14.2 Submit a report that details the continuing education activities, self-directed learning activities, and attendance at nursing and interdisciplinary conferences of the CNO and nurse executive leadership group for the twelve (12) months prior to the documentation submission and demonstrate that these activities reflect a pattern of personal professional development.

The leadership team within Nursing at the Massachusetts General Hospital participates in continuing education offerings at MGH, in addition to regional, national and international educational programs. Attendance at nursing and interdisciplinary conferences is encouraged and supported financially. The tables in attachments 14.2.a and 14.2.b capture the respective continuing education, self-directed learning and attendance at nursing and interdisciplinary conferences from September 2006 – September 2007 for the Nursing Executive Team and Nursing Directors groups.

The following are illustrations from the grids in attachments 14.2.a and 14.2.b that link continuing education activities and conference attendance to a pattern of personal professional development:

• As the Associate Chief for Perioperative Nursing Services, Dawn Tenney, RN, MSN, (attachment 14.2.a) attended numerous Perioperative-focused conferences to expose her to the most up-to-date information regarding care delivery in this arena. Nursing Directors who oversee the Perioperative areas, Scott Ciesielski, RN, MS; Marion Freehan, RN, MPA/HA, CNOR; Lisa Morrissey, RN, MBA, CNOR; and Janet Dauphinee Quigley, RN, MSN, (attachment 14.2.b) have also attended Perioperative-focused conferences and completed self-directed learning modules from Perioperative journals.

• Other illustrations of Nursing Directors participating in a focused study of their respective practice area are (attachment 14.2.b):
  ♦ Oncology Nursing:
    *Barbara Cashavelley, RN, MSN, AOCN*
    *Coleen Caster, RN,C, MN, FNP*
    *Ellen Fitzgerald, RN, MSN*
    *Joanne LaFrancesca, RN, MN, AOCN*
    *Catherine Mannix, RN, MSN, OCN*
  ♦ Neuroscience Nursing
    *Ann Kennedy, RN, MS*
The grid in Attachment 14.2.b. also captures attendance of the Nursing Directors at the MGH Nursing Leadership Academy courses. The topics presented at these sessions are driven from the results of the Nursing Director 360 evaluation and professional development needs/themes identified during Nursing Director performance appraisals completed by the four Associate Chief Nurses every October.

It is important to note that there are a variety of educational programs for novice Nursing Directors to attend to promote their professional and leadership development. For example, during the past year, Sara Macchiano, RN, MS, MBA, (attachment 14.2.b.), was hired into the Nursing Director role on White 9 General Medicine, with no previous leadership experience. This was a strategic decision made by her Associate Chief after reviewing the experience levels of her Nursing Directors and concluding that there were sufficient resources available to mentor and support a novice Nursing Director. The listing of continuing education programs that she has attended reflect a mix of MGH Leadership Development offerings open to all new managers, (e.g., Employee Assistance Program, Managing your Budget), MGH Nursing Leadership Academy offerings, (e.g., Strengthening Nurse-Physician Relations, A Conversation about Leadership, Facilitating Effective Teamwork), and external programs, (e.g., Building an Environment for Practice Excellence and Patient Safety, and Transforming Care at the Bedside).

Lastly, illustrations of nursing leadership attending interdisciplinary continuing education programs include but are not limited to:

- Gaurdia Banister, RN, PhD,
  *Patient Safety Officer Executive Development Program*
- Jeanette Ives Erickson, RN, MS
  *Developing Leadership to Sustain Reliably Safe Patient Care Through*
Effective Communication and Teamwork

- Walter Moulaison, Jr., RN, MSN, MBA
  9th National Conference on Anticoagulant Therapy

- Maureen Schnider, RN, MS, CPHQ
  Hazmat Protection & Decontamination for Healthcare Workers

- Judy Silva, RN, MSN
  Crucial Conversations

- Deborah Washington, RN, PhDc
  Eliminating Racial and Ethnic Disparities by 2010
<table>
<thead>
<tr>
<th>Nurse Leader Name/Title</th>
<th>Title of Conference/Meeting; Sponsoring Organization; Date</th>
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<tbody>
<tr>
<td>Jeanette Ives Erickson, RN, MS</td>
<td>A Summit on the Future of Nursing Care, Health Affairs/RWJ Foundation, September 20-21, 2006</td>
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<tr>
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<td>The Patientsfirst Experience: A National Model, Massachusetts Organization of Nurse Executives, September 28, 2006</td>
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<td>Developing Leadership to Sustain Reliably Safe Patient Care Through Effective Communication and Teamwork, Harvard Medical School, October 6, November 6 &amp; 13, 2006</td>
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<td>Critical Care and Trauma Symposium, MGH/Harvard Medical School, November 7, 2006</td>
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<td>Art and Science of Medical Nursing as Viewed Through the Clinical Narrative, MGH, November 15, 2006</td>
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<td>Clinical Center Operational Review, National Institutes of Health, December 7-8, 2006</td>
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<td>National Member Meeting, Advisory Board/Nursing Executive Center, January 21-22, 2007</td>
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<td>Nurse Leaders Roundtable Meeting, Robert Wood Johnson/Health Workforce Solutions, March 3-5, 2007</td>
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<td>Leadership Seminar, Robert Wood Johnson Executive Nurse Fellowship, March 30-April 1, 2007</td>
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<td>Annual Meeting, American Organization of Nurse Executives, April 13-15, 2007</td>
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<td>Beyond Treatment Adherence: The Challenges of Heart Failure Self-Care, MGH, April 26, 2007</td>
