Transformational Leadership
Embracing and Influencing Change

INSPIRE
SUPPORT
INTEGRITY
VISIONARY
INFLUENCE
TEAMWORK
MOTIVATION
RESPONSIBILITY
COMMUNICATION

TRANSFORMATIONAL LEADERSHIP

37th Annual Educational Conference

September 1-2, 2016
Nemacolin Woodlands Resort
Farmington, Pennsylvania
Dear Colleagues,

I am very excited and honored to welcome you to the 37th Annual Southwestern Pennsylvania Organization of Nurse Leaders Education Conference. The theme of this year’s conference, “Transformational Leadership: Embracing and Influencing Change” is certainly timely!

Health care is in a time of transition that is unlike any prior experience. There is an imperative to correct the economic and access issues driven by our historic health care system. The path to a new model is complex and unclear, however it is clear there will be change whether nurse leaders take an active role or not. This year’s conference is centered on nurse leaders embracing and influencing change with a transformational leadership style and agenda. Topics such as staff engagement, culture of safety, leadership resiliency, and millennials in the workforce, along with other aspects of change will be explored. These topics and the planned speakers will offer inspirational messages and practical ideas for embracing the challenges ahead.

Our SWPONL Education Committee is to be commended for another great conference line up. They fulfill the education and networking mission of our organization by planning our networking events and annual conference. We are so grateful for all of their efforts!

In addition to the outstanding speakers, you will also have the opportunity to browse an impressive collection of poster presentations. Once again, we will host a networking event which has grown in popularity over the past few years. The event offers you the perfect opportunity to meet and network with other nurse leaders from across our region.

And, finally, I encourage you to stop by the exhibit hall to be greeted by a wide array of healthcare vendors. Let them know how much you appreciate their contributions to this event.

Thank you for your participation.

Sincerely,

Marge DiCuccio, RN, MSN
Chair, SWPONL
In recognition of dedication in the planning of the 2016 SWPONL Conference

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Clinical Director, Critical Care and Emergency Services
UPMC Passavant

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Associate Clinical Professor
Drexel University

Deborah Vehec, MSN, RN
Manager of Special Programs Bone Marrow Donor Coordinator
ITxM, Central Blood Bank

Shelley Watters, DNP, RN, NE-BC
Director, Cultural Excellence
UPMC Shadyside

SWPONL
Linda R. Mason
Conference Project Manager

Posters
In addition to the outstanding speakers, you will also have the opportunity to browse an impressive collection of poster presentations. Abstracts that were accepted for poster presentations will have their posters displayed throughout the conference and the poster authors will be available for discussion during the breaks as noted in the program.

Contact Hours
SWPONL and the University of Pittsburgh School of Nursing are collaborating to present the 2016 Annual Conference. Participating nurses successfully completing the program requirements may be awarded up to 7.75 contact hours of continuing nursing education.

The University of Pittsburgh School of Nursing is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center Commission on Accreditation (ANCC).

Evaluations/Continuing Education Credits
The evaluation link will be sent via email after the conclusion of the conference (through Survey Monkey). Evaluations are important to help us to plan and to improve our future programs. In order to receive your Continuing Education Credits for this conference you must complete the survey by Wednesday, September 14th. If you have any questions, please contact Linda Mason at: lindam.kme@gmail.com.

The contact hour certificate will be sent directly to attendees from the University of Pittsburgh.
# Thursday, September 1, 2016

