) 919-812-3846

DUSON Events

TurnTheTideNC

Join DUSON for the launch of TurnTheTideNC, a statewide initiative to address the opioid epidemic in North Carolina, March 6, 2017, 9:00 a.m.-12:00 p.m., Pearson 1026. [More information.](#)

Pediatric Workshop

DUSON will host a Pediatric Behavioral and Mental Health Assessment and Management workshop on April 8. The one-day workshop is open to physicians, pharmacists, nurses and allied health students/providers who work in pediatric primary and acute care settings or in schools or school-based health center.

The DUHS Department of Clinical Education and Professional Development is providing continuing education for the health care team for up to 6.5 credits. [Learn more about the conference and register online.](#)

Nurses Appreciation Day with Charlotte Hornets

- Game date and time: Sunday, March 26th, Charlotte Hornets vs Phoenix Suns at 1PM
- Price: Varies based on tickets individual purchases, but start out at \$15 (without tax)
- Promo Code: Nurses
- Special details: Tickets are available to purchase through link on [flier](#). 25 Nurses who purchase through the link will get to walk onto the court before the game to be recognized in front of the crowd.

Calendar

March 9

Nursing Grand Rounds @ DUH

Time: 2 - 3 p.m.

Title: Hand Transplantation: *A Multidisciplinary Approach to Promote Healing for Patients with New Limbs*

Presenters: Linda Cendales, MD

Associate Professor of Surgery

Director, Vascularized Composite Allotransplantation Program

Duke University Medical Center

Jessica Baker, BSN, RN, CCRN

Clinical Lead, DMP 6W Surgical Intensive Care Unit (SICU)

Duke University Hospital (DUH)
Veronica Mathis, BSN, RN
Clinical Nurse III, DMP 6W SICU, DUH
Abigail Parsons, BSN, RN, CCRN
Clinical Nurse III, DMP 6W SICU, DUH

Location: Duke University Hospital, Duke North Room 2002

March 15 Duke Nursing Open House

Time: 2:00 – 7:00 p.m.

Location: Duke Medicine Pavilion Conference Center

[Information](#)

March 23 12th Annual Patient Safety and Quality Conference

Location: Durham Convention Center

[Information](#)

March 26 Nurses Appreciation Day with Charlotte Hornets

Charlotte Hornets vs Phoenix Suns

Game date and time: Sunday, March 26th, 1:00 p.m.

[Flier with information and link to purchase tickets](#)

March 27 AACN Triangle Chapter's 3rd Annual Nursing Conference and Celebration of Certification

Time: 8:15 a.m.-4:30 p.m.

Location: Brier Creek Country Club

[Flier](#)

April 5 Personalized Transcript Reviews for Winston-Salem State University RN-BSN Program

Duke University Hospital: 8:00 a.m.-4:45 p.m. – Duke North Suite 1307

Duke Raleigh Hospital: 9:00 a.m.-12:00 p.m. – Cardinal Room

Duke Regional Hospital: 1:00 p.m.-4:00 p.m. – First level classroom

[Flier](#)

April 8 DUSON Pediatric Behavioral and Mental Health Assessment and Management Workshop

Location: Duke University School of Nursing

[Information](#)

April 11 Nursing Grand Rounds @ DUH – SAVE THE DATE

Time: 10 – 11 a.m.

Topic: Evidence-Based Practice Competencies

Presenter: Judy Prewitt, DNP, RN, ANP-BC, AOCN

Associate Chief Nursing Officer Practice, Magnet, Research

Duke University Health System

Location: Duke University Hospital, Duke North Room 2002

April 13 DUHS Nursing Open House Event – New to the OR

Time: 7:45 a.m. – 3:00 p.m.

Location: Searle Center at Duke University Hospital

April 19-20 Medical-surgical certification review class – DRH

Time: 7:30 a.m. – 4:30 p.m.

Location: DRH Main Auditorium

[Information](#)

June 8 Nursing Grand Rounds @ DUH – SAVE THE DATE

Time: 2 – 3 p.m.

Title: Improving the Patient Experience – Tips & Strategies to Enhance Connection

Presenter: Margaret Muir, MSN, RN, CNML
Strategic Services Associate, Patient Experience
Duke Regional Hospital

Location: Duke University Hospital, Duke North Room 2002

June 22 Friends of Nursing Seminar – SAVE THE DATE

Topic: Incivility/Bullying

Presenter: Kathleen Bartholomew, MN, RN
Internationally acclaimed speaker and educator

Location: Brier Creek Country Club

Nov. 4 Friends of Nursing Gala

Time: 5 – 11:30 p.m.

Venue: Durham Convention Center

Find Duke Nursing on Social Media



Duke Nursing has active accounts on Facebook, LinkedIn and Twitter. The content of these accounts is geared to the interests of current and prospective nurses. All DUHS nurses are invited to connect via these social media accounts:

Facebook: Duke Nursing Careers

Twitter: @DukeNursingJobs

LinkedIn: Duke Nursing Careers

Please share professional highlights by sending content to the Duke Nurse Recruitment Office at DUHSNurseRecruitment@dm.duke.edu

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Editor in Chief: Lori Malone, Communications Director, DUHS Nursing

Content submissions: If you would like to submit an article or story idea for the newsletter, please send information to: nursingnewsletter@dm.duke.edu. The deadline for content is the 20th of each month.

Subscriptions: If you have a nursing colleague who is not receiving the newsletter, please ask him/her to send a subscription request to nursingnewsletter@dm.duke.edu.

Archives: Previous issues of the newsletter can be found on the "DUHS Nursing" page of the intranet [here](#).