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<td>Engaging the Masses: Making Magnet Matter, MGH Nurse Recognition Week, May 7, 2007</td>
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<td>Cultivating a Program of Research: Merging Clinical and Research Interests, MGH Nurse Recognition Week, May 8, 2007</td>
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<td></td>
<td>Scientific Sessions: Music as a Therapeutic Intervention; Measuring Psychological Insulin Resistance, May 8, 2007</td>
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<td>Nursing at the Forefront: Dealing with the Unexpected, International Council of Nurses Conference, May 27 - June 1, 2007</td>
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<td>Annual Conference, Massachusetts Organization of Nurse Executives, June 7-8, 2007</td>
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<td>Transforming Care at the Bedside Conference, American Organization of Nurse Executives, July 15 – 17, 2007</td>
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<td>Leadership Summit, RWJ Executive Nurse Fellows Program, September 26-28, 2007</td>
</tr>
<tr>
<td>Nurse Leader Name/Title</td>
<td>Title of Conference/Meeting; Sponsoring Organization; Date</td>
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</table>
| Gaurdia Banister, RN, PhD Executive Director, The Institute for Patient Care | - Provision of Care, Treatment and Services, Joint Commission Briefing, September 11, 2006
- Patient Safety Officer Executive Development Program, The Institute for Healthcare Improvement, September 12-13, 2006
- Performance Improvement, Joint Commission Briefing, September 18, 2006
- Leadership, Joint Commission Briefing, October 2, 2006
- Optimizing Workforce Tradeoffs, The Nursing Executive Center, October 4, 2006
- Promoting Evidence Based Nursing I, The Nursing Executive Center, November 9, 2006
- Rights, Ethics and Nursing, Joint Commission Briefing, November 13, 2006
- Promoting Evidence Based Nursing II, The Nursing Executive Center, November 16, 2006
- Leadership Seminar, Robert Wood Johnson Nurse Executive Fellowship, March 30-April 1, 2007
- The Hospital of the Future, The Advisory Board, May 27, 2007
| Debbie Burke, RN, MSN, MBA Associate Chief Nurse | - Managing Conflict: Bridging Individual Differences for Improved Performance, MGH Nursing Leadership Academy, September 28, 2006
- Developing Leadership to Sustain Reliably Safe Patient Care Through Effective Communication and Teamwork, Harvard Medical School, October 6, November 6 & 13, 2006
- Building an Engaged, Data-Driven Nursing Organization, The Advisory Board/Nursing Executive Center, April 23-24, 2007
- Cultivating a Program of Research: Merging Clinical and Research Interests, MGH Nurse Recognition Week, May 8, 2007
- Florence Nightingale: A Medical Revolutionary, MGH Nurse Recognition Week, May 9, 2007
- Facilitating Effective Teamwork, MGH Nursing Leadership Academy, September 6, 2007 |
| Leila Carbunari, RN, MEd Director, International Patient Program | - Chronic Diagnosis and Outpatient Management of Chronic Heart Failure, Innova Education, Institute, November 2006
- You and the Law, MGH, February 2007
- Celebrating the Good News: Nursing Makes a Difference -- A Global Perspective, MGH Nurse Recognition Week |
<table>
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<tr>
<th>Nurse Leader Name/Title</th>
<th>Title of Conference/Meeting; Sponsoring Organization; Date</th>
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</thead>
</table>
| **Marianne Ditomassi, RN, MSN, MBA**<br>Executive Director, PCS Operations | - Developing Leadership to Sustain Reliably Safe Patient Care Through Effective Communication and Teamwork, Harvard Medical School, October 6, November 6 & 13, 2006  
- Leadership Seminar, Robert Wood Johnson Executive Nurse Fellowship, March 30-April 1, 2007  
- Engaging the Masses: Making Magnet Matter, MGH Nurse Recognition Week, May 7, 2007  
- Scientific Sessions: Music as a Therapeutic Intervention; Measuring Psychological Insulin Resistance, MGH Nurse Recognition Week, May 8, 2007  
- Cultivating a Program of Research: Merging Clinical and Research Interests, MGH Nurse Recognition Week, May 8, 2007  
- Nurses: Everyday Heroes, MGH Nurse Recognition Week, May 10, 2007  
| **Eileen Flaherty, RN, MBA, MPH**<br>Director, Patient Care Services<br>Financial Management Systems | - Developing Leadership to Sustain Reliably Safe Patient Care Through Effective Communication and Teamwork, Harvard Medical School, October 30, November 6 & 13, 2006  
| **Theresa Gallivan, RN, MS**<br>Associate Chief Nurse | - Developing Leadership to Sustain Reliably Safe Patient Care Through Effective Communication and Teamwork, Harvard Medical School, November 6 & 13, 2006  
- Art and Science of Medical Nursing as Viewed Through the Clinical Narrative, MGH, November 15, 2006  
- Crucial Conversations Training Day 1 & 2, Mass General Hospital, February 27 – March 1, 2007  
- Beyond Treatment Adherence: The Challenges of Heart Failure Self-Care, MGH Department of Nursing 2nd Annual Cardiac Visiting Scholar Program, April 26, 2007  
- Improving Outcomes in Heart Failure, MGH Department of Nursing 2nd Annual Cardiac Visiting Scholar Program, April 26, 2007  
- Engaging the Masses: Making Magnet Matter, MGH Nurse Recognition Week, May 7, 2007  
- Scientific Sessions: Music as a Therapeutic Intervention; Measuring Psychological Insulin Resistance, MGH Nurse Recognition Week, May 8, 2007  
- Nurses: Everyday Heroes, MGH Nurse Recognition Week, May 10, 2007  
- Building an Environment for Practice Excellence and Patient Safety, The Institute for Nursing Healthcare Leadership, June 17-19, 2007 |
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<tr>
<th>Nurse Leader Name/Title</th>
<th>Title of Conference/Meeting; Sponsoring Organization; Date</th>
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</thead>
</table>
| **Sally Millar, RN, MBA**  
Director, Office of Patient Advocacy and Patient Care Services Informatics | Facilitating Effective Teamwork, MGH Nursing Leadership Academy, September 6, 2007  