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>7:30AM – 8:45AM</td>
<td>Registration, Continental Breakfast with Exhibitors and Poster Session</td>
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<tr>
<td>8:45AM – 9:00AM</td>
<td>Opening Remarks / President’s Welcome</td>
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<td></td>
<td><em>Marge DiCuccio, RN, MSN</em></td>
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<td>Chief Nursing Officer</td>
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<td>Allegheny General Hospital</td>
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<td>Pittsburgh, Pennsylvania</td>
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<tr>
<td>9:00AM – 10:30AM</td>
<td>Keynote Presentation</td>
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<td><em>Employee Engagement, Leading and Succeeding in a Do-More-With-Less World</em></td>
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<td><em>Vicki Hess, RN, BSN, MS</em></td>
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<td>Certified Speaking Professional</td>
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<td>Catalyst Consulting, LLC</td>
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<td></td>
<td>Baltimore, Maryland</td>
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<tr>
<td>10:30AM – 11:00AM</td>
<td>Refreshment Break / Visit Exhibits, Posters and Raffle</td>
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<tr>
<td>11:00AM – 12:00PM</td>
<td>Millennial's in the Workforce</td>
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<td><em>Shelley Watters, DNP, RN, NE-BC</em></td>
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<td>Director, Cultural Excellence</td>
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<td>UPMC Shadyside</td>
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<td>Pittsburgh, Pennsylvania</td>
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<tr>
<td>12:00PM – 1:00PM</td>
<td>Lunch / Networking</td>
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<td>1:00PM – 2:00PM</td>
<td>Transformational Change in a Culture of Safety</td>
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<td><em>Barbara Wadsworth, DNP, RN, NEA-BC, FAAN</em></td>
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<td>Senior Vice President/Chief Nursing Officer</td>
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<td>Main Line Health System</td>
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<td>Philadelphia, Pennsylvania</td>
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<tr>
<td>2:00PM – 2:30PM</td>
<td>Dessert Break / Visit Exhibits, Posters and Raffle</td>
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<tr>
<td>2:30PM – 3:30PM</td>
<td>Evidence Based Leadership – Helping Managers to Make Better Decisions</td>
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<tr>
<td></td>
<td>Denise Rousseau</td>
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<td>H.J. Heinz II Professor of Organizational Behavior &amp; Public Policy</td>
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<td>Heinz College and Tepper School of Business</td>
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<td>Carnegie Mellon University</td>
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<td>Pittsburgh, Pennsylvania</td>
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<td>3:30PM – 6:30PM</td>
<td>Free Time to Enjoy the Resort</td>
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<td>SWPONL attendees receive a 10% special discount on resort activities.</td>
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<td>Please make your reservations in advance to take advantage of this offer.</td>
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<tr>
<td>6:30PM – 8:30PM</td>
<td>Networking Reception</td>
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*SWPONL attendees receive a 10% special discount on resort activities. Please make your reservations in advance to take advantage of this offer.*
Friday, September 2, 2016

7:00AM – 8:00AM  Registration, Continental Breakfast with Exhibitors and Poster Session
*Poster session concludes at 10:30am*

8:00AM – 8:30AM  SWPONL Updates and Passing of the Gavel
*Marge DiCuccio, RN, MSN*
Chief Nursing Officer
Allegheny General Hospital
Pittsburgh, Pennsylvania

8:30AM – 10:00AM  Leadership Resiliency: Building an Inner Coach
*Jane Shure, PhD, LCSW*  
Executive Coach  
Leadership Consultant  
Psychotherapist  
Author  
Co Founder  
The Resilience Group  
Philadelphia, Pennsylvania

10:00AM – 10:30AM  Refreshment Break / Visit Exhibits, Posters and Raffle

10:30AM – 11:30AM  Strategic Networking: An Essential Leadership Tool
*Kathy W. Humphrey*  
Senior Vice Chancellor for Engagement  
Chief of Staff  
University of Pittsburgh  
Pittsburgh, Pennsylvania

11:30AM – 12:15PM  Influence Through Advocacy for Nursing
*Marge DiCuccio, RN, MSN*  
Chief Nursing Officer  
Allegheny General Hospital  
Pittsburgh, Pennsylvania

12:15PM – 12:45PM  Announcement of Poster Winners, Gift Baskets, and Giveaways

12:45PM – 1:00PM  Thank You’s and Conference Adjournment

**Speaker Handouts/Conference Materials**
To view the speaker’s handouts and other conference related materials please visit the link https://app.box.com/v/SWPONL2016
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Please visit and support our sponsors and exhibitors in the exhibit hall during the conference. The exhibitors and sponsors help to support his important educational activity for SWPONL and provides an opportunity for attendees and companies to interact personally.

3M
3M Infection Prevention is truly on a mission to help reduce healthcare-associated infections through innovative infection prevention solutions. With our system of people, products and processes, 3M remains a trusted resource, committed to helping health care facilities reduce the risk of infections, improve patient outcomes, and control their bottom lines.

