



THE lamp LIGHTER

Methodist Hospitals Nurse Newsletter • March 2022

Happy Spring 2022!

Spring is the season for renewal and growth and here at Methodist we are bursting out...working on several exciting opportunities to improve patient outcomes and the practice environment.



- **New Telemetry for the Medical Surgical Areas.** Nihon Koden has completed their training and installation of the new equipment. The upgrade will facilitate the uploading of data into the medical record.
- **New mattresses for our patients.** The nursing office is in the process of submitting purchase orders for new mattresses. This will assist us in decreasing hospital-acquired pressure injuries and improving the comfort level for our patients.

GENERAL STAFF MEETINGS



March 28th
NLC — Seyl
Auditorium
8 AM & 4 PM

March 31st
SLC —
Auditorium
8 AM & 4 PM



Recruitment and Retention Plan

We are working with our ad agency, George Perry & Associates, on a new nurse recruitment and retention campaign. This campaign will celebrate our nurses in ways that we hope will aid in reducing turnover as well as attract new nurses to Methodist. The campaign messaging will focus on our strengths: mission, culture and diversity and will feature nurses telling their own stories.

Our ad agency is currently conducting interviews with a variety of nurses and CNAs at both campuses, in which those nurses talk about their calling, their enthusiasm, the career fulfillment they have achieved at Methodist, etc. The nurses interviewed will be photographed during the interview sessions and will be featured in the campaign. Quotes and photos from the interviews will form the basis of campaign tactics, which will include a variety of internal and external tactics, including geo-targeted digital ads, social media, video and print.

Clinical Ladder

The CL program was developed to reward and recognize clinical nurse's professional practice. CL is an annual portfolio submission of completed work demonstrating exemplary professional practice, leadership, quality improvement and evidence-based practice. There are six sections with a variety of opportunities in which to submit completed work. Submission of the portfolio is open to direct care RN's working 0.5 hours or higher per pay period and in good standing. Applicants (Level 1) must have at least 1 year of nursing experience with six months employment.

Advancement Eligibility:

Level 2: Advancement to level 2 is open to Diploma/ASN/BSN/MSN staff that submits documentation and achieves 6 points.

Level 3: Must have a BSN/MSN to be eligible for level 3 and submit documentation achieving 10 points.

Level 4: Must have a MSN to be eligible for level 4 and submit documentation achieving 14 points.

Magnet Update

Methodist Hospitals started our Magnet journey back in 2012 developing and implementing strategies to support nursing excellence. Through the hard work from many individuals, we submitted our documents and completed a successful site visit in 2017. In the last 4 and half years, the organization faced some significant challenges with the early potential of being bought out by Franciscan to the last two years of Covid. In particular, the last two years has taken a toll on the nursing department. With this in mind, the difficult decision to not submit our documents for reaccreditation was made. Nursing Leadership recognized the need to stop, take a deep breath and refocus on stabilizing the foundations of excellence. Magnet has always been about the journey towards excellence, it is a continuous ongoing process that supports the professional nurse as they strive for better quality and engagement outcomes for their patients, the organization and for the practice environment. I need every nurse within the organization to commit to this. I believe Magnet provides an evidence-based framework to assist us in achieving excellence. We will be reapplying for Magnet within the next several months with a goal of submitting our documents in 04/01/2025.

Welcome New Managers!

- **Cassandra Armour-Martin, BSN, RN** | *Manager Women and Infant Services, Northlake Campus*
Cassandra likes to spend time with her husband and 3 children when not at work and she would love to visit Bora Bora. The one thing that makes her day better is daily mediation and prayer!
- **Heather Wyatt, BSN, RN, MBA-HCA** | *Manager 4 West Renal*
Heather wants to visit the Caribbean some day and the one thing that makes her day better is when her staff is having a good day, relaxed and smiling.
- **Cheryl Rhoades, BSN, RN, PCCN** | *Interim Manager 5W2*
Cheryl enjoys spending time off crocheting or sewing and taking naps with her two pit bulls BB and Junior. Her bucket list for travel includes Alaska to go fly fishing and Poland to see where her ancestors came from.

Welcome Ladies!



www.methodisthospitals.org

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