Getting the Price Right: Billing for Hospital Nursing Care; Keeping Members Current: Changes in the CMS Reimbursement System; Pandemic; What Health Care Leaders Should Know, Massachusetts Organization of Nurse Executives, March 9, 2007  
Engaging the Masses: Making Magnet Matter, MGH Nurse Recognition Week, May 7, 2007  
Nurses: Everyday Heroes, MGH Nurse Recognition Week, May 10, 2007  
Transforming Conflict, Massachusetts Organization of Nurse Executives, June 7, 2007  
A Randomized Trial of Standardized Nursing Patient Assessment Using Wireless Technology, MGH Nursing Grand Rounds, July 26, 2007  
Enlightened Power: Putting it Into Action and Creating Magnet Magic, Massachusetts Organization of Nurse Executives, September 8, 2007 |
| **Keith Perleberg, RN, MDiv**  
Director, PCS Office of Quality and Safety | Enlightened Power: Putting it Into Action and Creating Magnet Magic, Massachusetts Organization of Nurse Executives, September 8, 2006  
Ethical Considerations in Pain Management, American Society for Pain Management, Eastern Massachusetts Chapter, September 13, 2006  
Tenth National Magnet Conference, American Nurses Credentialing Center, October 4-6, 2006  
Art and Science of Medical Nursing as Viewed Through the Clinical Narrative MGH, November 15, 2006  
Developing Skills in Adverse Event Analysis Using Simulation Methods, MGH Nursing Leadership Academy, January 12, 2007  
Impact through Influence, MGH Nursing Leadership Academy, March 1, 2007  
Healing Presence: Creating a Culture that Promotes Spiritual Care, Visiting Nurse Ethics Scholar Series, Dana-Farber Cancer Institute, Boston, MA, March 19, 2007  
Building an Environment for Practice Excellence and Patient Safety, The Institute for Nursing Healthcare Leadership, June 17-19, 2007  
| **Jackie Somerville, RN, PhDc**  
Associate Chief Nurse | MGH Quality and Safety Leadership Development Program, Harvard Business School, October 10-12, 2006, December 12-14, 2006  
Developing Leadership to Sustain Reliably Safe Patient Care Through Effective Communication and... |
<table>
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<tr>
<th>Nurse Leader Name/Title</th>
<th>Title of Conference/Meeting; Sponsoring Organization; Date</th>
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<tbody>
<tr>
<td>Dawn Tenney, RN, MSN</td>
<td>Teamwork, Harvard Medical School, October 30, November 6 &amp; 13, 2006</td>
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<td></td>
<td>- The 18th Annual Scientific Sessions of the Eastern Nursing Research Society, April 20-22, 2007</td>
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<td>- Building an Engaged, Data-Driven Nursing Organization, The Advisory Board/Nursing Executive Center, April 23-24, 2007</td>
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<td>- Facilitating Effective Teamwork, MGH Nursing Leadership Academy, September 6, 2007</td>
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<td>- Developing Leadership to Sustain Reliably Safe Patient Care Through Effective Communication and Teamwork, Harvard Medical School, October 30, November 6 &amp; 13, 2006</td>
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<td>- Managing Today’s OR Suite Conference, OR Manager, November 9-10, 2006</td>
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<td>- Operational Efficiency in the OR: Managing Throughput, McKesson, November 14, 2006</td>
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<td>- Crucial Conversations Training, Vital Smarts, February 27 and March 1, 2007</td>
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<td>- Evidence-Based Practice; Culture in the OR; Stress in the Workplace, VHA Perioperative Executive Affinity Group meeting, March 7, 2007</td>
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<td>- Managing Operating Excellence, American Association of Clinical Directors, March 9, 2007</td>
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<td>- UHC Perioperative Service Council Semiannual Meetings: Staffing the Operating Rooms, Interventional Procedure Collaboration between Periop and Radiology, Linking Distractions in the OR to Difficulty with Retained Objects, UHC, March 27, 2007</td>
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<tr>
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<td>- Engaging the Masses: Making Magnet Matter, MGH Nurse Recognition Week, May 7, 2007</td>
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<td>- Cultivating a Program of Research: Merging Clinical and Research Interests, MGH Nurse Recognition Week, May 8, 2007</td>
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<td>- Transforming Conflict, Massachusetts Organization of Nurse Executives, June 7, 2007</td>
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<td></td>
<td>- Facilitating Effective Teamwork, MGH Nursing Leadership Academy, September 6, 2007</td>
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<tr>
<td>Deborah Washington, RN, PhDc</td>
<td>Serving on the USS Mercy: An International Nursing Experience, MGH Nursing Grand Rounds, September 22, 2006</td>
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<tr>
<td>Director, Patient Care Services Diversity Program</td>
<td>- Healthy Communities, Massachusetts Partnership for Healthy Communities (The Medical Foundation), September 26, 2006</td>
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<td></td>
<td>- Developing Leadership to Sustain Reliably Safe Patient Care Through Effective Communication and Teamwork, Harvard Medical School, October 30, November 6 &amp; 13, 2006</td>
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<td>- Today’s Health Topics in Disparities, Webcast, Kaiser Network, March 2, 2007</td>
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<td>- Diversity in Healthcare, Massachusetts Medical Society, March 7, 2007</td>
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</tbody>
</table>
### Nurse Leader Name/Title

**Title of Conference/Meeting; Sponsoring Organization; Date**

- Healthy Communities, Massachusetts Partnership for Healthy Communities, April 11, 2007
- Spring Conference, New England Regional Black Nurses Association, April 27, 2007
- Health Disparities, Boston University School of Public Health, May 24, 2007
<table>