AbbVie’s Patient Advocate Program helps individuals diagnosed with certain auto-immune diseases - Crohn’s, Ulcerative Colitis, Hidradenitis Suppuritiva, Psoriasis, and Psoriatic Arthritis achieve a better understanding of their disease through education, resources, and support. This is a free, nationwide program and further information can be found by visiting the following websites: www.crohnsandcolitis.com/advocate-program; www.definehs.com/#advocateSection; www.psoriasis.com/psoriasis-patient-advocate-program; www.psoriaticarthritisinfo.com/living-with-psoriatic-arthritis/education-and-support

Committed to Patient-Centered Innovation. When it comes to innovating, AbbVie starts with the patient. We draw on our deep expertise in some of the most difficult-to-treat diseases and on our understanding of the patient journey to identify opportunities to create better outcomes at every stage. This patient-centered approach to discovery and development ensures we remain focused on our goal of improving lives.

AccuVein, the leader in vein visualization, helps practitioners locate veins for venous access procedures such as IV starts and blood draws by providing a map of the patient’s vasculature on the skin’s surface. Simply point the lightweight, portable device at the skin and click to display the peripheral veins beneath.

Allegheny Health Network, part of Highmark Health, is an integrated healthcare delivery system serving the greater Western Pennsylvania region. The Network is composed of eight hospitals, including Allegheny General Hospital, its flagship academic medical center in Pittsburgh, Allegheny Valley Hospital in Natrona Heights, Canonsburg Hospital in Canonsburg, Forbes Hospital in Monroeville, Jefferson Hospital in Jefferson Hills, Saint Vincent Hospital in Erie, West Penn Hospital in Pittsburgh and Westfield Memorial Hospital in Westfield, NY. The Network is also home to a comprehensive research institute; Health + Wellness Pavilions; an employed physician organization, home and community based health services and a group purchasing organization. The Network employs approximately 17,500 people, has more than 2,800 physicians on its medical staff.

Hospitals are always looking for ways to increase their scores on patient exit surveys. ASCC provides the Tri-State Healthcare Community with customized solutions that progress around the constant transformation of technologies: Automation to streamline workflow processes and promote staff efficiencies; and quick, direct, content-rich communications to increase patient satisfaction. Let us provide you with an intuitive solution that will free you to do what you do best – provide superior patient care. Contact: Sherri Mihm, Mark Bodo, or Denise Agostinelli at 724-772-2722. www.asccinc.com

California University of Pennsylvania offers affordable, quality, 100% online education for nurses. Programs include the RN-BSN completion program, MSN in Nursing Administration and Leadership program, NEW MSN-MBA Dual Degree Option, and MBA degree for MSN graduates from programs in nursing administration. Because of the global nature of the program, students can enter the program from local area, the state, regional, national and international locations. The MSN and BSN programs are CCNE accredited and Cal U is ranked in 2016 among the nation’s top 10 Most Affordable Colleges for Online Nursing Degrees by SR Education Group. To learn more, please send an email to calugo@calu.edu or call 1-866-595-6348.

Centurion develops products designed to improve outcomes. Offering Dressing Change Trays, IV Securement Kits and PIV Bundles, including SorbaView SHIELD® securement dressings. Featuring the CVC Zone Bundle – a central line bundle with everything needed to help prevent CLABSI’s. Introducing the innovative Compass™ products that quickly and easily measure physiological pressure.
Chatham University offers nursing degrees delivered in convenient online formats including the RN-BSN, BSN-DNP, MSN and one of the “fastest-to-degree completion” DNP programs in the country. Chatham nursing programs are known for graduating insightful, compassionate, and collaborative care providers interested in pursuing leadership, practice, education, and management roles in the nursing field. Chatham’s Graduate and Undergraduate Nursing programs earned a Best Online Program ranking by U.S. News & World Reports in their 2015 Best Online Programs edition. U.S. News & World Reports Best Online Programs ranks schools on four categories—student engagement, faculty credentials and training, peer reputation, and student services and technology. More information at www.chatham.edu/nursing.

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Extension Healthcare’s Engage "one platform" approach improves clinical communication, collaboration, care coordination, and workflow with a specific focus on reducing unnecessary clinical interruptions and improving response to critical patient events. The Extension platform intelligently notifies clinicians about real-time patient events through context-driven notifications to common mobile communication devices. Designed for enabling situational awareness and timely information sharing across care teams inside and outside the hospital, Engage aggregates alarm, patient, and care team data from a variety of systems including physiological monitors, nurse call and lab systems, Electronic Health Records (EHR), and location sensing technologies and sends relevant information to enhance the usefulness of alarm and alert notifications. With proven integrations and interoperability in more than 230 hospitals, Extension Healthcare has become a leading solution for improving care quality and patient and caregiver experiences. For more visit, www.ExtensionHealthcare.com.

