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## **Advancing PCU Nurses**



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We Acknowledge



elcome to the 16th issue of the UC

journal centered on the topic of progressive care

nursing. We asked each of our Progressive Care

Units (PCUs) to provide stories about their unit,

and received a wide range of material on a variety

of topics. In 2016 UCSDH expanded the number

and types of patient care units. This was done

for many reasons. First, we needed to increase

the number of ICU beds available for tertiary

care needed by patients transferred from our new

affiliations with other health centers. Secondly, as

our market-share continued to grow, we needed

required closer monitoring than can be done on a

to provide more patients with treatments that

You will read about the experience of opening

a new PCU, where nurses were often asked to

care for new types of patients at a new level of

care. Many of these nurses had not expected a

change like this in their career. Whole units that

were once medical-surgical level of acuity were

transformed into PCUs. Nurses had to make the

hard choice of advancing their skills or leaving the

department they had been a part of for many years.

I recognize the professional strain that this caused

them, and you will hear the emotion in some of

these testimonies. Looking back, they tell us it was

stressful and challenging, but in the end they report

received from their peers, managers, and educators

Then there are the messages of teambuilding, the

bonding that occurs as new workgroups settle into

UCSDH nursing. The sentiment of pride comes

through loudly from those who have transitioned

past the 'change' process to the other side where

they practice nursing in a 'new normal'. Further, as

being proud of their newly acquired skills gained

through thoughtfully planned education. They

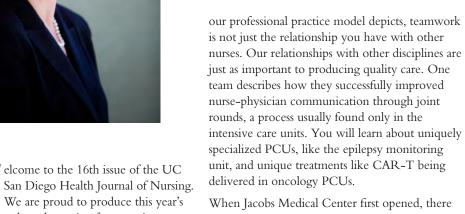
express clear appreciation for the support they

medical-surgical floor.

in the transition.

# Five Magnet

Transformational Leadership Structural **Empowerment** Exemplary New Knowledge and Innovation



The Chief Clinical Officer

Message from the

were many challenges with the environmental design and new workflows. One team describes novel strategies towards teambuilding and overcoming these challenges in an article entitled, 'Igniting Innovation'. They found that even now, well past the move, the same strategies are helpful for everyday operations. These new approaches have been so successful that they have been adopted widely by many other units as a way to enhance employee engagement and provide nurses the resources they need while stimulating new ideas to advance practice. Finally, the Trauma PCU describes the process of working through an ethical dilemma that resulted in changing the way we interact with law enforcement to improve safety of our employees and patients, while maintaining appropriate patient privacy. That article was originally published in Critical Connections, a publication of the Society of Critical Care Medicine, and we are making it available to you through our UCSDH Journal of

I hope you enjoy reading these articles as much as I have. I have always encouraged nurses to journal about their work, reflecting back on what it means to be a nurse. This year's journal is just that; a reflection of each nurse's piece of the process of advancing progressive care. I am thankful to all of the nurses who so diligently learned new skills and embraced caring for new and different types of patients. I am grateful that all of these nurses helped us to reach our goals of being able to provide this care to a greater number of people in our community.

their new roles and find their niche in the fabric of I wish all of you a wonderful Nurses Week. With Gratitude,

> MARGARITA BAGGETT, MSN, RN CHIEF CLINICAL OFFICER

## Componets

**Professional Practice Empirical Outcomes** 

**Shared Governance** committee membership is a great way to become personally involved in the Magnet journey and to help shape the future of nursing at UCSD. For more information go to our nursing website at https://health.ucsd.edu/ medinfo/nursing/Pages/ nursing-committeeopportunities.aspx

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