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<tr>
<th>Nurse Leader Name/Title</th>
<th>Title of Conference/Meeting, Sponsoring Organization, Dates</th>
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<tr>
<td>Cristina Bethune, RN</td>
<td>Managing Conflict, MGH Nursing Leadership Academy, September 2006</td>
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<td>Excel 2000 Fundamentals, MGH/Partners HealthCare, October 2006</td>
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<td>Developing Leadership to Sustain Reliably Safe Patient Care Through Effective Communication and Teamwork, Harvard Medical School, October 6, November 6 &amp; 13, 2006</td>
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<td>Mechanisms and New Directions in Therapy, 12th Annual Boston Atrial Fibrillation Society, January 2007</td>
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<td>Innovation in Health Care Retreat, Partners HealthCare, January 2007</td>
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<td>Strengthening Nurse-Physician Relationships, MGH Nursing Leadership Academy, January 11, 2007</td>
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<td>Ablate the Confusion, Boston Scientific, Webcast, February, 2007</td>
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<td>Impact through Influence, MGH Nursing Leadership Academy, March 1, 2007</td>
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<td>Advancing Your Career, Advance for Nursing, May 2007</td>
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<td>Cardiac Arrhythmia Service: Communication and Teamwork Training Safety Initiative, Harvard Medical School, June 2007</td>
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<tr>
<td>Sharon Bouvier, RN, MS</td>
<td>Managing Conflict, MGH Nursing Leadership Academy, September 28, 2006</td>
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<td>Strengthening Nurse-Physician Relationships, MGH Nursing Leadership Academy, January 11, 2007</td>
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<td>Impact through Influence, MGH Nursing Leadership Academy, March 1, 2007</td>
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<td>Annual Meeting, American Organization of Nurse Executives, April 15-17, 2007</td>
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<td>A Conversation about Leadership, MGH Nursing Leadership Academy, April 23, 2007</td>
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<td>Annual Meeting, Massachusetts Organization of Nurse Executives, June 7, 2007</td>
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<tr>
<td>Susan Caffrey, RN, MS</td>
<td>Managing Conflict, MGH Nursing Leadership Academy, September 28, 2006</td>
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<td>Strengthening Nurse-Physician Relationships, MGH Nursing Leadership Academy, January 11, 2007</td>
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<td>Impact Through Influence, MGH Nursing Leadership Academy, March 2007</td>
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<td>A Conversation about Leadership, MGH Nursing Leadership Academy, April 23, 2007</td>
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<td>Building an Environment for Practice Excellence and Patient Safety, INHL, June 17-19, 2007</td>
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<td>Facilitating Effective Teamwork, MGH Nursing Leadership Academy, September 6, 2007</td>
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<tr>
<td>Theresa Capodilupo, RN, MSN</td>
<td>Managing Conflict, MGH Nursing Leadership Academy, September 28, 2006</td>
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<td>Critical Care and Trauma Symposium, Harvard Medical School, November 6-7, 2006</td>
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<td>Employee Assistance Program Work and Life Resources, MGH, February 2007</td>
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<td>Dedicated Educational Units Symposium, University of Oregon, July 22, 2007</td>
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<td>Barbara Cashavelley, RN, MSN, AOCN</td>
<td>Cancer Survivorship, Embracing the Future, NCI, October 4-6, 2006</td>
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<tr>
<td>Nurse Leader Name/Title</td>
<td>Title of Conference/Meeting, Sponsoring Organization, Dates</td>
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| Nursing Director, Cancer Center | Annual NCCN Patient Safety Summit, NCCN, October 11-12, 2006  
| | Impact through Influence, MGH Nursing Leadership Academy, March 1, 2007  
| | Congress, Oncology Nursing Society, April 30, 2007  
| | Facilitating Effective Teamwork, MGH Leadership Academy, September 6, 2007 |
| Coleen Caster, RN, C, MN, FNP  
Nursing Director, Gynecology | Managing Conflict, MGH Nursing Leadership Academy, September 28, 2006  
| | Nursing Grand Rounds, MGH Challenges in Women’s Health: Human Papilloma Virus, December 28, 2006  
| | Strengthening Nurse-Physician Relationships, MGH Nursing Leadership Academy, January 11, 2007  
| | Impact Through Influence, MGH Nursing Leadership Academy, March 1, 2007  
| | The Practice of Wise Leadership: Character-Based Communication, March 2007  
| | Personalysis, MGH Leadership Academy, March 2007  
| | Annual Meeting, American Organization of Nurse Executives, April 13-15, 2007  
| | Congress, Oncology Nursing Society, April 30, 2007  
| | Nurses: Everyday Heroes, MGH Nurse Recognition Week, May 10, 2007  
| | Process Management Course, MGH Leadership Academy, May 16-17, 2007  
| | Facilitating Effective Teamwork, MGH Nursing Leadership Academy, September 6, 2007 |
| Scott Ciesielski, RN, MS  
Nursing Director, Post-Anesthesia Care | Managing Today’s OR, OR MANAGER, October 2006  
| | Strengthening Nurse-Physician Relations, MGH Nursing Leadership Academy, January 11, 2007  
| | Communication for Influence: Advancing Leadership Objectives, MGH Nursing Leadership Academy, March 1, 2007  
| | Transforming Conflict, Massachusetts Organization of Nurse Executives, June 7, 2007  
| | Facilitating Effective Teamwork, MGH Nursing Leadership Academy, September 6, 2007 |
| Tony DiGiovine, RN, BA  
Nursing Director, Transplant, Burn, Plastic and Reconstructive Surgery | Managing Conflict, MGH Nursing Leadership Academy, September 28, 2006  