Founded more than 35 years ago, Genentech is a leading biotechnology company that discovers, develops, and manufactures and commercializes medicines to treat patients with serious or life-threatening medical conditions. The company, a member of the Roche Group, has headquarters in South San Francisco, CA. http://www.gene.com/

Hill-Rom is a leading global medical technology company with 10,000 employees worldwide. We partner with health care providers in more than 100 countries by focusing on patient care solutions that improve clinical and economic outcomes in five core areas: Advancing Mobility, Wound Care and Prevention, Clinical Workflow, Surgical Safety and Efficiency and Respiratory Health. Around the world, Hill-Rom’s people, products, and programs work towards one mission: Every day, around the world, we enhance outcomes for patients and their caregivers. Visit www.hill-rom.com for more information.

ICU Medical, Inc. develops, manufactures and sells innovative medical devices used in vascular therapy, oncology and critical care applications. ICU Medical’s products improve patient outcomes by helping prevent bloodstream infections and protecting healthcare workers from exposure to infectious diseases or hazardous drugs. The company’s complete product line includes custom I.V. systems, closed delivery systems for hazardous drugs, needle-free I.V. connectors, catheters and cardiac monitoring systems. ICU Medical is headquartered in San Clemente, California. For more information, visit www.icumed.com.

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At Kimball Health, we are focused on better outcomes for patients, their families, the staff that heals them, and the environments surrounding them. Our understanding and commitment to giving patients and their loved ones the right solutions is evident in Kimball’s long history of creating purposeful products. Addressing today’s continuum of care with our vast collection of products vitally supports healthcare environments. And just as important, we are committed to ensuring coming in critical circumstances with our product designs to forward the healing process. Whether you’re specifying for a healthcare facility today or planning for tomorrow, Kimball health offers the products and a committed focus for better outcomes at all levels design, products, patients, staff and families. Healthcare is changing rapidly and Kimball Health is leading the charge for progressive results, delivering a better environment for true wellbeing.

LifeCare Hospitals of Pittsburgh specializes in maximizing the recovery potential of acutely ill or injured patients. We provide a unique level of care for any patient whose clinical needs will benefit from extended inpatient hospitalization or specialized care. We help minimize the likelihood of hospitals readmissions for patients who may not be ready to return home or to a skilled nursing facility. Our care teams specialize in treating: acute respiratory disease, complex wounds, traumatic brain injury, renal failure, congestive heart failure, infections requiring antibiotic therapy, complications following surgical procedures and other conditions requiring expert care. We have four hospitals throughout Southwestern PA, as well as a TCC and Behavioral Health Hospital.

Founded in 1990, LINET is an international leader in healthcare technology with patient beds installed in over 100 countries. Considered one of the most dynamic companies in the healthcare field, LINET offers a new and unique approach to the hospital bed market. LINET manufactures innovative beds for the ICU and Medical-Surgical environments that promote patient and nurse safety, facilitate early mobilization, assist in better adherence to turning schedules, improve pain management and help reduce infection rates. All of our products also come with an unprecedented 5-year warranty. The company’s U.S. headquarters is based in Charlotte, NC. Please visit www.linetamericas.com for more information.

Mallinckrodt Pharmaceuticals is an industry leader in providing specialty biopharmaceutical products used in the treatment of autoimmune and rare disease specialty areas, respiratory therapy, pain and related conditions, and diagnostic procedures. The company’s Specialty Brands segment includes branded medicines; its Specialty Generics segment includes specialty generic drugs, active pharmaceutical ingredients and external manufacturing; and the Global Medical Imaging segment includes contrast media and nuclear imaging agents. Visit www.mallinckrodt.com to learn more.

NeurOptics® - Pupillometry: Accurate…Trendable…EMR-Ready. NeurOpticsNPi®-200 Pupillometer System provides trendable, accurate, and objective measurement of pupil size and reactivity in the neurocritical care patient. The NPi-200 is EMR-ready, saving valuable nursing time, eliminating potential charting errors and providing an important clinical assessment tool to remove subjectivity from the pupillary evaluation.