| | Strengthening Nurse-Physician Relationships, MGH Nursing Leadership Academy, January 11, 2007  
| | National Leadership Conference, American Burn Association, January 30 – February 1, 2007  
| | Impact Through Influence, MGH Nursing Leadership Academy, March 1, 2007  
| | Facilitating Effective Teamwork, MGH Nursing Leadership Academy, September 6, 2007 |
| Mary Elizabeth Ellbeg, RN, MS  
Nursing Director, Pre-Admission Testing Area | Strengthening Nurse-Physician Relationships: Toward Collaborative Partnerships, January 11, 2007  
| | Impact Through Influence: Improving Communications to Advance Leadership Objectives, March 1, 2007  
| | A Conversation about Leadership, MGH Nursing Leadership Academy, April 23, 2007  
| | Facilitating Effective Teamwork, MGH Nursing Leadership Academy, September 6, 2007 |
| Marion Freehan, RN, MPA/HAA, CNOR  
Nursing Director, Jackson and Wang Building Operating Rooms | Managing Today’s OR Suite Conference, OR Manager, November 9-10, 2006  
| | Operational Efficiency in the OR: Managing Throughput, McKesson, November 14, 2006  
| | Crucial Conversations Training, Vital Smarts, February 27 and March 1, 2007  
| | Professional Responsibility: Disaster Preparedness, AORN, March 2007  
| | Crucial Conversations, AORN, March 2007  
<p>| | Evidence-Based Practice; Culture in the OR; Stress in the Workplace, VHA Perioperative Executive Affinity |</p>
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<tr>
<th>Nurse Leader Name/Title</th>
<th>Title of Conference/Meeting, Sponsoring Organization, Dates</th>
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<tr>
<td>Ellen Fitzgerald, RN, MSN Nursing Director, Oncology/Bone Marrow Transplant</td>
<td>Group meeting, March 7, 2007&lt;br&gt;Managing Operating Excellence, American Association of Clinical Directors, March 9, 2007&lt;br&gt;UHC Perioperative Service Council Semiannual Meetings: Staffing the Operating Rooms, Interventional Procedure Collaboration between Periop and Radiology, Linking Distractions in the OR to Difficulty with Retained Objects, UHC, March 27, 2007&lt;br&gt;Executive Symposium on Patient Safety, AORN, July 2007&lt;br&gt;Facilitating Effective Teamwork, MGH Nursing Leadership Academy, September 6, 2007</td>
</tr>
<tr>
<td>Brian French, RN, BC, MS Professional Development and Education Manager</td>
<td>The Art and Science of Medical Nursing as Viewed Through the Clinical Narrative, MGH, November 16, 2006&lt;br&gt;Doing the Write Thing: Simple Steps to Writing and Getting Published, MGH, February 22, 2007&lt;br&gt;Celebrating the Good News: Nursing Makes a Difference – A Global Perspective, MGH Nurse Recognition Week, May 7, 2007</td>
</tr>
<tr>
<td>Alice Gervasini, RN, PhD Nursing Director, Trauma Program</td>
<td>Annual Conference, American Association for the Surgery of Trauma, September 2006&lt;br&gt;Clinical Congress, American College of Surgery, October 2006&lt;br&gt;Annual Conference, New England Regional Trauma, March 2007&lt;br&gt;A Conversation about Leadership, MGH Nursing Leadership Academy, April 23, 2007&lt;br&gt;Annual Conference, Society of Trauma Nurses, May 2007&lt;br&gt;Annual Conference, American Association for the Surgery of Trauma, September 2007</td>
</tr>
<tr>
<td>Susan Gordon, RN, MS Nursing Director, General Medicine</td>
<td>Ovid-Medline Searching for Journal Articles, MGH, November 2006&lt;br&gt;Art and Science of Medical Nursing as Viewed through the Clinical Narrative, MGH, November 11, 2006&lt;br&gt;Transforming Conflict, Massachusetts Organization of Nurse Executives, June 7, 2007&lt;br&gt;Cancer-Related Emergencies, MGH, June 18, 2007&lt;br&gt;Collaboration in the Clinical Setting: Managing Teams with Geniuses, Disrupters and Avoiders, MGH, June 21, 2007</td>
</tr>
<tr>
<td>Maryfran Hughes, RN, MSN Nursing Director, Emergency Services</td>
<td>Depression and Suicide: Risk Factors, Diagnosis and Treatment, Nursing Spectrum, October 2006&lt;br&gt;Epidemiology: Introductory Concepts, Nursing Spectrum, October 2006&lt;br&gt;Emergency Care is a Patient’s Right: Insured or Not, Nursing Spectrum, October 2006&lt;br&gt;Precepting: The Chance to Shape Nursing’s Future, Nursing Spectrum, October 2006&lt;br&gt;Hazmat Protection and Decontamination for Healthcare Workers Refresher, October 2006&lt;br&gt;Disaster Conference, VHA, November 2006&lt;br&gt;Hospital Incident Command System Update, Delvalle Institute, January 2007&lt;br&gt;Leadership Conference, Emergency Nurses Association, February 2007&lt;br&gt;Quadrennial Policy Conference, American Nurses Association, June 2007</td>
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<td>Nurse Leader Name/Title</td>
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</tbody>
</table>
- Facilitating Effective Teamwork, MGH Nursing Leadership Academy, September 6, 2007  
- Managing Conflict, MGH Nursing Leadership Academy, September 28, 2006  
- Caring for the Patient with Lung Cancer, MGH Nursing Grand Rounds, January 25, 2007  
- Implementing Safety Strategies as Front-Line Manager, Institute for Health Care Improvement, February 12-13, 2007  
- 7th Annual Safe Patient Handling and Movement Conference, University of South Florida, March 12-16, 2007  
- Cultivating a Program of Research: Merging Clinical and Research Interests, MGH Nurse Recognition Week, May 8, 2007  
| Stacy Hutton Johnson, RN, MS/MBA<br>Nursing Director, General Medicine (Hired 6/07) |  - Facilitating Effective Teamwork, MGH Nursing Leadership Academy, September 6, 2007 |
| Adele Keeley, RN, MA<br>Nursing Director, Medical Intensive Care |  - Managing Conflict, MGH Nursing Leadership Academy, September 28, 2006  
- Facilitating Effective Teamwork, MGH Nursing Leadership Academy, September 6, 2007 |
| Ann Kennedy, RN, MS<br>Nursing Director, Neuroscience |  - The Practice of Wise Leadership: The Three Lenses, MGH Nursing Leadership Academy, September 13, 2006  
- Disability and Rehabilitation in Neurological Disease: The Role of the Nurse in Influencing Patient Outcomes, November 9, 2006  
- Winter Educational Conference, Massachusetts Organization of Nurse Executives, December 2006  
- Spring Educational Conference, Massachusetts Organization of Nurse Executives, March 2007  
- Professional Responsibility, Interdisciplinary Collaboration and Leadership in Clinical Ethics, Dana Farber Cancer Institute, March 30, 2007  
- Nurses: Everyday Heroes, MGH Nurse Recognition Week, May 10, 2007  
- Administering Hypertonic Saline to Patients with Severe Traumatic Brain Injury, *American Association of Neuroscience Nursing*, May 19, 2007  
- Palliative Care in Parkinson’s Disease: Implications for Neuroscience Nursing, *American Association of Neuroscience Nursing*, May 19, 2007 |
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<th>Nurse Leader Name/Title</th>
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| Joanne LaFrancesca, RN, MN, AOCN Nursing Director, Oncology Infusion | Nursing Priorities in Caring for Patients with Intra-cerebral Hemorrhage, *American Association of Neuroscience Nursing*, May 19, 2007  
Non-Specific Behaviors as Early Indications of Cerebral Vasospasm, *American Association of Neuroscience Nursing*, May 19, 2007  
Pharmacological Management of Secreting Pituitary Tumors, *American Association of Neuroscience Nursing*, May 31, 007  
Collaboration in the Clinical Setting: Managing Teams with Geniuses, Disrupters, and Avoiders, University of Massachusetts, Boston, June 21, 2007  
Facilitating Effective Teamwork, MGH Nursing Leadership Academy, September 6, 2007 |
| Mildred LeBlanc, RN Nursing Director, Radiology | Reawakening the Heart: Caring and Renewal in Nursing Practice; Birch Tree Center for Health Care Transformation Inc., MGH; September 16, 2006  
Role of Advance Practice Nursing in Quality Oncology Care, 12th Annual NCCN Conference; NCCN, March 14, 2007  
Clinical Cancer Guidelines and Quality Cancer Care; 12th Annual Conference, NCCN March 15-18, 2007 |
| Robin Lippis-Orlando, RN, MS, CS Nursing Director, Psychiatry | Management of Aggressive Behavior, MGH, October, 2006  
Strengthening Nurse-Physician Relations, MGH Nursing Leadership Academy, January 11, 2007  
Communication for Influence: Advancing Leadership Objectives, MGH Nursing Leadership Academy, March 1, 2007  
Mind/Body Nursing Interventions, MGH, April, 2007  
A Conversation about Leadership, MGH Nursing Leadership Academy, April 23, 2007  
Nurses: Everyday Heroes, MGH Nurse Recognition Week, May 10, 2007  
<p>| Sara Macchiano, RN, MS, MBA | Strengthening Nurse-Physician Relations, MGH Nursing Leadership Academy, January 11, 2007 |</p>
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| Nursing Director, General Medicine | ✷ Personalysis, MGH Leadership Academy, January 25-26, 2007  
✦ Communication for Influence: Advancing Leadership Objectives, MGH Nursing Leadership Academy, March 1, 2007  
✦ Employee Assistance Program Work and Life Resources: Training for Managers & Supervisors, MGH, March 2007  
✦ Managing Your Budget, MGH Leadership Academy, April 26, 2007  
✦ The Bridge to Nursing Leadership, Annual Leadership Workshop, Massachusetts Organization of Nurse Executives, April 24-25, 2007  
✦ A Conversation about Leadership, MGH Nursing Leadership Academy, April 23, 2007  
✦ Cultivating a Program of Research: Merging Clinical and Research Interests, MGH Nurse Recognition Week, May 8, 2007  
✦ Nurses: Everyday Heroes, MGH Nurse Recognition Week, May 10, 2007  
✦ Transforming Care at the Bedside – Kick-Off Meeting, AONE, July 2007  
✦ Facilitating Effective Teamwork: Promoting Exceptional Collaboration for Sustained Performance, MGH Nursing Leadership Academy, September 6, 2007 |
| Bessie Manley, RN, MPA/HA Nursing Director, Medicine/Surgery | ✷ Fall Quarterly Education Conference, Massachusetts Organization of Nurse Executives, September 8, 2006  
✦ Annual Meeting, American Organization of Nurse Executives, April 15-17, 2007  
✦ A Conversation about Leadership, MGH Nursing Leadership Academy, April 23, 2007  
✦ Annual Education Conference, Massachusetts Organization of Nurse Executives, June 7-8, 2007 |
| Catherine Mannix, RN, MSN, OCN Nursing Director, Radiation Oncology | ✷ Impact Through Influence, MGH Nursing Leadership Academy, March 1, 2007  
✦ Art and Science of Medical Nursing: Viewed Through the Clinical Narrative, MGH, November 15, 2006  
✦ Managing Organizational Conflict, MGH Nursing Leadership Academy, September 28, 2006  
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| Mary McDonough, RN, MSN Nursing Director, Urology & Enterostomal Therapy | - Strengthening Nurse-Physician Relationships: Cultivating a Collaborative Clinical Network, January 11, 2007  
- Facilitating Effective Teamwork: Promoting Exceptional Collaboration for Sustained Performance, MGH Nursing Leadership Academy, September 6, 2007 |
| Sharon McKenna, RN Nursing Director, Interventional Cardiovascular Therapy | - Managing Organizational Conflict, MGH Nursing Leadership Academy, September 28, 2006.  
- A Conversation about Leadership, MGH Nursing Leadership Academy, April 23, 2007  
- Facilitating Effective Teamwork: Promoting Exceptional Collaboration for Sustained Performance, MGH Nursing Leadership Academy, September 6, 2007 |
| Brenda Miller, RN, MSN Nursing Director, Pediatric Intensive Care and Pediatric Ambulatory Care | - Managing Organizational Conflict, MGH Nursing Leadership Academy, September 28, 2006.  
| Susan Morash, RN, MA Nursing Director, General Medicine | - Managing Organizational Conflict, MGH Nursing Leadership Academy, September 28, 2006  
- The Practice of Wise Leadership: Character Based-Communication, MGH Nursing Leadership Academy, November 8, 2006  
- The Practice of Wise Leadership: The Three Lenses, MGH Nursing Leadership Academy, September 13, 2006  
- Art and Science of Medical Nursing as Viewed Through the Clinical Narrative. MGH Medical Nurses Day, November 15, 2006  
- A Conversation about Leadership, MGH Nursing Leadership Academy, April 23, 2007 |
| Lisa Morrissey, RN, MBA, CNOR Blake and Gray Operating Rooms | - Managing Today’s OR Suite Conference, OR Manager, November 9-10, 2006  
- Emergency Preparedness, Beth Israel Deaconess, November 2006  
- Using Humor to Change, AORN, March 2007  
- Professional Responsibility: Disaster Preparedness, AORN, March 2007  
- Hardwiring Sustainable Change, AORN, March 2007  
- Crucial Confrontations, AORN, March 2007  