Nihon Kohden offers unrivaled monitoring technology that works across the healthcare continuum. We will highlight clinical benefits of implementing a Defensive Monitoring strategy with our Prefense™ Early Detection and Notification System™. Prefense is designed to safeguard the post-surgical patient by providing early detection of arrhythmias and respiratory changes due to analgesics and OSA by monitoring HR, SpO2, Respiration, NIBP. With our unsurpassed quality and reliability, we are able to offer a five-year parts and labor warranty. Combined with our complimentary software upgrades, Nihon Kohden offers the lowest total cost of ownership and greatest value of any monitoring solution provider.

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UPMC Center for Nursing Excellence and Innovation (CNEI) is a corporate function that works to integrate nursing excellence and spread best practices across the UPMC enterprise in order to achieve quality clinical outcomes, increase nursing engagement through shared governance and development of our future leaders. UPMC is a $10 billion integrated global health enterprise headquartered in Pittsburgh, Pennsylvania, and one of the leading non-profit health systems in the United States. As Pennsylvania’s largest employer with 61,000 employees, UPMC is transforming the economy of the region into one based on medicine, research and technology.

Vocera Communications, Inc. (NYSE:VCRA) is the leading healthcare communications company providing enterprise-class solutions. Installed in more than 1,300 organizations worldwide, Vocera delivers secure, integrated and intelligent communication solutions that enable care teams to collaborate more efficiently by delivering the right information, to the right person, on the right device, in the right location, at the right time. Vocera solutions provide hands-free voice communication, secure text messaging, patient engagement tools, and integrated clinical workflow with EHRs, nurse call systems and physiological monitors. In addition, Vocera drives thought leadership and new standards in care to elevate patient, family, nurse and physician experiences via the company’s research collaborative, the Experience Innovation Network. Vocera is headquartered in San Jose, California. For more information, visit [www.vocera.com](http://www.vocera.com) and @VoceraComm on Twitter.

Walden University is a proud partner of PONL working to meet the professional development needs of its members. Walden is committed to helping working adults continue their education so they can make greater contributions in their organizations. As a part of that commitment, we have extended a 10% tuition reduction for the life of the program to all PONL members who enroll in any Walden University scholarships and grants. Walden has a wide range of degree and certificate options. Our no cost partnerships offer tuition reduction, but also opportunity for additional partnership benefits including access to Walden’s world renowned faculty for continuing education programs, support for nurses week, tuition grants and scholarships, support for Pathway to Excellence and Magnet status, and more.

Waynesburg University is a private Christian university that offers accelerated graduate programs in business, counseling, criminal investigation, education and nursing. The Nursing programs include RN to BSN, MSN with concentrations in administration, education, or informatics, and the Doctor of Nursing Practice with an executive leadership focus. With an emphasis on affordability and flexibility, classes are offered online and at four convenient locations in Cranberry, Monroeville, Southpointe and Waynesburg. Waynesburg University also offers cohorts in local area hospitals upon request.

Welch Allyn is a leading global manufacturer of medical diagnostic equipment and a complete range of digital and connected solutions. With 2,500 employees working in 26 different countries, Welch Allyn specializes in helping doctors, nurses, and other frontline practitioners across the globe provide the best patient care by developing innovative products, breakthrough technologies, and cutting-edge solutions that help them see more patients, detect more conditions, and improve more lives. More information about Welch Allyn and its complete line of connected products and solutions may be found at [www.welchallyn.com](http://www.welchallyn.com). Like us on Facebook and follow us on Twitter and LinkedIn.

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Wieland is devoted to the patient and caregiver alike, innovatively addressing solutions for infection control, family needs, and improved patient outcomes. Moisture barrier and renewability are standard. Sleep sofas, recliners, gliders and lounge chairs are among our patient room and lobby offering.

Zoll Medical Corporation develops and markets medical devices and software solutions that help advance emergency care and save lives, while increasing clinical and operational efficiencies. With products for defibrillation and monitoring, circulation and CPR feedback, data management, therapeutic temperature management, and ventilation, ZOLL provides a comprehensive set of technologies that help clinicians treat victims needing resuscitation and acute critical care. For more information, visit [www.zoll.com](http://www.zoll.com).
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