- The Puzzle – New JCAHO Regulations, AORN, March 2007  
- Coaching – Developing Staff, Beth Israel Deaconess, May 2007  
- Crucial Conversations, MGH, July/August 2007 |
| Walter Moulaison JR., RN, MSN, MBA Nursing Director, Anticoagulation Management Services | - Oral Anticoagulation Management Before and After the DAWN, Dawn AC Fourteenth User Group, Rheged, Penrith, UK, September, 18-19, 2006  
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<th>Nurse Leader Name/Title</th>
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| Janet Mulligan, RN, MS Nursing Director, IV Therapy | - Annual Meeting, Association for Vascular Access, September 9-12, 2006  
- Managing Organizational Conflict, MGH Nursing Leadership Academy, September 28, 2006  
- Strengthening Nurse-Physician Relationships, MGH Nursing Leadership Academy, January 11, 2007  
- Implementing a Competency-Verified PICC Tip Radiographic Verification Program for the Registered Nurse, Co-sponsored by MGH and Bard, February 10, 2007  
- Impact Through Influence, MGH Nursing Leadership Academy, March 1, 2007  
- A Conversation about Leadership, MGH Nursing Leadership Academy, April 23, 2007  
- Process Management Course, MGH Leadership Academy, May 16-17, 2007  
- Annual Meeting, Infusion Nurses Society, June 2-9, 2007  
- Developing a High-Tech PICC Team, Co-sponsored by MGH/Bard, June 28, 2007  
- Effective Teamwork, MGH Nursing Leadership Academy, September 6, 2007 |
| John Murphy, RN, MS Nursing Director, Neuroscience Critical Care | - Managing Conflict, MGH Nursing Leadership Academy, September 28, 2006  
- Deb Wing Memorial Lecture: Spirituality and Culture; Caring for the Catholic Patient, November 09, 2006  
- Boston Chapter AANN Neuroscience Nursing Conference: A Bridge to Excellence November 14, 2006  
- NEOB Organ Donation & Transplantation Breakthrough Collaborative. November 15, 2006  
- Partners Stroke Lecture: During the Cessation of Warfarin, Considering Bridge Therapy, December 2, 2006  
- Strengthening Nurse-Physician Relationships, MGH Nursing Leadership Academy, January 11, 2007  
- Implementing Safety Strategies as Front-Line Manager, Institute for Health Care Improvement, February 12-13, 2007  
- Impact through Influence, MGH Nursing Leadership Academy, March 1, 2007  
- A Conversation about Leadership, MGH Nursing Leadership Academy, April 23, 2007  
- Process Management Course, MGH Leadership Academy, May 16-17, 2007  
- Effective Teamwork, MGH Nursing Leadership Academy, September 6, 2007 |
| Kathleen Myers, RN, MSN, APRN, BC, ONC, CNA Nursing Director, Orthopaedics | - Annual Congress, National Association of Orthopaedic Nurses, May 19-22, 2006  
- A Conversation about Leadership, MGH Nursing Leadership Academy, April 23, 2007  
| Judy Newell, RN Nursing Director, Pediatrics | - Managing Organizational Conflict, MGH Nursing Leadership Academy, September 28, 2006  
- Strengthening Nurse-Physician Relationships, MGH Nursing Leadership Academy, January 11, 2007  
- Impact Through Influence, MGH Nursing Leadership Academy, March 1, 2007  
- A Conversation about Leadership, MGH Nursing Leadership Academy, April 23, 2007  
- Effective Teamwork, MGH Nursing Leadership Academy, September 6, 2007 |
| Claire O’Brien, RN, MBA, CNOR Nursing Director, Orthopaedic Ambulatory Surgery Center | - Impact Through Influence-Improving Communications to Advance Leadership Objectives, MGH Nursing Leadership Academy, March 1, 2007  
- A Conversation about Leadership, MGH Nursing Leadership Academy, April 23, 2007 |
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| Angelleen Peters-Lewis, RN, PhD Nursing Director, GI Endoscopy | - Strengthening Nurse-Physician Relationships, MGH Nursing Leadership Academy, January 11, 2007  
- Impact Through Influence, MGH Nursing Leadership Academy, March 1, 2007  
- A Conversation about Leadership, MGH Nursing Leadership Academy, April 23, 2007  
- Effective Teamwork, MGH Nursing Leadership Academy, September 6, 2007 |
| Lori Puglsey, RN, MEd Nursing Director, Family and Newborn | - Managing Organizational Conflict, MGH Nursing Leadership Academy, September 28, 2006  
- The Practice of Wise Leadership Coaching and Practice Session, MGH Nursing Leadership Academy, February 22, 2007  
- Impact Through Influence, MGH Nursing Leadership Academy, March 1, 2007  
- The Practice of Wise Leadership: Character Based-Communication, MGH Nursing Leadership Academy, March 2007  
- Annual Meeting, American Organization of Nursing Executives, April 15-17, 2007  
- A Conversation about Leadership, MGH Nursing Leadership Academy, April 23, 2007  
- Transforming Conflict, Massachusetts Organization of Nurse Executives, June 7, 2007  
- Effective Teamwork, MGH Nursing Leadership Academy, September 6, 2007 |
| Janet Dauphinee Quigley, RN, MSN Nursing Director, Same Day Surgery | - Management of Aggressive Behavior Workshop, MGH Policy & Security, October 2006  
- Managing Today’s OR Suite Conference, OR Manager, November 9-10, 2006  
- Strengthening Nurse/Physician Relationships, MGH Nursing Leadership Academy, January 11, 2007  
- The Practice of Wise Leadership: Coaching and Practice Session, MGH Nursing Leadership Academy, February 22, 2007  
- Plantar Fasciitis, MGH, May 8, 2007  
- Nurses: Everyday Heroes, MGH Nurse Recognition Week, May 10, 2007  
- Transforming Conflict, Massachusetts Organization of Nurse Executives, June 7, 2007  
- Effective Teamwork, MGH Nursing Leadership Academy, September 6, 2007 |
| Maureen Schnider, RN, MS, CPHQ Nursing Director, Central Resource Team, Clinical Supervisors | - Enlightened Power: Putting it into Action and Creating Magnet Magic, Fall Quarterly Educational Conference, Massachusetts Organization of Nurse Executives, September 8, 2006  
- Managing Conflict, MGH Nursing Leadership Academy, September 28, 2006  
- Art and Science of Medical Nursing as Viewed through the Clinical Narrative, MGH Nursing Grand Rounds, November 15, 2006  
- Doing the Write Thing: Simple Steps to Writing and Getting Published, MGH Nursing Grand Rounds, February 22, 2007  
- Practice of Wise Leadership, MGH Nursing Leadership Academy, February 22, 2007 and May 17, 2007  
- Managing Nurse Physician Relationships, MGH Nursing Leadership Academy, January 11, 2007 |
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| Peggy Doyle Settle, RN, C, PhDc Nursing Director, Newborn Intensive Care | - Impact Through Influence, MGH Nursing Leadership Academy, March 1, 2007  
- Surge Capacity Planning for Hospitals, World Research Group/Chicago, IL, April 18-20, 2007  
- A Conversation about Leadership, MGH Nursing Leadership Academy, April 23, 2007  
- Engaging Nurses: Making Magnet Matter, MGH Nurse Recognition Week, May 7, 2007  
- Cultivating a Program of Research: Merging Clinical and Research Interests, MGH Nurse Recognition Week, May 8, 2007  
- A Randomized Trial of Standardized Nursing Patient Assessment Using Wireless Technology, MGH Nursing Grand Rounds, September 6, 2007  
- Facilitating Effective Teamwork, MGH Nursing Leadership Academy, September 6, 2007 |
| Judy Silva, RN, MSN Nursing Director, Cardiac Interventional Unit | - More than Just a Journal Club: A Dialogue for the Nursing Community, MGH Nursing Research Journal Club, September 13, 2006  
- High Reliability Training Retreat: Interventions Across the Partners System, Harvard Medical School/IHI, September 14, 2006  
- Medical Nursing as Viewed Through the Clinical Narrative, September 15, 2006  
- The Practice of Wise Leadership: Character-Based Collaboration, MGH Nursing Leadership Academy, December 6, 2006  
- High Reliability Follow-Up Training Retreat, Harvard Medical School/IHI, January 9, 2007  
- Crucial Conversations, Vital Signs, February 27, 2007 and March 1, 2007  
- Improving Outcomes in Heart Failure, MGH Visiting Scholar Program for Cardiac Nursing, April 26, 2007  
- Nurses: Everyday Heroes, MGH Nurse Recognition Week, May 10, 2007  
- A Randomized Trial of Standardized Nursing Patient Assessment, MGH Nursing Grand Rounds, July 26, 2007  
- Facilitating Effective Teamwork: Promoting Exceptional Collaboration for Sustained Performance, September 6, 2007 |
| Colleen Snydeman, RN, MSN Nursing Director, Cardiac Intensive Care | - Managing Conflict, MGH Nursing Leadership Academy, September 28, 2006  
- Strengthening Nurse-Physician Relationships, MGH Nursing Leadership Academy, January 11, 2007  
- Communication for Influence: Advancing Leadership Objectives, MGH Nursing Leadership Academy, March 1, 2007  
- A Conversation about Leadership, MGH Nursing Leadership Academy, April 23, 2007 |
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<tr>
<td><strong>Amanda Stefancyk, RN, MSN, NBA</strong> Nursing Director, General Medicine</td>
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- The Practice of Wise Leadership: Coaching and Practice, MGH Nursing Leadership Academy, May 17, 2007  
- National Teaching Institute, AACN, May 20-24, 2007  
- Facilitating Effective Teamwork: Promoting Exceptional Collaboration for Sustained Performance, September 6, 2007  
- Strengthening Nurse-Physician Relations, MGH Nursing Leadership Academy, January 11, 2007  
- Communication for Influence: Advancing Leadership Objectives, MGH Nursing Leadership Academy, March 1, 2007  
- The Bridge to Nursing Leadership, Annual Workshop, Massachusetts Organization of Nurse Executives, April 24-25, 2007  
- Nurses: Everyday Heroes, MGH Nurse Recognition Week, May 10, 2007  
- Transforming Care at the Bedside – Kick-Off Meeting, AONE, July 2007  
- Facilitating Effective Teamwork: Promoting Exceptional Collaboration for Sustained Performance, MGH Nursing Leadership Academy, September 6, 2007 |
| **Mary Sylvia-Reardon, RN, MS** Nursing Director, Renal |  
- Practice of Wise Leadership: The Three Lenses, MGH Nursing Leadership Academy, September 13, 2006  
- Managing Conflict, MGH Nursing Leadership Academy, September 28, 2006  
- Annual Conference, Renal Network of New England, October 12, 2006  
- Art and Science of Medical Nursing as Viewed Through the Clinical Narrative, MGH Medical Nursing Day, November 15, 2006  
- Practice of Wise Leadership: Character-Based Collaboration, MGH Nursing Leadership Academy, December 6, 2006  
- Personalysis, MGH Leadership Academy, March 2007  
- Annual Meeting, American Organization of Nurse Executives, April 13-17, 2007  
- A Conversation about Leadership, MGH Nursing Leadership Academy, April 23, 2007  
- CITI Course: the Protection of Human Research Subjects, MGH, July 26, 2007  
- End Stage Renal Disease: Caring for the Hemodialysis Patient, MGH Nursing Grand Rounds, August 8, 2007 |
| **Aileen Tubridy, RN, MSN** Nursing Director, Cardiac Stepdown |  
- Managing Conflict, MGH Nursing Leadership Academy, September 28, 2006  
- Art and Science of Medical Nursing as Viewed Through the Clinical Narrative, MGH Medical Nursing Day, November 15, 2006  
- Strengthening Nurse-Physician Relations, MGH Nursing Leadership Academy, January 11, 2007  
- Facilitating Effective Teamwork: Promoting Exceptional Collaboration for Sustained Performance, MGH Nursing Leadership Academy, September 6, 2007 |
| **Susan Tully, RN** Nursing Director, Surgical Intensive Care |  
- Managing Conflict, MGH Nursing Leadership Academy, September 28, 2006  
- Strengthening Nurse-Physician Relations, MGH Nursing Leadership Academy, January 11, 2007  
- Facilitating Effective Teamwork: Promoting Exceptional Collaboration for Sustained Performance, MGH Nursing Leadership Academy, September 6, 2007 |
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<td>Maria Winne, RN, MS</td>
<td>Communication for Influence: Advancing Leadership Objectives, MGH Nursing Leadership Academy, March 1, 2007</td>
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<td>Nursing Director, General Medicine and Acute Respiratory Care</td>
<td>Personalysis, MGH, March 6-7, 2007</td>
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<td>Corrective Action Course, MGH, March 28, 2007</td>
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<td>Great Leaders Inspire Discretionary Effort, MGH/MGPO, May 30, 2007</td>
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<td>Facilitating Effective Teamwork, MGH Nursing Leadership Academy, September 6, 2007</td>
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<td>Managing Your Budget, MGH Leadership Academy, September 13, 2007</td>
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